

BOARD AND COMMITTEE MEETINGS SCHEDULE

Thursday, March 26, 2020

Virtual Meeting

<https://mediasite.video.ufl.edu/Mediasite/Play/810e94c8c6cd49eab540e3783bc68ec71d>

University of Florida, Gainesville, FL

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|--------------------------|---|
| 10:00 – 11:00 a.m. | COVID-19 Update with Senior Vice President Charlie Lane |
| ~11:00 - 11:30 a.m. | Committee on Advancement (Zucker (Chair), Brandon, Heavener, Powers, Rosenberg, Thomas) |
| ~11:30 a.m. – 12:00 p.m. | Committee on Academic, Faculty and Student Affairs & Experience (Rosenberg (Chair), Brandon, Johnson, Kuntz, Murphy, Thomas) |
| ~12:00 - 12:30 p.m. | Committee on Marketing, Public Relations and Strategic Communications (Stern (Chair), Johnson, O’Keefe, Patel, Powers, Zucker) |
| ~12:30 – 1:00 p.m. | Lunch |
| ~1:00 – 1:30 p.m. | Committee on Audit and Compliance (Powers (Chair), Brandon, Murphy, Patel, Stern, Thomas) |
| ~1:30 - 2:00 p.m. | Committee on Finance, Strategic Planning and Performance Metrics (Kuntz (Chair), Heavener, Hosseini, O’Keefe, Patel, Powers) |
| ~2:00 – 3:00 p.m. | Committee on Facilities and Capital Investments and Subcommittee on Facilities and Capital Investments (Hosseini (Chair), Brandon, Johnson, Kuntz, O’Keefe, Stern) |
| ~3:00 - 3:30 p.m. | Committee on Governance, Government Relations and Internal Affairs (Patel (Chair), Heavener, Hosseini, Kuntz, Rosenberg, Zucker) |
| ~3:30 - 4:30 p.m. | Board of Trustees’ Meeting (Full Board) |



**COMMITTEE ON ADVANCEMENT
AGENDA**

**Thursday, March 26, 2020
~11:00 a.m.**

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

Committee Members:

Anita G. Zucker (Chair), David L. Brandon, James W. Heavener, Marsha D. Powers, Jason J. Rosenberg, Ray G. Thomas

- 1.0 Call to Order and Welcome Anita G. Zucker, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of Minutes..... Anita G. Zucker, Chair
[December 5, 2019](#)
[February 25, 2020](#)
- 4.0 Discussion Items..... Anita G. Zucker, Chair
 - 4.1 Transformational Gift..... Tom Mitchell, Vice President for Advancement
 - 4.2 Post Campaign Retention Strategy Tom Mitchell
 - 4.3 Alumni Participation..... Jason Rosenberg, Trustee
 - 4.4 Giving Day David Brandon, Trustee
- 5.0 New Business Anita G. Zucker, Chair
- 6.0 Adjourn Anita G. Zucker, Chair



COMMITTEE ON ADVANCEMENT

Meeting Minutes

December 5, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Time Convened: 11:01 a.m.

Time Adjourned: 11:42 a.m.

Committee and Board members present:

Anita Zucker (Committee Chair), David L. Brandon, Morteza Hosseini (Board Chair), Leonard H. Johnson, Thomas G. Kuntz, Michael C. Murphy, Daniel T. O'Keefe, Rahul Patel, Jason J. Rosenberg, Robert G. Stern, Ray G. Thomas

Others present were:

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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; Curtis Reynolds, Vice President for Business Affairs; Scott Stricklin, Director of Athletics, members of the President's Cabinet, members of the University of Florida Community, and other members of the public and the media.

1.0 Call to Order and Welcome

Committee Chair Zucker welcomed everyone in attendance and called the meeting to order at 11:01 a.m. She shared her excitement at being on campus and spoke about the special memories that being here evokes.

2.0 Verification of Quorum

Vice President Tom Mitchell verified a quorum with all members present except for Trustee Marsha Powers and Trustee Bill Heavener.

3.0 Review and Approval of Minutes

Committee Chair Zucker asked if there were any additions and/or corrections to the minutes of the Committee meeting on June 6, 2019, and the pre-meeting conference calls held on October 17 and November 20, 2019. Hearing none, she asked for a motion to approve the minutes, which was made by Trustee Brandon and a second, which was made by Trustee Thomas. The Committee Chair asked for further discussion, after which she asked for all in favor of the motion and any opposed and the motion was approved unanimously.

4.0 Action Items

The Committee did not have any Action Items.

5.0 Discussion/Informational Items

Committee Chair Zucker called attention to the three handouts that were included in the board packet and then introduced Campaign Co-chairs Ken and Linda McGurn. She noted that the McGurns are long-time Gainesville residents and highly respected community leaders who hold five degrees between the two of them and have a total giving history to UF of over \$26 million.

5.1 Campaign Update

Campaign Co-chairs Ken and Linda McGurn remarked that they were honored to serve as this year's co-chairs of the Go Greater campaign and were particularly passionate about the campaign theme of *Your Environment*. They recognized Committee Chair Zucker for the high bar she set as the first campaign co-chair and the appropriateness of the campaign theme of *Your Leadership* for her year of service. Andrew and Pamela Banks led the following year under the theme of *Your Health*. They acknowledged Trustee Heavener for agreeing to serve on the final leg of the campaign as co-chair under the theme of *Your Ideas/Innovation*.

The McGurns expanded on their passion for the environment – solar energy, recycling water, redeveloping property, climate change, etc. – and the importance of supporting organizations like UF that value the environment. UF's reputation and national stature will make a difference in educating and convening people, and they referred to a few environmental initiatives – the Thompson Earth Systems Institute, the Kelley A. Bergstrom Real Estate Center and the Florida Institute for Built Environment Resilience – as game changers.

The campaign dashboard slide was presented:

- The campaign has raised \$2.3 billion toward our \$3 billion goal which is over 77% of our goal in 5 ½ years.
- Our last campaign – Florida Tomorrow – had a working goal of \$1.5 billion and ended with a total of \$1.72 billion, and it took us 7 years to complete
- We have achieved almost 85% of our goal for commitments to the endowment
- We have achieved 64% of our goal for cash into the endowment
- We have made a lot of progress toward our working goal of \$275 million for capital projects.

The McGurns expressed their excitement at seeing UF move up in the national rankings and their optimism that by working together we will soon reach top 5 status.

They shared that the lifetime giving of this board is over \$76 million dollars and that 100% of the trustees have made a gift in this campaign with a collective amount of over \$40M. The UF Alumni Association, UF Foundation and Athletics Board are also fully committed. Everyone's commitment to making this campaign success is appreciated.

Ken noted that as a business man, he's impressed that the Foundation raises \$9 for every \$1 invested. He attributed the success that's being reported to Vice President Mitchell, who has led this campaign.

5.2 New Gifts

Vice President Mitchell expressed this thanks to the McGurns and noted that they are eloquent spokespeople for UF who are well received throughout the state and the country.

He presented slides on four new gifts that have been received since the last BOT meeting:

- **The Shriners** made a leadership gift that will provide extraordinary support for pediatric orthopedics; Dr. David Nelson and Ed Jimenez were acknowledged for their leadership and help with this gift and thanks was extended to our Health Sciences people.
- **Committee Chair Zucker** was recognized for her extraordinary generosity in making another campaign gift in support of several areas:
 - Strengthened the professorship in Early Childhood Studies by moving it to an endowed chair in Early Childhood Studies;
 - Made a leadership gift to support the Machen Florida Opportunity Scholars program;
 - Created an endowed chair in brain tumor research and therapy; and
 - Established an endowed chair that promotes innovation and ideas.
- **Trustee Heavener**, who wasn't in attendance during this portion of the meeting, made a leadership gift to support our new football training center, which will bear his name; this will come on the agenda later in the meetings.
- **Chairman Hosseini** provided leadership support of law scholarships, which continues to allow us the opportunity to attract some very bright and talented students and has pushed our rankings through the ceiling.

Vice President Mitchell commended Chairman Hosseini, Trustee Heavener and Trustee Zucker for their leadership and support and then turned the meeting back over to Committee Chair Zucker.

5.3 Draft Timeline/Capstone Ideas

Committee Chair Zucker expressed her thanks to everyone and noted that it takes leaders like Vice President Mitchell to pull all of this together. She presented an overview of the slide on the Go Greater Campaign Timeline:

- The campaign theme for fiscal year 2020 is Your Environment.
- We have reached \$2.3 billion as of this month.
- We are projecting that we will reach our \$3 billion goal in 21 months, which would put us a year ahead of schedule
- We are tentatively scheduling an internal victory celebration on September 17, 2021
- We would have an external celebration in October 2022
- Following the external celebration, we would have an appreciation/gratitude tour during the months of October, November and December.

Committee Chair Zucker then called on Trustee Brandon to review capstone ideas for the last 21 months of the campaign.

Trustee Brandon presented the Campaign Capstone slide and acknowledged the hard work that the campaign team has been doing. The team identified 10 items and then drilled down to the most important 3 items:

- **Closing Gifts in Pipeline**
 - Each of our development officers have identified 10 individuals/corporations/ foundations that they would like to close before September 2021.
 - We have over 100 full-time fundraisers so we are currently managing around 1,000 prospects who we think will close by the internal celebration date.
- **Every College/Unit is a Winner**
 - There are 28 areas that we've identified across campus as priority areas that have campaign portfolios.
 - We want to be sure that every college/unit has a win within the campaign.
 - A number of colleges have already achieved big wins:
 - Athletics (Hawkins Education Center)
 - Warrington College of Business (Al and Judy Warrington gift)
 - College of Engineering (Herbert and Nicole Wertheim gift)
 - College of Education (James Patterson Literacy Challenge)

- **Impact Stories – Two-Minute Videos**

- Our communications team is working closely with college/unit communication teams to put together winning stories of gifts that have had a significant impact on each of the colleges.
- By the time we reach September 2021, we should have two-minute highlight videos and campaign success stories from all 28 areas.
- These videos will reflect the impact of the monies we're raising and what it's going to do.

Trustee Brandon called on Trustee Thomas to present the state public universities data, and Committee Chair Zucker referred everyone to the handouts that were provided for the state/SEC/national data.

5.4 **State/SEC/National Data**

Trustee Thomas shared a slide on the 12 public universities in the state and noted that UF is the most successful fundraising public university, with gifts and commitments of over \$526 million. Florida State holds the #2 position with \$146 million. He shared that the University of Miami, a private institution, isn't doing as well as UF, as they only have \$322 million in commitments and an endowment of \$997 million. The state looks to the University of Florida for leadership in our fundraising efforts, and this fiscal year (2019) we have once again led the state.

He concluded by sharing that his attendance at home football games has provided an opportunity to meet many of our donors and supporters, and they are enthusiastic about our vision to become a top 5. They mention the quality of our faculty, their excitement about our research in areas like climate and the environment and our advances in medical research and patient care. There is a sense that they have a real desire to back a winner.

Trustee Thomas turned the meeting over to Trustee Rosenberg to share some data on the SEC universities.

Trustee Rosenberg began by expressing his thanks and appreciation to the McGurns and noted that they are always doing the right things for people who love Gainesville.

He then presented a slide on data from the 14 universities in the Southeastern Conference (SEC). Although Vanderbilt, a private institution, was not included on the slide, UF also compares favorably to Vandy. Our campaign continues to be one of the largest and our APR is among the best in the SEC.

However, Vandy's APR is at 31%, so they're killing it in that regard. This can be attributed to the student experience. Their students have great affinity for how they were treated. Our students at UF are also having an amazing time, both academically and athletically; they love President Fuchs, who recently did a

lighting of the Gator. We're starting new campus traditions at UF that our students can look back on.

Our campaign continues to be one of the best, and UF will continue to rise. Thanks to Vice President Mitchell and his staff, we have won the 2019 SEC championship in fundraising.

Provost Glover applauded Vice President Mitchell's fundraising prowess but noted that he needs to work harder on the APR because we're not #1 in that space yet.

Trustee Rosenberg turned the meeting over to Vice President Mitchell to present the top public universities fundraising report in the absence of Trustee Heavener.

Vice President Mitchell presented a slide on the top public universities which shows Virginia, Washington, UCLA, Berkeley and Ohio State as the top 5. Virginia received two \$100M gifts in the same year, their APR is over 20% and they have a great endowment. There may be an opportunity for us to play Virginia in the Orange Bowl.

The University of Washington is all about location, Microsoft and Gates. They just completed the largest public campaign in history.

UCLA has a very good program, and Berkeley is pretty good as well. Two universities not listed on the slide are Michigan and Texas. Their data hasn't been officially released yet, but Michigan's numbers are higher than ours and Texas's numbers are lower than ours. We're moving into the \$600 million space in the next year, which should put us in the space of the top publics in the nation. Thanks in large part to the enormous commitment and generosity of our alumni and friends, we continue to move up. Gators love this institution, they love rankings, they love quality and they love to help us, if they're in a position to do so.

People invest in quality and when you say Virginia, Michigan, UCLA, etc., people equate that with quality, so becoming a top 5 does make a difference. Chairman Hosseini noted that the return on investment is becoming a top 5 public university. Committee Chair Zucker shared that she has seen the difference because as we move up, everything moves up; it causes more people to take a look at UF and see how special this place really is.

Trustee Rosenberg asked about the anatomy of donors at these other universities and what accounts for the difference. Vice President Mitchell responded that these are individualized and situational cases. UCLA is a destination medical center with foreign wealth influence, and Washington has

Microsoft and Gates providing a big push for them. Our numbers compare favorably to Virginia, Ohio and North Carolina, who are consistently getting those larger gifts.

Vice President Mitchell called on Committee Chair Zucker.

6.0 New Business

Committee Chair Zucker asked if there was any new business to report.

Chairman Hosseini thanked the McGurns for their leadership and remarked that he was surprised that they were not demanding that Vice President Mitchell increase the \$3 billion campaign goal to \$4 or \$5 billion. He expressed appreciation on behalf of the BOT for all they do for the community and for the University of Florida.

President Fuchs also thanked the McGurns for their leadership. He pointed out that we are raising our philanthropy at a rate of 3-4 times the next highest university and to do that year after year is just amazing. We have made incredible progress over time. In 2014, we announced that we had passed the \$300 million mark and now we're pushing the \$600 million mark. That's phenomenal, and it puts us within striking distance of top 5. We're creating a culture of philanthropy at UF and once you create that culture, it endures.

Committee Chair Zucker thanked President Fuchs, the committee members and the McGurns and stated that she'd like to close the meeting with a video on the Machen Florida Opportunity Scholars (MFOS) program, which celebrated its 15th anniversary this year. We owe a great deal of debt and gratitude to former President Machen for his insightful leadership in establishing this life-transforming program. Over 4,500 students have benefited greatly from the MFOS program, and there are many stories of success. One of those stories is about Lindsey Hidenrite.

At ten years old, Lindsey called the police to report that her mother had abandoned her and her siblings and they needed help. Her life ran the gamut from homeless to a number of foster homes to a home at the University of Florida as a member of the MFOS program. Her passion for reading, learning and animals continued and upon graduation, she was admitted into the UF College of Veterinary Medicine to pursue a doctor of veterinary medicine.

Following the moving video, Committee Chair Zucker remarked that Lindsey's story was remarkable. She went from being homeless, to foster homes, to a home at UF and then finally, last month she purchased and closed on her very own home. She went from having no coat, to hand-me down coats and now she wears a white coat, thanks to the support she received through the MFOS program. Lindsey is a proud Gator who recently made her first gift to the University of Florida. We should all be proud of this university and all it has done for students like Lindsey and so many others because that's what it's all about.

Trustee Heavener and Vice Chair Kuntz arrived as the meeting was ending. Vice President Mitchell turned back to the slide on Trustee Heavener's leadership gift and announced that

Trustee Heavener is not only a friend and colleague, but he's a passionate Gator who has been extraordinarily generous to UF for many years. Athletic Director Scott Stricklin and his team have a bold and dynamic vision for the future for our athletics program, and Trustee Heavener was the first to step up to advance the program. He asked everyone to join him in thanking Trustee Heavener.

Chairman Hosseini stated that it was now alright to look at the gift bags that were placed in front of all the trustees. It was given in thanks and appreciation by President Fuchs and him, and they are hopeful that everyone will display the gift – a small UF-branded stuffed bear – in their offices.

7.0 Adjourn

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

DRAFT

**COMMITTEE ON ADVANCEMENT
Pre-meeting Minutes
Telephone Conference Call
Tuesday, February 25, 2020
123 Tigert Hall Conference Room
University of Florida, Gainesville, FL
Time Convened: 4:00 p.m.
Time Adjourned: 4:09 p.m.**

Committee and Board Members Present:

Anita Zucker (Chair), David L. Brandon, James W. Heavener, Rahul Patel, Marsha Powers and Ray G. Thomas

Others present were:

Assistant Vice President for Development Maria Martin and other members of the University community.

1.0 Call to Order and Welcome

Committee Chair Zucker welcomed everyone in attendance and called the meeting to order at 4:00 p.m.

2.0 Roll Call

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Review Agenda for March 2020 Meeting

Committee Chair Zucker began by saying how sorry she was to hear about the loss of Vice President Tom Mitchell's mother, which is always a very difficult thing to deal with. She mentioned that her mother is also in poor health.

She remarked that there would be minutes to review and approve and then turned the Committee's attention to the discussion items on the Committee Agenda for March 26.

1. New Gifts (Dec. 9 – Mar. 26)

Committee Chair Zucker reported that we have received some very large gifts this quarter, and Vice President Mitchell will be talking about some of those gifts at the meeting.

2. Campaign Capstone/Post Campaign Retention Strategy

Committee Chair Zucker will present this topic.

3. Impact Report

Vice President Mitchell will share the impact report.

4. Go Greater Campaign Impact: Warrington College of Business

Committee Chair Zucker asked Trustee Heavener if he would be willing to present with Warrington College of Business Dean John Kraft on the campaign impact of the WCBA, and he agreed to do so.

5. Alumni Participation

In the absence of Trustee Rosenberg, Committee Chair Zucker stated that we would reach out to him to determine his willingness to present with past UF Alumni Association President Karen Unger on alumni participation.

6. Giving Day

Committee Chair Zucker asked Trustee Brandon if he would be willing to lead the discussion on Giving Day with College of Design, Construction and Planning Dean Chimay Anumba, and he agreed to do so.

Trustee Brandon also referenced the breakdown by colleges of the Stand Up and Holler Day and noted that one of the smallest colleges on campus outpaced some of the larger ones in the number of gifts received and amount of total giving. He stated that they plan to show a video at the March board meeting.

Committee Chair Zucker agreed that it was an amazing day, and she was looking forward to the meeting. She also stated that she would like to include a slide in the Committee presentation that shows the Giving Day breakdowns for all the colleges.

Assistant Vice President Maria Martin stated that we would be providing slides and suggested speaking points for all the participants in advance of the meeting.

4.0 New Business

Committee Chair Zucker reported that she and Assistant Vice President Maria Martin attended the start of the Remission Alliance Summit in Orlando, and it was very exciting. We have 12 colleges/universities that have formed an alliance and are currently working together to share data and research.

Assistant Vice President Maria Martin added that it was a very impactful evening that was focused on the work that is happening at the Preston Wells Center for Brain Tumor Therapy at

the University of Florida. Dr. Duane Mitchell and Dr. William Friedman from the University of Florida were the key speakers at the event. Friday night was the fundraising portion of the summit and several gifts were announced that evening. There were also families in attendance who shared emotional and impactful personal stories about their experiences with this dreadful disease. The academic portion of the summit took place on Saturday and Sunday and included workshops and the sharing of data and research. Everyone was very happy about what was accomplished at the summit.

Committee Chair Zucker asked if there was any new business, and there was none.

5.0 Adjourn

As there was no further discussion, Committee Chair Zucker expressed her appreciation for everyone's time and efforts and thanked them for joining the brief meeting. The meeting was adjourned at 4:09 pm.

DRAFT

**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE**

AGENDA

Thursday, March 26, 2020

~11:30 a.m.

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

Committee Members:

Jason J. Rosenberg (Chair), David L. Brandon, Leonard H. Johnson, Thomas G. Kuntz, Michael C. Murphy, Ray G. Thomas

- 1.0 Call to Order and Welcome Jason J. Rosenberg, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of Minutes..... Jason J. Rosenberg, Chair
[November 19, 2019](#)
[December 6, 2019](#)
- 4.0 Action Items Jason J. Rosenberg, Chair
[AFSAE1](#) Tenure Upon Hire
[AFSAE2](#) New Degree: B.S. in Marine Sciences (CLAS and CALS)
- 5.0 Discussion Items Jason J. Rosenberg, Chair
[5.1 Admissions Update](#) Joe Glover, Provost
- 5.2 Student Body President Update Michael Murphy, President, Student Body
- 5.3 Faculty Senate Update Ray Thomas, Chair, Faculty Senate
- 5.4 Program Changes Joe Glover
[5.4.1](#) Name Change: LL.M. in Comparative Law to LL.M. in U.S. Law (College of Law)
[5.4.2](#) New Major: Bachelor of Science in Data Science (College of Liberal Arts and Sciences)
- 5.5 Centers/Institutes Joe Glover
[5.5.1](#) New Institute: Warren B. Nelms Institute for the Connected World (The Nelms Institute)-Herbert Wertheim College of Engineering
- 6.0 New Business Jason J. Rosenberg, Chair
- 7.0 Adjourn Jason J. Rosenberg, Chair



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE**

Meeting Minutes

Telephone Conference Call

November 19, 2019

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 4:02 p.m.

Time Adjourned: 4:23 p.m.

Committee and Board members present:

Jason J. Rosenberg (Committee Chair), David L. Brandon, Thomas G. Kuntz, Daniel T. O’Keefe, Robert G. Stern, Ray G. Thomas

Others present:

Joseph Glover, Provost and Senior Vice President for Academic Affairs; Robert Gilbert, Dean for IFAS Research and Jerry Fankhauser, Assistant Director, Florida Agricultural Experiment Station-UF/IFAS.

1.0 Call to Order and Welcome

Committee Chair Rosenberg welcomed everyone in attendance and called the meeting to order at 4:02 p.m.

1.0 Verification of Quorum

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Review and Approval of Minutes

Committee Chair Rosenberg stated that the minutes would be approved at the December meeting.

4.0 Action Item

AFSAE1 Tenure upon Hire

Provost Glover presented the two highly accomplished faculty members who have been hired by the University subject to being awarded tenure upon hire, which requires approval of the Board of Trustees.

5.0 Discussion Items

5.1 Admissions Update

Provost Glover stated that Vice President Evans would give an update at the December meeting but that he wanted to share that there was a 20% increase in the number of

applicants (45,000) on November 4, 2018 with the number of applications on November 4, 2019. Trustee Stern wanted to know whether this was consistent with other universities. Provost Glover indicated that it was probably not possible to determine but that Vice President Evans would be able to discuss further at the December meeting.

5.4 International Center Update

Provost Glover stated that Dean Leo Villalon would give an update on the International Students that are going abroad.

5.5 Student Experience Update

Provost Glover indicated that on November 12, the University held a Student Success Summit which was directed by Associate Provost Angela Lindner. There were 120 members from across campus that exchanged a lot of thoughts. Associate Provost Lindner will share the ideas that were exchanged. An introductory video that was shown at the Summit will be shown at the December Board meeting to all the Trustees.

6.0 New Business

Provost Glover indicated that Senior Vice President Jack Payne has submitted a request for board approval for direct hemp pilot program engagement with approved growers and industry. This approval is needed pursuant to the 2017 state statute for hemp pilot projects. Dean for IFAS Research Robert Gilbert indicated that this request would expand the program and help get additional funding. The three main goals of the program are to 1) identify the different varieties, 2) manage the crops and 3) reduce the invasive risk.

Board Vice Chair Kuntz questioned whether the Board of Governors would need to approve. Provost Glover stated he would contact the Board of Governors' office and get their take on whether this action item would need their approval. This action item was approved to go on the agenda on the condition that it did not need BOG approval first.

7.0 Adjournment

There being no further discussion, the meeting was adjourned at 4:23 p.m.



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE**

Meeting Minutes

December 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 10:16 a.m.

Time Adjourned: 11:41 a.m.

Committee and Board members present:

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

Others present:

W. Kent Fuchs, President; Winfred Phillips, Executive Chief of Staff and Interim Vice President for Student Affairs; 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; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; Curtis Reynolds, Vice President for Business Affairs and other members of the University community.

1.0 Call to Order and Welcome

Committee Chair Rosenberg welcomed everyone in attendance and called the meeting to order at 10:16 a.m.

2.0 Verification of Quorum

Vice President Liaison Glover confirmed a quorum with all members present except Student Body President Michael Murphy.

3.0 Review and Approval of Minutes

Committee Chair Rosenberg asked if there were any additions and/or corrections to the minutes. Hearing none, he asked for a motion to approve the minutes from the September 6, 2019 meeting, which was made by Trustee Kuntz and a second by Trustee Johnson. Committee Chair Rosenberg asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Action Items

AFSAE1 Tenure Upon Hire

Provost Glover presented the two highly accomplished faculty members who have been hired by the University subject to being awarded tenure upon hire, which requires approval of the Board of Trustees. The two faculty members were:

Dr. Jane Carrington, Associate Professor, College of Nursing

Dr. Sara Behdad, Associate Professor, Herbert Wertheim College of Engineering

Committee Chair Rosenberg asked for any questions or further discussion. He then asked for a motion to approve Committee Action Item AFSAE1 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Brandon, and second which was made by Trustee Johnson. Committee Chair Rosenberg asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSAE2 UF/IFAS Hemp Pilot Project

Provost Glover stated that this project was discussed on the November 19, 2019 conference call. University staff have reached out to the Board of Governors office and answered any outstanding questions they may have had. It was determined that no Board of Governors approval was required.

Committee Chair Rosenberg asked for any questions or further discussion. He then asked for a motion to approve Committee Action Item AFSAE2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Brandon, and second which was made by Trustee Johnson. Committee Chair Rosenberg asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AFSAE3 Honorary Degrees

The following honorary degrees were recommended by the Honorary Degrees and Distinguished Awards Committee, approved by the Faculty Senate on November 21, 2019, and then by the President on December 2, 2019.

1. Marilyn Minter, Doctor of Fine Arts
2. John Due, Jr., Doctor of Humane Letters

Committee Chair Rosenberg asked for any questions or further discussion. He then asked for a motion to approve Committee Action Item AFSAE3 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Brandon, and second which was made by Trustee Johnson. Committee Chair Rosenberg asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion Items

5.1 Admissions Update

Zina Evans, Vice President for Enrollment Management gave an admissions update.

5.2 Student Body President Update

Michael Murphy was not in attendance and did not give an update.

5.3 Faculty Senate Update

Ray, Thomas, Chair of the Faculty Senate gave a senate update.

5.4 UF International Center Update

Leonardo Villalon, Dean, UF International Center, gave a detailed update on the study abroad program.

5.5 Student Experience Update

Provost Glover stated that there have been two recent workshops, one on Student Success and another on Student Experience. Associate Provost for Undergraduate Affairs, Angela Lindner will give an update on the Student Success Summit and Associate Provost and Vice President for Enrollment Management will give an update on the Student Experience Retreat.

Associate Provost Angela Lindner stated that there were 175 participants who attended the Student Success Summit. Dr. Tia Brown McNair was the presenter for this conference. She indicated that the participants were from all over campus and included all different positions from custodial staff to administrative staff. Dr. Lindner shared the collective definition of student success. Dr. Lindner indicated that there would be a Student Success Task Force set up to engage all of campus and she also indicated that there would be an interactive student success website set up as well.

Associate Provost Zina Evans discussed the Student Experience Retreat that was held in November. Staff from Human Resources facilitated the retreat. She indicated that representatives from the Dean of Students Office, Financial Aid, Career Counseling Center, Registrar's Office, Multicultural Affairs and the CLAS Advising Center. The retreat had two questions that was asked:

1. From the student experience perspective, what are we doing well and what are our weaknesses?
2. What does Top 5 experience look like?

The theme of One-Stop (virtual and physical) perspective was identified and being able to equip students with skills to anticipate the next roadblocks. It was discussed that a set of standardized questions to consistently give feedback was needed. Need to be able to share information across all systems, central place, holistic view.

Associate Provost Lindner stated that 29 of the advising offices are using the student survey and there will be enough data in May that she will report the results at the June meeting.

5.6 Centers/Institutes

5.6.1 Name Change: Center for Disability Policy and Practice to University of Florida Literacy Institute (UFLI) – College of Education.

5.6.2 Name Change: INSPIRE-Invigorating STEM through the Pursuit of Research and Equity to Collaborative for Equity in Education (CEE) – College of Education.

5.6.3 New Center: Jacksonville Aging Studies CENTER (JAX-ASCENT) – College of Medicine.

6.0 New Business

There was no new business to come before the committee.

7.0 Adjournment

There being no further discussion, the meeting was adjourned at 11:41 a.m.



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE
ACTION ITEM AFSAE1
March 26, 2020**

SUBJECT: Tenure Upon Hire

BACKGROUND INFORMATION

The Chairs and Deans have recommended to the Provost and Senior Vice President for Academic Affairs that 12 newly appointed faculty members have been granted tenure commencing with their appointment. These individuals meet the criteria set forth in the University's tenure and permanent status policy and are recommended by the Provost to receive tenure. Attached is a Summary of the Tenure Upon Hire cases.

PROPOSED COMMITTEE ACTION

The Committee on Academic, Faculty and Student Affairs and Experience is asked to approve the Tenure Upon Hire cases listed on the attached Summary for recommendation to the Board of Trustees for its approval on the Consent Agenda. While any administrative appointment is noted, tenure is granted only for the faculty appointments.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required.

Supporting Documentation Included: [See attached Summary.](#)

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

Approved by the University of Florida Board of Trustees, March 26, 2020.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



Tenure Upon Hire Summary March 2020

Mr. Roberto Rengel – College of Design, Construction and Planning Professor and Chair, Department of Interior Design

Mr. Roberto Engel earned his M. Arch from the University of Oregon in 1997. His prior institution is the University of Wisconsin in Madison. Mr. Rengel's research includes a design approach that would help produce experientially rich environments. He has published two books which have several editions. He also has peer-reviewed publications in conferences and has received several awards for his work.

Dr. Francois Modave – College of Medicine Associate Professor, Department of Health Outcomes and Biomedical Informatics

Dr. Francois Modave earned his B.S. in Mathematics and Computer Science from the University of Paris IX Dauphine, France in 1993, M.S. in Mathematics Applied to Engineering from the University of Paris IX Dauphine, France in 1994 and his Ph.D. in Computer Science from the University Toulouse III, ENSEEIHT, France in 1999. His prior institution was the Loyola University, Chicago. His work has focused on informatics technologies that enable better healthcare decision making by physicians and patients. They include substantial use of artificial intelligence including decision theory and machine learning. He has a national and international reputation and has served on editorial boards for two journals and on multiple grant review panels for NIH and NSF.

Dr. Christopher A. Harle – College of Medicine Professor, Department of Health Outcomes and Biomedical Informatics

Dr. Chris Harle earned his B.S. in Business Administration (with highest honors) from the University of Florida in 2002, his M.S. in Business Administration from the University of Florida in 2003 and his Ph.D. in Information Systems and Management from Carnegie Mellon University in 2009. His prior institution is Indiana University. He is the PI on an R21/R33 award from the National Institute on Drug Abuse (\$2.2M total). He has published 52 peer-reviewed journal articles and conference proceedings papers (25 as first author and 10 as senior author).

Dr. Gemma Casadesus Smith – College of Medicine Professor, Department of Pharmacology and Therapeutics

Dr. Gemma Casadesus-Smith earned her B.S. in Biology-Psychology from Tufts University in 1996, a M.S. in Physiological Psychology from Tufts University in 1999 and a Ph.D. in Physiological Psychology from Tufts University in 2003. Her prior institution is Kent State University. Dr.

Casadesus-Smith has an extraordinary research portfolio with continuous funding with 3 active NIH grants. She has over 120 peer-reviewed publications, 12 book chapters and edited 3 books and holds four patents. She has an outstanding international reputation, presenting her scientific finds around the world including symposium talks, University invites and international meeting sessions.

Dr. Matthew LaVoie – College of Medicine
Professor, Department of Neurology

Dr. Matthew LaVoie earned his B.A., B.S. (Biology, Psychology) from Rutgers University in 1995 and his Ph.D. in Neuroscience from the University of Pittsburgh in 2000. His prior institution is the Harvard Medical School. Dr. LaVoie is a leading researcher on the most common inherited form of Parkinson’s disease. He has been focused on elucidating the early molecular events that are responsible for the diverse pathology associated with Parkinson’s disease. Dr. LaVoie is well published in top journals and has multiple large NIH R01’s.

Dr. Leigh Neumayer – College of Medicine-Jacksonville
Professor and Chair, Department of Surgery

Dr. Leigh Neumayer earned her B.S. in Biomedical Engineering from Colorado State University in 1981 and her M.D. in Medicine from Baylor College of Medicine in 1985. Her prior institution is the University of Arizona. Dr. Neumayer is internationally known for her expertise in breast cancer surgery and research, advocacy for women’s health issues and leadership in surgical education. She has been recognized nationally for her contributions as a surgical educator and tireless advocate for women in medicine.

Dr. Sabyasachi “Saby” Mitra – Warrington College of Business
Dean and Professor, Department of Information Systems and Operations Management

Dr. Saby Mitra earned his Bachelor of Technology in Mechanical Engineering from the Indian Institute of Technology in Kanpur, India in 1985 and his Ph.D. in Business Administration (Management Science) from the University of Iowa in 1990. His prior institution is the Georgia Institute of Technology. Dr. Mitra has been recognized numerous times for his research and teaching excellence and has received numerous awards. He actively participated in raising fellowships for incoming MBA students and other fundraising efforts and lead the efforts to increase diversity in the Ph.D. programs.

Dr. Rachel J.C. Chen – College of Health and Human Performance
Professor and Chair, Department of Tourism, Hospitality & Event Management

Dr. Rachel Chen earned her B.A. from the National Cheng-Chi University in Taipei, Taiwan in 1991, an M.S. in Parks, Recreation & Tourism Management (Emphases in Economic Impacts and Marketing) from North Carolina State University in 1996 and a Ph.D. in Forestry (Emphases in Tourism Forecasting Models & Forestry Economics from North Carolina State University in 2000. Her prior institution is the University of Tennessee. Dr. Chen’s research focuses on sustainability, marketing and economic analytics and is widely recognized. Her research has resulted in 53

original reports in refereed journals, 43 full papers in refereed conference proceedings, 28 extended abstracts, four book chapters, and 11 technical reports to industry and government clients.

Dr. Kimberly L. Morgan – College of Agricultural and Life Sciences

Associate Professor, Department of Food & Resource Economics, Southwest Florida Research and Education Center

Dr. Kimberly Morgan earned her B.S. in Animal Science from the University of Florida in 1993, her M.S. in Food and Resource Economics from the University of Florida in 1997 and her Ph.D. in Food and Resource Economics from the University of Florida in 2007. Her prior institution is Virginia Polytechnic Institute & State University. Dr. Morgan has been highly productive in her extension and teaching responsibilities and is noted by her large number of extension publications and work. She was involved with over \$7M in funding in lead and co-leadership roles. She was widely recognized at both Virginia Tech and Mississippi State with numerous awards for excellence in teaching and extension work.

Dr. Reinhard Laubenbacher – College of Medicine

Professor, Department of Medicine

Dr. Reinhard Laubenbacher earned his Diploma in Mathematics from the University of Munich, Germany in 1975, her M.A. in Mathematics from Indiana University in 1978 and his Ph.D. in Mathematics from Northwestern University in 1985. His prior institution is the University of Connecticut. Dr. Laubenbacher's work focuses on modeling certain aspects of the immune response to respiratory fungal pathogens. He is a well-respected researcher with active NIH peer reviewed funding focusing primarily on the development of mathematical algorithms and their application to problems in systems biology, the modeling and simulation of molecular networks.

Dr. Matt R. Whiles – College of Agricultural and Life Sciences/IFAS

Professor and Chair, Department of Soil and Water Sciences

Dr. Matt Whiles earned his B.S. in Biology from Kansas State University in 1988, his M.S. in Entomology from the University of Georgia, Athens in 1991 and his Ph.D. in Ecology from the University of Georgia, Athens in 1995. Dr. Whiles' prior institution is Southern Illinois University. He has published over 120 peer-reviewed scientific papers and has been well-funded through federal NSF grants plus state and private sources.

Blake Hudson – Levin College of Law

Professor of Law

Mr. Blake Hudson earned his B.S. in Biology; B.S. in History, magna cum laude from the University of Montevallo in 2002, his M.A. in Environmental Science and Policy from Duke University in 2007 and his J.D. with high honors from Duke University School of Law in 2007. His prior institution is the University of Houston Law Center. Professor Hudson will help strengthen the environmental law specialty and the scholarly reputation of the faculty. He is one of the nation's leading scholars of natural resources law.



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE
ACTION ITEM AFSAE2
March 26, 2020**

SUBJECT: New Degree

BACKGROUND INFORMATION

The proposed B.S. in Marine Sciences degrees in the Colleges of Liberal Arts and Sciences (CLAS) and Agricultural and Life Sciences (CALs) is to provide a comprehensive marine sciences education and to develop highly qualified leaders who will address critical state, national and world coastal and marine challenges. Employment and education opportunities are available to graduates in a wide variety of fields, including physical sciences, biological sciences, human dimensions and policy and economics. The interdisciplinary approach allows students to tailor a curriculum that suits their interests and career goals by emphasizing the physical and biological sciences (CLAS track) or the fields of ecology, conservation, and management (CALs track).

The B.S. in Marine Sciences degree in the Colleges of Liberal Arts and Sciences and Agricultural and Life Sciences (CIP 30.3201) was approved by the Curriculum Committee and then by the Faculty Senate at their December 12, 2019 meeting.

PROPOSED COMMITTEE ACTION

The Committee on Academic, Faculty and Student Affairs and Experience is asked to approve the B.S. in Marine Sciences (CIP Code 32.3201) in the Colleges of Liberal Arts and Sciences and Agricultural and Life Sciences for recommendation to the Board of Trustees for approval on the Consent Agenda.

SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER

Board of Governors approval is required for all doctoral and professional degree programs and limited access programs only.

Supporting Documentation Included: See attached New Degree: B.S. in Marine Sciences ([CLAS](#) and [CALs](#)).

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

Approved by: University of Florida Board of Trustees, March 26, 2020.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

25/810

Board of Governors, State University System of Florida

Request to Offer a New Degree Program

(Please do not revise this proposal format without prior approval from Board staff)

University of Florida
University Submitting Proposal

Fall 2020
Proposed Implementation Term

College of Liberal Arts and Sciences
Name of College(s) or School(s)
Marine Sciences

Geological Sciences and Biology
Name of Department(s)/ Division(s)
Marine Sciences

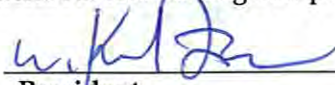
Academic Specialty or Field

Complete Name of Degree

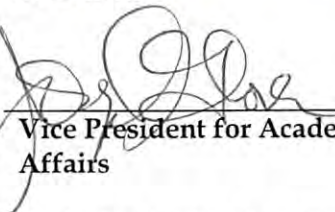
30.3201
Proposed CIP Code

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met prior to the initiation of the program.

Date Approved by the University Board of Trustees

 3/2/20
President Date

Signature of Chair, Board of Trustees

 2/28/20
Vice President for Academic Affairs Date

Provide headcount (HC) and full-time equivalent (FTE) student estimates of majors for Years 1 through 5. HC and FTE estimates should be identical to those in Table 1 in Appendix A. Indicate the program costs for the first and the fifth years of implementation as shown in the appropriate columns in Table 2 in Appendix A. Calculate an Educational and General (E&G) cost per FTE for Years 1 and 5 (Total E&G divided by FTE).

| Implementation Timeframe | Projected Enrollment (From Table 1) | | Projected Program Costs (From Table 2) | | | | |
|--------------------------|-------------------------------------|-----|--|-----------|-------------------------|-----------------|------------|
| | HC | FTE | E&G Cost per FTE | E&G Funds | Contract & Grants Funds | Auxiliary Funds | Total Cost |
| Year 1 | 120 | 120 | \$2997 | \$359,600 | \$0 | \$0 | \$359,600 |
| Year 2 | 128 | 128 | | | | | |
| Year 3 | 137 | 137 | | | | | |
| Year 4 | 141 | 141 | | | | | |
| Year 5 | 144 | 144 | \$2831 | \$409,103 | \$0 | \$0 | \$409,103 |

Note: This outline and the questions pertaining to each section must be reproduced within the body of the proposal to ensure that all sections have been satisfactorily addressed. Tables 1 through 4 are to be included as Appendix A and not reproduced within the body of the proposals because this often causes errors in the automatic calculations.

INTRODUCTION

I. Program Description and Relationship to System-Level Goals

A. Briefly describe within a few paragraphs the degree program under consideration, including (a) level; (b) emphases, including majors, concentrations, tracks, or specializations; (c) total number of credit hours; and (d) overall purpose, including examples of employment or education opportunities that may be available to program graduates.

a. Level:

Bachelor of Science in Marine Sciences.

b. Emphases, including majors, concentrations, tracks, or specializations:

The B.S. in Marine Sciences degree program replaces the Interdisciplinary Studies-Marine Sciences major specializations that have been offered in parallel since 2012 through the Colleges of Liberal Arts and Sciences (CLAS) and Agricultural and Life Sciences (CALs) at the University of Florida (UF). Presently we have 120 undergraduates who are declared majors in the Interdisciplinary Studies Marine Sciences major between the two colleges. Our collaboratively administered Marine Sciences major is multi-disciplinary and broad in scope; every student takes courses across the fields of biology, chemistry, geology, and physics of marine, estuarine, and coastal environments, as well as the conservation and management of marine resources. Our interdisciplinary approach allows students to tailor a curriculum that suits their interests and career goals by emphasizing the physical or biological sciences (CLAS track) or the fields of ecology, conservation, and management (CALs track).

c. Total number of credit hours:

The total number of credit hours required is 120.

d. Overall purpose, including examples of employment or education opportunities that may be available to program graduates:

The overall purpose of this degree program is to provide a comprehensive marine sciences education at UF and to develop highly qualified leaders who will address critical state, national, and world coastal and marine challenges. Our interdisciplinary approach to marine science education provides students with core scientific and quantitative skills for success and prepares students for a variety of rewarding academic and professional careers related to marine sciences. Employment and education opportunities are available to graduates in a wide variety of fields, including the physical sciences (e.g., marine geology, physical oceanography, ocean and coastal engineering, climatology, non-renewable resource exploration, hydrogeology), the biological sciences (e.g., marine biology, natural resource management, environmental restoration, aquaculture, aquatic animal medicine), human dimensions (e.g., education, outreach, tourism), policy and economics (e.g., hazard mitigation, ocean policy, law, insurance, fisheries economics), and quantitative sciences (e.g., stock assessment, population dynamics).

- B. Please provide the date when the pre-proposal was presented to CAVP (Council of Academic Vice Presidents) Academic Program Coordination review group. Identify any concerns that the CAVP review group raised with the pre-proposed program and provide a brief narrative explaining how each of these concerns has been or is being addressed.**

The Council of Academic Vice Presidents (CAVP) Academic Program Coordination review group discussed the degree program pre-proposal on April 14, 2017. The CAVP review group raised no concerns with the pre-proposed degree program; no official comments were recorded.

- C. If this is a doctoral level program please include the external consultant's report at the end of the proposal as Appendix D. Please provide a few highlights from the report and describe ways in which the report affected the approval process at the university.**

N/A

- D. Describe how the proposed program is consistent with the current State University System (SUS) Strategic Planning Goals. Identify which specific goals the program will directly support and which goals the program will indirectly support (see link to the SUS Strategic Plan on [the resource page for new program proposal](#)).**

The mission of the State University System (SUS) includes the provision of undergraduate education of the highest quality to serve the needs of a diverse state and global society. UF, the flagship institution in the SUS, did not have a Marine Sciences degree program in support of this SUS mission, despite the needs and importance of Florida's diverse ocean economy, until 2012 when the Interdisciplinary Studies Marine Sciences major was introduced. The proposed Marine Sciences degree program develops students' knowledge, skills and aptitudes needed for success in the global society and marketplace and provides qualified graduates to help Florida's ocean economy employers prosper and grow. This degree program directly supports the Teaching and Learning SUS Strategic Planning Goals, including the points of emphasis - excellence, productivity, and strategic priorities, as listed below.

SUS Goal: Strengthen Quality and Reputation of Academic Programs and Universities

Development of the proposed Marine Sciences degree program will help propel UF into the top public undergraduate institutions for marine science education in the state and the nation. This major is in high demand and attracts high performing students. Therefore, the proposed Marine Sciences degree program will contribute toward the excellence performance indicators of national rankings and programs, as well as the proportion of freshmen in the top 10% of their graduating high school class.

SUS Goal: Increase Degree Productivity and Program Efficiency

Development of the proposed Marine Sciences degree program will elevate UF's teaching and learning productivity by attracting top students to UF from the state of Florida, the Southeastern US and the nation, thereby increasing the number of bachelor's degrees awarded. The proposed degree program will also contribute toward other productivity performance indicators, including average time to degree, 4-year graduation rates, and bachelor's degrees awarded to minorities. Since the initiation of the Interdisciplinary Studies - Marine Sciences major in 2012, students admitted as freshmen have completed their degrees in 3.8 years. In addition, the major attracts a high proportion of minority (20% identify as minority, 12% as Hispanic) and female students (75%).

SUS Goal: Increase the number of degrees awarded in STEM areas

When we initially established the Interdisciplinary Studies major in Marine Sciences at UF in 2012, we recruited students from other programs within the university. Many of these students may have already been declared as, or contemplating declaring in, a STEM subject. However, in the past few years, we have noted a surge in the number of students who are being recruited externally and are attracted to coming to UF specifically because of the presence of the Marine Sciences major and in light of the reputation and growth in the major.

E. If the program is to be included in a category within the Programs of Strategic Emphasis as described in the SUS Strategic Plan, please indicate the category and the justification for inclusion.

The Programs of Strategic Emphasis Categories:

1. Critical Workforce:
 - Education
 - Health
 - Gap Analysis
2. Economic Development:
 - Global Competitiveness
3. Science, Technology, Engineering, and Math (STEM)

Please see the Programs of Strategic Emphasis (PSE) methodology for additional explanations on program inclusion criteria at [the resource page for new program proposal](#).

This 30.3201 B.S. in Marine Sciences will directly address the goal of increasing the number of degrees awarded in STEM. The proposed degree program represents a holistic integration of STEM fields including biology, geology, chemistry, and physics, as well as statistics, economics, policy, human dimensions, and resource management. Therefore, this STEM degree program will provide students with the core scientific and quantitative skills necessary for career success and will prepare students for occupations related to marine sciences, including marine geology, marine biology, physical oceanography, ocean engineering, coastal engineering, natural resource management, environmental restoration, climatology, aquaculture, non-renewable resource exploration, hydrogeology, hazard mitigation, tourism, ocean policy, law, and insurance. These are critical STEM areas of interest to the State of Florida. In terms of economic impacts, more than 440,000 jobs are directly created by, or indirectly supported by, ocean resource use activities in Florida. The ocean economy contributes more than \$35 billion (2011) to Florida's economy, or 5% of the state's GDP. The state's tourism, construction, and fisheries industries are all tied to aspects of ocean and coastal resources. Additionally, hundreds of miles of sandy beaches along the Florida coastline are a major draw for tourism, the state's number one industry.

F. Identify any established or planned educational sites at which the program is expected to be offered and indicate whether it will be offered only at sites other than the main campus.

The degree program will be offered at the main campus of UF. Students will have the opportunity to study at marine field stations on both coasts of Florida; at the Nature Coast Biological Station in Cedar Key (Gulf Coast) and at the Whitney Laboratory for Marine Bioscience in Marineland (Atlantic Coast). Students will also have the opportunity to participate in a 4-day research cruise to the West Florida Shelf, onboard the Florida Institute of Oceanography (FIO) *R/V Hogarth*, as part of a 3-credit Field Marine Ecology course (FIO ship time and funding were secured for 2018 and 2019). Plans are underway to increase opportunities for students to study on board this state-of-the-art floating classroom. Study abroad courses in Cuba, Belize, San Salvador, Mexico, and the Bahamas are optional elective courses for the major.

INSTITUTIONAL AND STATE LEVEL ACCOUNTABILITY**II. Need and Demand**

- A. Need: Describe national, state, and/or local data that support the need for more people to be prepared in this program at this level. Reference national, state, and/or local plans or reports that support the need for this program and requests for the proposed program which have emanated from a perceived need by agencies or industries in your service area. Cite any specific need for research and service that the program would fulfill.**

Given the scale of importance of Florida's oceans and coasts to the state economy, training of students to enter the job market in marine science related positions plays a critical role in the vision of Florida's future. Job growth in some of these fields, e.g. marine geology, is expected to be more than 10% in the next decade. Current entry level salaries range from \$35,360 to more than \$70,720. Because of the diversity of jobs that marine science majors will be equipped to tackle, it is difficult to pinpoint specific job growth statistics in that area. Nonetheless, given that more than half of the state population lives in coastal counties, the nexus between the health and sustainability of coastlines, coastal ecosystems, and the coastal economy, this job sector is envisioned to grow significantly along with economic and population growth in the state of Florida.

- B. Demand: Describe data that support the assumption that students will enroll in the proposed program. Include descriptions of surveys or other communications with prospective students.**

The proposed degree program will replace the current Interdisciplinary Studies-Marine Sciences majors that have been offered in parallel through CLAS and CALS since 2012. These coordinated programs have shown impressive growth, with 120 students currently enrolled (20 in CLAS, 100 CALS). Therefore, we have already demonstrated high demand for a Marine Sciences degree program at UF and in the SUS.

- C. If substantially similar programs (generally at the four-digit CIP Code or 60 percent similar in core courses), either private or public exist in the state, identify the institution(s) and geographic location(s). Summarize the outcome(s) of communication with such programs with regard to the potential impact on their enrollment and opportunities for possible collaboration (instruction and research). In Appendix C, provide data that support the need for an additional program.**

The proposed Marine Sciences degree program does not duplicate other degree programs in the SUS. No degrees have been granted in the SUS under the CIP Code 30.3201 Marine Science (searchable data starts in 1991). Related degree programs exist at four SUS institutions: Florida Gulf Coast University BS in Marine Science (03.0205 Water, Wetlands and Marine Resource Management), Florida International University BS in Marine Biology (26.1302 Marine Biology and Biological Oceanography), University of West Florida BS in Marine Biology (26.1302), and Florida Gateway College BAS in Water Resources Management (03.0205). Department chairs and program directors at these institutions have been provided opportunities to submit input; no comments on the potential impact on their enrollment have been forthcoming (See attached documentation).

- D. Use Table 1 in Appendix A (1-A for undergraduate and 1-B for graduate) to categorize projected student headcount (HC) and Full Time Equivalents (FTE) according to primary sources. Generally undergraduate FTE will be calculated as 30 credit hours per year and graduate FTE will be calculated as 24 credit hours per year. Describe the rationale underlying enrollment projections. If students within the institution are expected to change majors to enroll in the proposed program at its inception, describe the shifts from disciplines that will likely occur.**

Please refer to Table 1, Appendix A for the undergraduate projected student headcount and FTE. These numbers are based on the current enrollment in the Interdisciplinary Studies Marine Sciences major as a starting point. Some growth is envisioned as the Interdisciplinary Studies major was originally populated from students in other degree programs who switched over to Marine Sciences, but now we are seeing recruitment of incoming (external) students into the major, based on the initial successes of the program. Modest growth is projected over the next 5 years, to level off at about 150 students.

E. Indicate what steps will be taken to achieve a diverse student body in this program. If the proposed program substantially duplicates a program at FAMU or FIU, provide, (in consultation with the affected university), an analysis of how the program might have an impact upon that university's ability to attract students of races different from that which is predominant on their campus in the subject program. The university's Equal Opportunity Officer shall review this section of the proposal and then sign and date Appendix B to indicate that the analysis required by this subsection has been completed.

It should be noted that the proposed BS degree program does not duplicate programs at FAMU or FIU. Both universities had the opportunity to provide statements of impact at the pre-proposal stage. Recruitment and retention of students in the Marine Sciences degree program will follow the same standard practices and procedures of all programs in both CLAS and CALS to ensure its full availability to the diverse student body at UF. Both colleges are committed to educating a diverse student body and are actively involved in college level and campus-wide programs to ensure this goal. Enrollment in our Interdisciplinary Studies - Marine Sciences major already encompass students of diverse ethnic backgrounds and the major consistently attracts a remarkably high number of female students.

Despite what is an already strong commitment to diversity, we will continue to strengthen our commitment to racial and gender diversity in our classrooms. For example, the School of Forest Resources and Conservation (SFRC), in which the CALS Marine Sciences degree program will be housed, has recently hired a second Undergraduate Academic Advisor and Recruiter. She focuses on engaging with a diverse population of potential freshmen, as well as current UF students interested in pursuing the Marine Sciences major. In addition, the Undergraduate Academic Advisor and Recruiter assists with retention communication, social media, and student tracking.

Faculty in both CLAS and CALS are committed to increasing diversity on campus and in our majors. For example, SFRC has a Diversity Task Force charged with developing methods to support a more diverse faculty and undergraduate student body. This committee actively includes and seeks the input of undergraduate students. Moreover, faculty members in both CLAS and CALS are actively engaged in programs such as UF's Minority Mentor Program, in recognition of the great importance of maintaining and promoting diversity. This type of service is, and will continue to be, actively encouraged and recognized.

III. Budget

A. Use Table 2 in Appendix A to display projected costs and associated funding sources for Year 1 and Year 5 of program operation. Use Table 3 in Appendix A to show how existing Education & General funds will be shifted to support the new program in Year 1. In narrative form, summarize the contents of both tables, identifying the source of both current and new resources to be devoted to the proposed program. (Data for Year 1 and Year 5 reflect snapshots in time rather than cumulative costs.)

In Table 2, we have summarized the funding sources for the degree program. Please note that, since we have already established the Marine Sciences program as an Interdisciplinary Studies major, no new faculty are required, and no reallocation of resources is technically required. This proposal, instead, is to transition this high-enrollment Interdisciplinary Studies major over to its own degree program. Nonetheless, we have tabulated the costs associated with this degree program in Table 2, where the reallocated base in Year 1 is

estimated at \$354,600. The difference between Year 5 and Year 1 reflects 3% increases in salary per year and the addition of some teaching assistants to accommodate extra sections in some of the core courses required by the degree program. The reallocated base in Year 1 reflects a distribution between several different departments and colleges to provide the necessary instructional staff, as shown in Table 3. This reflects participation of faculty from the Departments of Geological Sciences, Biology, Coastal Engineering, FL Museum of Natural History, and the SFRC.

- B. Please explain whether the university intends to operate the program through continuing education, seek approval for market tuition rate, or establish a differentiated graduate-level tuition. Provide a rationale for doing so and a timeline for seeking Board of Governors' approval, if appropriate. Please include the expected rate of tuition that the university plans to charge for this program and use this amount when calculating cost entries in Table 2.**

The degree program will not be offered through continuing education on a cost-recovery basis. It will be a regular state funded UF degree program.

- C. If other programs will be impacted by a reallocation of resources for the proposed program, identify the impacted programs and provide a justification for reallocating resources. Specifically address the potential negative impacts that implementation of the proposed program will have on related undergraduate programs (i.e., shift in faculty effort, reallocation of instructional resources, reduced enrollment rates, greater use of adjunct faculty and teaching assistants). Explain what steps will be taken to mitigate any such impacts. Also, discuss the potential positive impacts that the proposed program might have on related undergraduate programs (i.e., increased undergraduate research opportunities, improved quality of instruction associated with cutting-edge research, improved labs and library resources).**

Funds for the new Marine Sciences degree program will be covered by the annual operating budgets of the participating departments, as provided by CLAS and CALS. There will be no negative impact on existing Interdisciplinary Studies - Marine Sciences majors; The Interdisciplinary Studies - Marine Sciences majors in CLAS and CALS will be closed, and these students moved into the new degree program, once it is approved and in place.

- D. Describe other potential impacts on related programs or departments (e.g., increased need for general education or common prerequisite courses, or increased need for required or elective courses outside of the proposed major).**

The impact of approximately 150 Marine Sciences students at UF by year five will be felt in participating departments. Other UF departments that will be affected include Chemistry, Mathematics, Physics, and Statistics. These departments teach many of the foundation courses in the physical sciences and mathematics for the degree program. Because it is anticipated that students in the Marine Sciences degree program would have otherwise selected a similar science offering at UF, these classes should experience only slightly increased enrollments. We do anticipate a sustained and potentially increased demand for the course "OCE 1001 Introduction to Oceanography," which is taught in the Department of Geological Sciences. OCE 1001 is a core course for the major, and one that serves to attract students to the Marine Sciences major. It is currently offered in the summer (online) and fall semesters, but not in spring.

- E. Describe what steps have been taken to obtain information regarding resources (financial and in-kind) available outside the institution (businesses, industrial organizations, governmental entities, etc.). Describe the external resources that appear to be available to support the proposed program.**

No such resources are specifically required for the degree program, but there are additional external opportunities that could enhance the undergraduate learning experience, as detailed in Section X. J.

IV. Projected Benefit of the Program to the University, Local Community, and State

Use information from Tables 1 and 2 in Appendix A, and the supporting narrative for “Need and Demand” to prepare a concise statement that describes the projected benefit to the university, local community, and the state if the program is implemented. The projected benefits can be both quantitative and qualitative in nature, but there needs to be a clear distinction made between the two in the narrative.

The proposed Marine Sciences degree program will benefit UF by attracting high performing students. In so doing, the proposed degree program will contribute to national productivity performance indicators, including average time to degree, 4-year graduation rates, and bachelor’s degrees awarded to minorities, helping to propel UF into the top public undergraduate institutions for marine science education in the state and nation.

The proposed Marine Sciences degree program will benefit the State of Florida by producing graduates who are able to compete and succeed in a broad variety of marine science related positions in Florida, the nation, and beyond. Students graduating from this program will be well prepared for positions or pursuit of graduate degrees in marine geology, marine biology, physical oceanography, ocean engineering, coastal engineering, natural resource management, environmental restoration, climatology, aquaculture, non-renewable resource exploration, hydrogeology, hazard mitigation, tourism, ocean policy, law, and insurance. In Florida, more than 440,000 jobs are directly created by, or indirectly supported by, ocean resource use activities. The ocean economy contributes more than \$35 billion (2011) to Florida’s economy; the state’s tourism, construction, and fisheries industries are all tied to aspects of ocean and coastal resources. Job growth in many of these fields is expected to increase nationally by more than 10% in the next decade. Our projected enrollment of approximately 150 students will help meet this demand for students with the necessary core scientific and quantitative skills.

V. Access and Articulation – Bachelor’s Degrees Only

- A. If the total number of credit hours to earn a degree exceeds 120, provide a justification for an exception to the policy of a 120 maximum and submit a separate request to the Board of Governors for an exception along with notification of the program’s approval. (See criteria in Board of Governors Regulation 6C-8.014)**

The Bachelor of Science degree in Marine Sciences will require 120 credit hours.

List program prerequisites and provide assurance that they are the same as the approved common prerequisites for other such degree programs within the SUS (see link to the Common Prerequisite Manual on [the resource page for new program proposal](#)). The courses in the Common Prerequisite Counseling Manual are intended to be those that are required of both native and transfer students prior to entrance to the major program, not simply lower-level courses that are required prior to graduation. The common prerequisites and substitute courses are mandatory for all institution programs listed, and must be approved by the Articulation Coordinating Committee (ACC). This requirement includes those programs designated as “limited access.”

If the proposed prerequisites are not listed in the Manual, provide a rationale for a request for exception to the policy of common prerequisites. NOTE: Typically, all lower-division courses required for admission into the major will be considered prerequisites. The curriculum can require lower-division courses that are not prerequisites for admission into the major, as long as those courses are built into the curriculum for the upper-level 60 credit hours. If there are already common prerequisites for other degree programs with the same proposed CIP, every effort must be made to utilize the previously approved prerequisites instead of recommending an additional “track” of prerequisites for that CIP.

Additional tracks may not be approved by the ACC, thereby holding up the full approval of the degree program. Programs will not be entered into the State University System Inventory until any exceptions to the approved common prerequisites are approved by the ACC.

The following list of prerequisites are required of both native and transfer students prior to entrance to the Marine Sciences major in either CLAS or CALS. They are the same as the approved common prerequisites for other STEM degree programs within the SUS.

**MAC 2311 Analytic Geometry and Calculus 1
CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory
CHM 2046 & 2046L General Chemistry 2 and general Chemistry 2 Laboratory
BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1
BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2**

The UF Marine Sciences curriculum (CIP 30.3201) also requires completion of **OCE 1001 Introduction to Oceanography** by both native and transfer students, prior to entrance to the major in either CLAS or CALS. This course substitutes for **GLY 1000/1000C Physical Geology**, a prerequisite under the CIP 30.0205 Marine Science. The UF Marine Sciences Committee asserts that requirement of **OCE 1001 Introduction to Oceanography** contributes to success in upper division marine sciences courses by providing students with a foundation in not only the physical and geological characteristics of the Earth, but also the biological characteristics of the marine realm, the role of the ocean in shaping the global Earth environment, and an awareness of the ocean influence on human well-being.

The CLAS track requires both **PHY 2053 & 2053L Physics 1 with Laboratory for Physics 1** and **PHY 2054 & 2054L Physics 2 with Laboratory for Physics 2** or both **PHY 2048 & 2048L Physics with Calculus 1** and **Laboratory for Physics with Calculus 1** and **PHY 2049 & 2049L Physics with Calculus 2** and **Laboratory for Physics with Calculus 2** prior to entrance to the Marine Sciences major. **PHY 2053 & 2053L** is an approved common prerequisite for other STEM degree programs within the SUS. The CLAS track requires two semesters of Physics and provides the option of Physics with Calculus, as justified by the track's greater emphasis on the physical, mathematical, and engineering sciences.

The CALS track requires **PHY 2004 & 2004L Applied Physics 1 and Laboratory for Applied Physics 1**. This course serves the CALS students entering the fields of ecology, conservation, and management by emphasizing the practical applications of basic physics, including the mechanics of motion, forces, energy, momentum, wave motion and heat. **PHY 2053 & 2053L Physics 1 with Laboratory for Physics 1** and **PHY 2054 & 2054L Physics 2 with Laboratory for Physics 2** are required for the pre-vet curriculum and will substitute for the CALS track physics requirement.

- B. If the university intends to seek formal Limited Access status for the proposed program, provide a rationale that includes an analysis of diversity issues with respect to such a designation. Explain how the university will ensure that Florida College System transfer students are not disadvantaged by the Limited Access status. NOTE: The policy and criteria for Limited Access are identified in Board of Governors Regulation 6C-8.013. Submit the Limited Access Program Request form along with this document.**

N/A

- C. If the proposed program is an AS-to-BS capstone, ensure that it adheres to the guidelines approved by the Articulation Coordinating Committee for such programs, as set forth in Rule 6A-10.024 (see link to the Statewide Articulation Manual on [the resource page for new program proposal](#)). List the prerequisites, if any, including the specific AS degrees which may transfer into the program.

N/A

INSTITUTIONAL READINESS

VI. Related Institutional Mission and Strength

- A. Describe how the goals of the proposed program relate to the institutional mission statement as contained in the SUS Strategic Plan and the University Strategic Plan (see link to the SUS Strategic Plan on [the resource page for new program proposal](#)).

Our proposed degree program in Marine Sciences supports the UF and SUS missions by providing premier undergraduate education to develop highly qualified leaders who will address critical state, national, and world challenges. This degree program specifically supports the goal of the 2025 System Strategic Plan to increase the number of degrees awarded in STEM disciplines of strategic emphasis. Additionally, this degree program brings together faculty from different departments and colleges within the university, facilitating increased research collaboration and research opportunities for students, another Strategic Priority for a Knowledge Economy of the SUS mission statement.

- B. Describe how the proposed program specifically relates to existing institutional strengths, such as programs of emphasis, other academic programs, and/or institutes and centers.

The proposed interdisciplinary program will be collaboratively administered through CLAS and CALS and efficiently leverages the faculty, courses, and resources of the Departments of Geological Sciences and Biology, and the Fisheries and Aquatic Sciences program of the SFRC to provide a comprehensive marine sciences education at UF. Though UF is strong in the Marine Sciences, the faculty are spread between different colleges and departments. This major will help to better establish this presence on campus by uniting faculty and students engaged in Marine Sciences. This program will also take advantage of multiple UF coastal research stations and has a strong potential to interact with the UF Climate Institute, Water Institute, Emerging Pathogens Institute (EPI), the Land Use and Environmental Change Institute (LEUCI), and the FIO.

- C. Provide a narrative of the planning process leading up to submission of this proposal. Include a chronology in table format of the activities, listing both university personnel directly involved and external individuals who participated in planning. Provide a timetable of events necessary for the implementation of the proposed program.

The planning of this program was thorough and comprehensive and dates to Fall 2010. In response to student interest, the CLAS Departments of Biology and Geological Sciences and the CALS SFRC-Fisheries and Aquatic Sciences independently began working on plans to develop an interdisciplinary marine sciences program. In cross-college discussions, it became evident that we were well-poised to offer a dynamic cross-college major, combining our disciplines and maximizing our teaching resources. Faculty members of the departments formed committees to develop curricula for Interdisciplinary Studies tracks in Marine Sciences. The committees worked quickly and presented plans to their respective faculties and college curriculum committees in Fall 2011, gaining approval. On December 20, 2011, the UF

University Curriculum Committee approved the proposal for the Interdisciplinary Studies - Marine Sciences major in CLAS and CALS. The first students were accepted into the major in Summer 2012.

Enrollment in the Interdisciplinary Studies - Marine Sciences major grew, providing incentive to develop the major into stand-alone degree programs in CLAS and CALS. Accordingly, a reorganized Marine Sciences Committee worked on a pre-proposal document throughout 2016-2017. The Board of Governors Council of Academic Vice Presidents work group discussed the pre-proposal for a BS in Marine Sciences on April 14, 2017, passing it with no concerns.

Planning Process

| Date | Participants | Planning Activity |
|------------|---|---|
| 10-11-10 | CLAS faculty, administrators | Discussed creation of Marine Sciences Interdisciplinary major |
| 10-14-10 | CLAS and CALS faculty | Discussed integration of Marine Sciences Interdisciplinary major curriculum across colleges |
| 3-16-2011 | Faculty of Dept. of Biology and Dept. Geological Sciences | Approve to go ahead with development of the major |
| 4-21-2011 | Fisheries and Aquatic Sciences Program Advisory Committee, Fisheries and Aquatic Sciences faculty | Discussed need for Marine Sciences major |
| 4-25-2011 | CALS and CLAS faculty, staff, administrators | Discussed cross-college Interdisciplinary Studies tracks in Marine Sciences |
| 9-27-11 | School of Forest Resources and Conservation faculty, administrators | SFRC committee formed to develop curriculum for CALS track |
| 10-10-11 | CLAS Curriculum Committee | Approved CLAS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-1-2011 | School of Forest Resources and Conservation Undergraduate Programs Committee | Approved CALS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-10-2011 | School of Forest Resources and Conservation faculty | Approved CALS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-18-2011 | CALS Curriculum Committee | Approved CALS Marine Sciences Interdisciplinary Studies proposal |
| 12-20-2011 | University Curriculum Committee | Approved cross-college Interdisciplinary Studies tracks in Marine Sciences |
| 2-29-2012 | CALS and CLAS faculty, staff | Cross-College Marine Sciences Committee formed |
| 4-22-2013 | Deans of CALs and CLAS | Requested provost place Marine Sciences BS on UF Work Plan |
| 3-24-2017 | Marine Sciences Committee | Submitted Pre-proposal to UF Provost |
| 4-14-2017 | Board of Governors Council of Academic Vice Presidents work group | Discussed and passed Pre-proposal |

Events Leading to Implementation

| Date | Implementation Activity |
|-------------|---|
| Fall 2019 | Submission to Colleges/UCC |
| Winter 2019 | Submission to Senate, Provost |
| Spring 2020 | BOT approval and BOG notification |
| Fall 2020 | First enrollment, Current Interdisciplinary students change to new degree program |

VII. Program Quality Indicators - Reviews and Accreditation

Identify program reviews, accreditation visits, or internal reviews for any university degree programs related to the proposed program, especially any within the same academic unit. List all recommendations and summarize the institution's progress in implementing the recommendations.

Accreditation by an outside agency is not required. Instead, the degree program will be reviewed periodically by external experts and stakeholders and monitored by the UF Marine Sciences Committee, composed of faculty and staff from CLAS and CALS.

VIII. Curriculum

- A. Describe the specific expected student learning outcomes associated with the proposed program. If a bachelor's degree program, include a web link to the Academic Learning Compact or include the document itself as an appendix.

Student Learning Outcomes (SLOs):

1. Demonstrate competence in the basic terminology, concepts, methodologies and theories used within the marine sciences.
2. Analyze information in the marine sciences and develop reasoned solutions to problems using the processes and applications of scientific inquiry.
3. Discriminate ethical behavior from unethical behavior in scientific research.
4. Communicate knowledge, ideas and reasoning clearly, effectively and objectively in written or oral forms appropriate to the marine sciences.

CLAS Academic Learning Compact: https://catalog.ufl.edu/UGRD/colleges-schools/UGLAS/IS_BS07/#academiclearningcompacttext

CLAS Academic Learning Compact: https://catalog.ufl.edu/UGRD/colleges-schools/UGAGL/IDS_BS17/#academiclearningcompacttext

- B. Describe the admission standards and graduation requirements for the program.

There are no admission standards that are different for this particular degree program, relative to the normal admission standards. The degree program requires 60-67 credits of coursework completed with a minimum grade of C. At least 30 credits of coursework must be completed at UF. Students must also meet standard graduation requirements at the university and college levels.

- C. Describe the curricular framework for the proposed program, including number of credit hours and composition of required core courses, restricted electives, unrestricted electives, thesis requirements, and dissertation requirements. Identify the total numbers of semester credit hours for the degree.

The proposed degree program requires 60-67 credits of coursework in the major and 120 total credit hours. The CLAS and CALS tracks were developed in parallel and are complementary; the curriculum provides the core scientific and quantitative skills necessary for success. Lower-division courses build a strong foundation in basic sciences and math while upper-division courses provide opportunity for specialization.

Students in CLAS complete an upper-division core that integrates the physical and biological sciences, mathematics, and engineering. They work closely with a faculty advisor to create an individualized curriculum of at least 12 credits of approved electives.

Students in CALS complete an upper-division core that concentrates on biological and ecological marine

science essentials while also giving students a critical understanding of how statistics and economics are integrated into marine science and resource management. Students work closely with a faculty advisor to create an individualized curriculum plan of at least 18 approved elective credits and 15-16 hours of planned credits. These can include courses on resource management, human dimensions, conservation, quantitative population assessment and others.

D. Provide a sequenced course of study for all majors, concentrations, or areas of emphasis within the proposed program.

Sequenced course of study for the CLAS track in the proposed degree program:

Semester 1

- **CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory** (Critical Tracking; State Core Gen Ed Physical Sciences)
- **IDS 1161 What is the Good Life** (Gen Ed Humanities)
- **Select one: MAC 2311 Analytic Geometry and Calculus 1** (Critical Tracking), **MAC 1147 Precalculus Algebra and Trigonometry** (State Core Gen Ed Mathematics)
- **OCE 1001 Introduction to Oceanography** (Critical Tracking; Gen Ed Physical Sciences)

Semester 2

- **CHM 2046 & 2046L General Chemistry 2 and General Chemistry 2 Laboratory** (Critical Tracking; Gen Ed Physical Sciences)
- **Select one: Elective, MAC 2311 Analytic Geometry and Calculus 1** (if needed)
- **State Core Gen Ed Composition; Writing Requirement**
- **State Core Gen Ed Humanities**
- **State Core Gen Social and Behavioral Sciences**

Semester 3

- **BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1** (Critical Tracking; Gen Ed Biological Sciences)
- **GLY 3083C Fundamentals of Marine Sciences** (Gen Ed Physical Sciences)
- **Select one: MAC 2312 Analytic Geometry and Calculus 2, STA 2023 Introduction to Statistics 1** (Gen Ed Mathematics)
- **Elective (3000 level or above, not in major)**
- **Gen Ed Humanities**

Semester 4

- **BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2** (Critical Tracking; Gen Ed Biological Sciences)
- **Select one: PHY 2053 & 2053L Physics 1 and Laboratory for Physics 1** (Critical Tracking; Gen Ed Physical Sciences), **PHY 2048 & 2048L Physics with Calculus 1 and Laboratory for Physics with Calculus 1** (Critical Tracking)
- **Elective (3000 level or above, not in major)**
- **Gen Ed Social and Behavioral Sciences**

Semester 5

- **Select one: PHY 2054 & 2054L Physics 2 and Laboratory for Physics 2** (Critical Tracking; Gen Ed Physical Sciences), **PHY 2049 & 2049L Physics with Calculus 2 and Laboratory for Physics with Calculus 2** (Critical Tracking)

- **ZOO 4926 Special Topics in Zoology (Marine Ecology) or FAS 4270 Marine Ecological Processes**
- Elective
- Foreign language

Semester 6

- **GLY 4726 Geochemical Oceanography**
- **ZOO 4403C Marine Biology**
- Gen Ed Composition: Writing requirement
- Foreign language

Semester 7

- Approved elective
- Electives (3000 level or above, not in major)
- Marine sciences core elective
- Gen Ed Social and Behavioral Sciences

Semester 8

- Approved electives
- Elective
- Elective (3000 level or above, not in major)

Sequenced course of study for the CALS track in the proposed degree program:

Semester 1

- **CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory (Critical Tracking; State Core Gen Ed Biological and Physical Sciences)**
- **IDS 1161 What is the Good Life (Gen Ed Humanities)**
- **OCE 1001 Introduction to Oceanography (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- State Core Gen Ed Social and Behavioral Sciences
- Elective

Semester 2

- **CHM 2046 & 2046L General Chemistry 2 and General Chemistry 2 Laboratory (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- **MAC 2311 Analytic Geometry and Calculus 1 (Critical tracking; State Core Gen Ed Mathematics)**
- State Core Gen Ed Composition; Writing Requirement
- State Core Gen Ed Humanities

Semester 3

- Select one: **AEB 3103 Principles of Food and Resource Economics, ECO 2023 Principles of Microeconomics, ECO 2013 Principles of Macroeconomics (Gen Ed Social and Behavioral Sciences)**
- **BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- Gen Ed Composition; Writing Requirement
- **MAC 2312 Analytic Geometry and Calculus 2 (recommended elective)**

Semester 4

- **BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology 2 Laboratory** (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)
- **PHY 2004 & 2004L Applied Physics 1 and Laboratory for Applied Physics 1** (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)
- **STA 2023 Introduction to Statistics 1** (Gen Ed Mathematics)
- **FAS 2024 Global and Regional Perspectives in Fisheries** (Recommended elective)

Semester 5

- **AEC 3030C Effective Oral Communication or SPC 2608 Introduction to Public Speaking**
- **Select one: FNR 3410C Natural Resource Sampling, STA 3024 Introduction to Statistics 2, STA 4210 Regression Analysis, STA 4222 Sample Survey Design**
- **CHM 2200 & 2200L Fundamentals of Organic Chemistry and Fundamentals of Organic Chemistry Laboratory** (recommended electives)
- **Elective**

Semester 6

- **FAS 4932 Topics in Fisheries and Aquatic Sciences** (Biology and Ecology of Algae)
- **GLY 3083C Fundamentals of Marine Sciences** (Gen Ed Biological and Physical Sciences)
- **ZOO 4205C Invertebrate Biodiversity**
- **Approved electives**

Semester 7

- **Select one: AEC 3033C Research and Business Writing in Agricultural and Life Sciences** (Writing Requirement), **ENC 2210 Technical Writing** (Writing Requirement), **ENC 3254 Professional Writing in the Discipline** (Writing Requirement)
- **FAS 4202 Biology of Fishes**
- **Selection one: FAS 4270 Marine Ecological Processes, ZOO 4926 Special Topics in Zoology** (Marine Ecology)
- **FNR 4660 Natural Resource Policy and Economics**
- **Elective**

Semester 8

- **Approved electives**
- **Electives**

E. Provide a one- or two-sentence description of each required or elective course.

CLAS track**CLAS Required Courses**

BSC 2010 Integrated Principles of Biology 1. The first of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Studies the origin of life systems; of biological molecules and organization of living things at the subcellular, cellular and organismic levels; and of the activities of living forms in obtaining and utilizing energy and materials in growth, maintenance and reproduction.

BSC 2010L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2010.

BSC 2011 Integrated Principles of Biology 2. The second of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Examination in living things of the principles of information storage, transmission and utilization at the cell, organism and population levels; of the mechanisms of evolutionary change in the diversification of living things and their life styles; of population growth and regulation; and of energy flow and biogeochemical cycling in the biosphere.

BSC 2011L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2011.

CHM 2045 General Chemistry 1. Stoichiometry, atomic and molecular structure, the states of matter, reaction rates and equilibria.

CHM 2045L General Chemistry 1 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2045.

CHM 2046 General Chemistry 2. Acids and bases, additional aspects of chemical equilibria, thermodynamics, electrochemistry, complex ions and descriptive chemistry.

CHM 2046L General Chemistry 2 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2046.

FAS 4270 Marine Ecological Processes. The ecology of marine organisms and habitats with focus on how general ecological principles, and those unique to the marine environment, drive patterns and processes.

GLY 3083C Fundamentals of Marine Sciences. Introduces the basic disciplines of marine sciences, including geology, chemistry, physics, biology and conservation, with an emphasis on marine research. Includes three mandatory Saturday field trips.

GLY 4726 Geochemical Oceanography. Focuses on chemical properties and processes in the oceans, exploring the links between chemistry, biology, geology, and global change within a marine context. Topics include elemental composition and speciation, biogeochemical cycles, chemical and isotopic tracers, chemistry of marine sediments, and oceanic uptake of anthropogenic carbon.

IDS 1161 What is the Good Life. Examines the enduring question, "What is the Good Life", from the perspectives of the humanities. Topics include the cost of the good life, how people have chosen to live as members of local and global communities, and conceptions and expressions of beauty, power, love, and health.

MAC 1147 Precalculus algebra and Trigonometry. College algebra, functions, coordinate geometry, exponential and logarithmic functions, and trigonometry.

MAC 2311 Analytic Geometry and Calculus 1. Introduces analytic geometry; limits; continuity; differentiation of algebraic, trigonometric, exponential and logarithmic functions; applications of the derivative; inverse trigonometric functions; differentials; introduction to integration; and the fundamental theorem of calculus.

MAC 2312 Analytic Geometry and Calculus 2. Techniques of integration; applications of integration; differentiation and integration of inverse trigonometric, exponential and logarithmic functions; sequences and series.

OCE 1001 Introduction to Oceanography. Explores the geological, physical, and biological characteristics of Earth's marine realm. Includes discussion of scientific methods, the history of oceanography, and emphasizes understanding of the mutual interactions between humans and the ocean.

PHY 2048 Physics with Calculus 1. The first of a two-semester sequence of physics for scientists and engineers. The course covers Newtonian mechanics and includes motion, vectors, Newton's laws, work and conservation of energy, systems of particles, collisions, equilibrium, oscillations and waves.

PHY 2048L Laboratory for Physics with Calculus 1. Laboratory experience for PHY 2048 illustrating the practical applications of Newtonian mechanics.

PHY 2049 Physics with Calculus 2. The second of a two-semester sequence of physics for scientists and engineers. Content includes Coulomb's law, electric fields and potentials, capacitance, currents and circuits, Ampere's law, Faraday's law, inductance, Maxwell's equations, electromagnetic waves, ray optics, interference and diffraction.

PHY 2049L Laboratory for Physics with Calculus 2. Laboratory experience for PHY 2049 illustrating the practical applications of Coulomb's law, electric fields and potentials, capacitance, currents and circuits, Ampere's law, Faraday's law, inductance, Maxwell's equations, electromagnetic waves, ray optics, interference and diffraction.

PHY 2053 Physics 1. First semester of introductory physics de-emphasizing calculus. Structure and properties of matter; kinematics, dynamics and statics; momentum and energy; rotation, elasticity; vibration; fluids; temperature and expansion, heat transfer, thermal behavior of gases; wave motion and sound.

PHY 2053L Laboratory for Physics 1. Laboratory experience for PHY 2053 illustrating the practical applications of the structure and properties of matter; kinematics, dynamics and statics; momentum and energy; rotation, elasticity; vibration; fluids; temperature and expansion, heat transfer, thermal behavior of gases; wave motion and sound.

PHY 2054 Physics 2. Second semester of introductory physics de-emphasizing calculus. Electric charge, fields and circuits; electromagnetism, applied electricity; geometrical optics, wave optics, applied optics; electrons and photons; atoms and nuclei.

PHY 2054L Laboratory for Physics 2. Laboratory experience for PHY 2054 illustrating the practical applications of electric charge, fields and circuits; electromagnetism, applied electricity; geometrical optics, wave optics, applied optics; electrons and photons; atoms and nuclei.

STA 2023 Introduction to Statistics 1. Graphical and numerical descriptive measures. Simple linear regression. Basic probability concepts, random variables, sampling distributions, central limit theorem. Large and small sample confidence intervals and significance tests for parameters associated with a single population and for comparison of two populations. Use of statistical computer software and computer applets to analyze data and explore new concepts.

ZOO 4403C Marine Biology. Survey of major marine taxa, systematics of local marine fauna and flora, with familiarization of the marine environment. Laboratory emphasizes field work and independent projects.

ZOO 4926 Special Topics in Zoology (Marine Ecology). Provides students with a conceptual understanding of ecology with an emphasis on marine community ecology in tropical coral reefs. Immerses students in field research, from conceptualization to final products including presentations and reports.

CLAS Core Electives

EGN 4932 Special Topics (Physical Oceanography). Covers selected, rotating topics in physical oceanography.

GLY 2010C Physical Geology. Materials, structures and surface features of the earth and processes which have produced them. Related laboratory demonstrations and experiences.

GLY 2100C Historical Geology. Evolution of the earth and its life, including the major physical events and evolutionary changes recorded in the geologic past. Related laboratory, demonstrations and exercises.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 3105C Evolution of Earth and Life. Advanced examination of the geologic history of planet earth with an emphasis on North America.

GLY 3202C Earth Materials. Overview of the origin and occurrence of earth materials with a particular emphasis on the identification and classification of minerals and rocks. Activities involve lecture and a fully integrated laboratory component where students learn to identify and classify minerals and rocks through both macroscopic and microscopic investigation.

CLAS Approved Electives

EGN 4932 Special Topics (Physical Oceanography). Covers selected, rotating topics in physical oceanography.

ESC 3075 Deltas and Humans. Examines the historical relationship between humans and deltas, outlining possible coastal management plans in response to sea level rise.

FAS 4202C Biology of Fishes. The general biology of fishes, with emphasis on trends in their evolution, integrative and sensory biology, physiology, feeding ecology, reproduction, growth and population dynamics as they relate to fisheries.

FAS 4305C Introduction to Fishery Science. Principles of fish management in freshwater and marine systems. Includes field and laboratory techniques for aquatic habitat and fishery resource assessment, aquaculture practices and consideration of contemporary issues pertinent to sport and commercial uses of renewable fisheries resources.

FAS 4405 Aquariums, Water and Aquaculture. Culture methods of fish and shellfish, species selection, biological and environmental principles, case histories and future trends.

FAS 4932 Special Topics in Fisheries and Aquatic Sciences (Marine Adaptations). Examines and compares the physiological adaptations of marine, coastal, and estuarine organisms to environmental conditions.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 3105C Evolution of Earth and Life. Advanced examination of the geologic history of planet earth with an emphasis on North America.

GLY 3202C Earth Materials. Overview of the origin and occurrence of earth materials with a particular emphasis on the identification and classification of minerals and rocks. Activities involve lecture and a fully integrated laboratory component where students learn to identify and classify minerals and rocks through both macroscopic and microscopic investigation.

GLY 3603C Paleontology. Investigation of the history of life on earth, including aspects of invertebrate and vertebrate paleontology, micropaleontology and paleobotany.

GLY 4450 Geophysics. Introduces the basic types of geophysical data used to characterize the subsurface. Learn about seismic refraction and reflection, gravity, magnetics, heat flow and electromagnetic methods.

GLY 4552C Sedimentary Geology. Basic disciplines important in understanding the origin and classification of sedimentary rocks including sedimentary petrology, sedimentology and stratigraphy.

GLY 4734 Coastal Morphology and Processes. Examines the nature and variety of coastal processes, and the origin and modification of environmental changes along coasts, including human activities in the coastal zone.

GLY 4930 Special Topics in Geology (Estuarine Systems). Lecture, conferences, or laboratory sessions covering selected topics of current interest in modern geology.

OCE 3016 Introduction to Coastal and Oceanographic Engineering. Introduces important coastal and oceanographic processes. Geophysical fluid motions; waves and tides; air-sea interaction; pollutant transport; coastal hydraulic and sedimentary processes.

ZOO 4205C Invertebrate Biodiversity. Comparative biology of invertebrates, emphasizing morphology, evolution, ecology and life history.

CLAS Additional Electives, with Instructor Permission

EOC 6196 Littoral Processes. Shoreline developments; nearshore hydrodynamics; sediment transport phenomena by waves and wind; methods of determining littoral transport quantities; effects of groins, jetties, and other coastal structures on littoral processes.

EOC 6934 Advanced Topics in Coastal and Oceanographic Engineering. Waves; wave-structure interaction; coastal structures; ocean structures; sediment transport; instrumentation; advanced data analysis techniques; turbulent flow and its applications.

FAS 5276C Field Ecology of Aquatic Organisms. Understanding principles of fish and shellfish ecology through field studies. Intensive study in lakes, rivers, and coastal marshes to gain understanding of how fish and shellfish interact with their environment. Requires extensive field trips.

FAS 6176 Algae Biology and Ecology. Covers the biology and ecology of aquatic algae, including evolution, classification, structure, photosynthesis, growth, and reproduction. Emphasis on the ecological role of algae in different aquatic ecosystems, their impacts, and their applications.

GLY 5255 Organic Geochemistry and Geobiology. Theory, practice, and methods of organic geochemistry, organic biogeochemistry, and geomicrobiology.

GLY 5558C Sedimentology. Lecture and discussion of major sedimentary processes active in coastal and continental margin settings, focus on relating processes with sedimentary facies. Class work augmented with frequent field trips.

GLY 5736 Marine Geology. Detailed introduction to the origin and evolution of ocean basins, ocean margins, and oceanic sediments and microfossils, including a paleoceanographic history of the marine realm.

GLY 5786L Topics in Field Geology (Bahamas). Visits to selected sites and regions of outstanding geologic value and interest.

GLY 6075 Global Climate Change: Past, Present, and Future. Evolution of the Earth's climate through geologic time, including discussion of modern climatology and methods of paleoclimate interpretations.

GLY 6425 Tectonics. Evolution and formation of mid-ocean ridges, seamounts, hot spots, island arcs, back-arc basins, passive margins, and mountain chains.

GLY 6932 Special Topics in Geology (Chemical Biomarkers in Aquatic Systems). Lectures, conferences, or laboratory sessions covering selected topics of current interest in modern geology.

OCP 6050 Physical Oceanography. Structure of ocean basins; physical and chemical properties of seawater; basic physical laws used in oceanography; ocean current; thermohaline effects; numerical models; heat budget.

OCP 6168 Data Analysis Techniques for Coastal and Ocean Engineers. Data editing, fundamentals of spectral analysis, subsurface and surface signal analysis, directional spectral analysis.

OCP 6295 Estuarine and Shelf Hydrodynamics 1. Kinematics and dynamics of estuaries, small scale motions, tidal hydrodynamics, nontidal circulations, shelf waves, estuary and shelf interactions, mathematical models.

ZOO 6456C Ichthyology. Examines the diversity of fishes in the southeastern U.S. with an emphasis on Florida. In addition to phylogenetic relationships and identification, lectures, labs and research will emphasize the morphological, behavioral, and ecological adaptations of fishes living in different environments.

ZOO 6406 Biology of Sea Turtles. All aspects of biology of sea turtles and how their biology effects their conservation.

CALS track**CALS Required Courses**

AEB 3103: Principles of Food and Resource Economics. Introduces the field of food and resource economics, the principles of economics as applied to agriculture, and the economic problems of the agricultural industry and the individual farmer.

AEC 3030C Effective Oral Communication. Strategies and techniques for effective presentations in the food, agricultural and natural resource professions. Emphasis on oral and visual techniques for formal and informal situations including leadership and group settings.

AEC 3033C Research and Business Writing in Agricultural and Life Sciences. Establishes the importance of effective communication to success in both the educational and professional environments; emphasizes writing as a primary form of communication; examines the elements of effective written communication in organizational and scholarly areas; and explores the causes of ineffective writing and ways to correct them.

BSC 2010 Integrated Principles of Biology 1. The first of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Studies the origin of life systems; of biological molecules and organization of living things at the subcellular, cellular and organismic levels; and of the activities of living forms in obtaining and utilizing energy and materials in growth, maintenance and reproduction.

BSC 2010L Integrated Principles of Biology Laboratory 1. Laboratory experiments designed to accompany BSC 2010.

BSC 2011 Integrated Principles of Biology 2. The second of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Examination in living things of the principles of information storage, transmission and utilization at the cell, organism and population levels; of the mechanisms of evolutionary change in the diversification of living things and their life styles; of population growth and regulation; and of energy flow and biogeochemical cycling in the biosphere.

BSC 2011L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2011.

CHM 2045 General Chemistry 1. Stoichiometry, atomic and molecular structure, the states of matter, reaction rates and equilibria.

CHM 2045L General Chemistry 1 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2045.

CHM 2046 General Chemistry 2. Acids and bases, additional aspects of chemical equilibria, thermodynamics, electrochemistry, complex ions and descriptive chemistry.

CHM 2046L General Chemistry 2 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2046.

ECO 2013 Principles of Macroeconomics. The nature of economics, economic concepts and institutions; growth, unemployment and inflation; money and banking; economic policies; and the international economy.

ECO 2023 Principles of Microeconomics. Theories of production, determination of prices and distribution of income in regulated and unregulated industries. Attention is also given to industrial relations, monopolies and comparative economic systems.

ENC 2210 Technical Writing. Surveys the forms and methods of communication used in business, industry and government, including nonformal and formal reports, letters, resumes and proposals.

ENC 3254 Professional Writing in the Discipline. A communication course adjusted to a specific professional discipline, the discipline to be determined by need. Covers major elements of organizational communication with emphasis on composition of reports, proposals, letters and memos, manuals, and oral presentations. Course materials and assignments are relevant to the specific discipline.

FAS 4202C Biology of Fishes. The general biology of fishes, with emphasis on trends in their evolution, integrative and sensory biology, physiology, feeding ecology, reproduction, growth and population dynamics as they relate to fisheries.

FAS 4270 Marine Ecological Processes. The ecology of marine organisms and habitats with focus on how general ecological principles, and those unique to the marine environment, drive patterns and processes.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Biology and Ecology of Algae). Management, use, and control of freshwater and marine algae and aquatic microorganisms. Overview of associated products, processes, and problems and economic implications.

FNR 3410C Natural Resource Sampling. Basic concepts of sampling. Design of cost-effective sample surveys. Sampling methodology applicable to natural resources: simple random, stratified, systematic, multi-phase and multi-stage. Cluster sampling, ratio, regression and difference estimation. Line transects. Computer simulation of sampling methods. Introduces remote sensing, geographic information and global positioning systems

FNR 4660 Natural Resource Policy and Economics. Factors in evolution of forest, range, and wildlife natural resources administration and policies in the United States; policy components; policy formation, implementation, change processes; and economic criteria for evaluating the effectiveness of policies

GLY 3083C Fundamentals of Marine Sciences. Introduces the basic disciplines of marine sciences, including geology, chemistry, physics, biology and conservation, with an emphasis on marine research.

IDS 1161 What is the Good Life. Examines the enduring question, "What is the Good Life?" from the perspectives of the humanities. Topics include the cost of the good life, how people have chosen to live as members of local and global communities, and conceptions and expressions of beauty, power, love and health.

MAC 2311 Analytic Geometry and Calculus 1. Introduces analytic geometry; limits; continuity; differentiation of algebraic, trigonometric, exponential and logarithmic functions; applications of the derivative; inverse trigonometric functions; differentials; introduction to integration; and the fundamental theorem of calculus.

OCE 1001 Introduction to Oceanography. Explores the geological, physical, and biological characteristics of Earth's marine realm. Includes discussion of scientific methods, the history of oceanography, and emphasizes understanding of the mutual interactions between humans and the ocean.

PHY 2004 Applied Physics 1. Emphasizes the practical applications of basic physics to a range of professions, including architecture, agricultural sciences, building construction and forest resources. Mechanics of motion, forces, energy, momentum, wave motion and heat.

PHY 2004L Laboratory for Applied Physics 1. Laboratory experience illustrating the practical applications of basic physics, including the mechanics of motion, forces, energy, momentum, wave motion and heat.

SPC 2608 Introduction to Public Speaking. Theory and practice presenting public speeches, determining communication purpose(s) and adapting to organization, evidence, language and other message characteristics for designated audiences.

STA 2023 Introduction to Statistics 1. Graphical and numerical descriptive measures. Simple linear regression. Basic probability concepts, random variables, sampling distributions, central limit theorem. Large and small sample confidence intervals and significance tests for parameters associated with a single population and for comparison of two populations. Use of statistical computer software and computer applets to analyze data and explore new concepts.

STA 3024 Introduction to Statistics 2. An introduction to the analysis of variance. Nonparametric statistical methods and applications. Analysis of count data: chi-square and contingency tables. Simple and multiple linear regression methods with applications.

STA 4210 Regression Analysis. Simple linear regression and multiple linear regression models. Inference about model parameters and predictions, diagnostic and remedial measures about the model, independent variable selection, multicollinearity, autocorrelation and nonlinear regression. SAS implementation of the above topics.

STA 4222 Sample Survey Design. An introduction to the design of sample surveys and the analysis of survey data, the course emphasizes practical applications of survey methodology. Topics include sources of errors in surveys, questionnaire construction, simple random, stratified, systematic and cluster sampling, ratio and regression estimation, and a selection of special topics such as applications to quality control and environmental science.

ZOO 4205C Invertebrate Biodiversity. Comparative biology of invertebrates, emphasizing morphology, evolution, ecology and life history.

ZOO 4926 Special Topics in Zoology (Marine Ecology). Provides students with a conceptual understanding of ecology with an emphasis on marine community ecology in tropical coral reefs. Immerses students in field research, from conceptualization to final products including presentations and reports.

CALS Approved Electives

AEB 3450 Introduction to Natural Resource and Environmental Economics. Introduces natural and environmental resource economics. Emphasizes understanding economic concepts such as resource scarcity, market failure, externality, property rights and common property resources and their application to studies of forest, land, water, energy and coastal resources.

CHM 2200 Fundamentals of Organic Chemistry. An elementary course embracing the more important aspects of organic chemistry. Intended for students in programs requiring only one semester of organic chemistry. Not intended for pre-med, pre-dentistry or pre-vet students.

CHM 2200L Fundamentals of Organic Chemistry Laboratory. Organic laboratory experiments to accompany CHM 2200.

EGN 4932 Special Topics (Physical Oceanography). Structure of ocean basins; physical and chemical properties of seawater; basic physical laws used in oceanography; ocean current; thermohaline effects; numerical models; heat budget.

FAS 2024 Global and Regional Perspectives in Fisheries. Fish biology, ecology and habitats relevant to fisheries on both a global and regional (Florida) scale. Follows the fisheries occurring from cold mountain rivers to the depths of the oceans, with special topics (e.g., artificial reefs, fisheries bycatch and aquaculture). Intended for non-science and science majors.

FAS 4305C: Introduction to Fishery Science. Principles of fish management in freshwater and marine systems. Includes field and laboratory techniques for aquatic habitat and fishery resource assessment, aquaculture practices and consideration of contemporary issues pertinent to sport and commercial uses of renewable fisheries resources.

FAS 4405 Aquariums, Water and Aquaculture. Culture methods of fish and shellfish, species selection, biological and environmental principles, case histories and future trends.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Advanced Open Water SCUBA). Recreational SCUBA training and experience, in accordance with the National Association of Underwater Instructors (NAUI) standards.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Applied Fisheries Statistics). Population sampling and estimation, statistical assumptions and robustness, mark-recapture, growth, and empirical modeling of populations.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Field Ecology of Aquatic Organisms). Understanding principles of fish and shellfish ecology through field studies. Intensive study in lakes, rivers, and coastal marshes to gain understanding of how fish and shellfish interact with their environment.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Invasion Ecology of Aquatic Animals). A comprehensive overview of invasion ecology, highlighting aspects related to aquatic animals, including ecological concepts and debates underlying this developing field.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Marine Adaptations). Compares the physiological adaptations of marine, coastal, and estuarine organisms to environmental conditions across levels of organization, from ecological and organismal to cellular and molecular.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Science Diver). Scientific and research SCUBA training and experience, in accordance with the National Association of Underwater Instructors (NAUI) standards.

FNR 3410C Natural Resource Sampling. Basic concepts of sampling. Design of cost-effective sample surveys. Sampling methodology applicable to natural resources: simple random, stratified, systematic, multi-phase and multi-stage. Cluster sampling, ratio, regression and difference estimation. Line transects. Computer simulation of sampling methods. Introduces remote sensing, geographic information and global positioning systems

FOR 3202 Society and Natural Resources. Local-to-global and individual-to-institutional perspectives on natural resource values, sustainability, diversity, and social change with consideration of potential paths for working with complex human and natural resource systems.

FOR 4941 Internship in Natural Resources. Supervision by a faculty member and a post-internship report are required.

GEO 4300 Environmental Biogeography. Description and explanation of spatial patterns of biodiversity and the underlying biophysical factors of human-environment interactions. Investigates past and present distributions of organisms and how patterns of environmental variation influence organisms. How biogeography is used to design nature reserves and how forecasting climate change may affect organisms and explain human adaptations to environmental variability.

GIS 3072C Geographic Information Systems. Addresses GIS concepts, data sources, spatial references: GIS data modeling, management, and editing; surface modeling; and vector and raster analysis. Provides practical examples, tutorials, and projects serving the geomatics, natural resource management, and planning fields.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 4726 Geochemical Oceanography. Focuses on chemical properties and processes in the oceans, exploring the links between chemistry, biology, geology, and global change within a marine context. Topics include elemental composition and speciation, biogeochemical cycles, chemical and isotopic tracers, chemistry of marine sediments, and oceanic uptake of anthropogenic carbon.

GLY 4734 Coastal Morphology and Processes. Examines the nature and variety of coastal processes, and the origin and modification of environmental changes along coasts, including human activities in the coastal zone.

MAC 2312 Analytical Geometry and Calculus 2. Techniques of integration; applications of integration; differentiation and integration of inverse trigonometric, exponential and logarithmic functions; sequences and series.

OCE 3016 Introduction to Coastal and Oceanographic Engineering. Introduces important coastal and oceanographic processes. Geophysical fluid motions; waves and tides; air-sea interaction; pollutant transport; coastal hydraulic and sedimentary processes.

PCB 4043C General Ecology. Ecological processes and organization in terrestrial and aquatic habitats. Laboratory and field exercises emphasize techniques of ecological analysis.

PCB 4674 Evolution. Processes and mechanisms of evolution, including population genetics, speciation, patterns of evolution and molecular evolution.

STA 3024 Introduction to Statistics 2. An introduction to the analysis of variance. Nonparametric statistical methods and applications. Analysis of count data: chi-square and contingency tables. Simple and multiple linear regression methods with applications.

STA 4210 Regression Analysis. Simple linear regression and multiple linear regression models. Inference about model parameters and predictions, diagnostic and remedial measures about the model, independent variable selection, multicollinearity, autocorrelation and nonlinear regression. SAS implementation of the above topics.

STA 4211 Design of Experiments. The basic principles of experimental design: analysis of variance for experiments with a single factor; randomized blocks and Latin square designs: multiple comparison of treatment means; factorial and nested designs; analysis of covariance; response surface methodology.

STA 4222 Sample Survey Design. An introduction to the design of sample surveys and the analysis of survey data, the course emphasizes practical applications of survey methodology. Topics include sources of errors in surveys, questionnaire construction, simple random, stratified, systematic and cluster sampling, ratio and regression estimation, and a selection of special topics such as applications to quality control and environmental science.

SYD 4510 Environment and Society. Social foundations of environmental problems and social responses to environmental issues, including contestation, conflicts and movements.

VME 4012 Aquatic Animal Conservation Issues. Controversial conservation issues surrounding aquatic species, from invertebrates to marine mammals.

VME 4013 Aquatic Wildlife Health Issues. Introduces the natural history, anatomy, physiology, behavior and health issues of aquatic wildlife: marine mammals, sea turtles, crocodiles and some fish and invertebrates.

WIS 3553C Introduction to Conservation Genetics. Types of molecular polymorphisms found in nature, including how genetic information is organized, what evolutionary and demographic forces act to shape genetic polymorphisms, and how and why genetics are useful in population conservation and management.

WIS 4203C Landscape Ecology and Conservation. Central constructs and methods of landscape ecology are applied to wildlife ecology and conservation.

WIS 4501 Introduction to Wildlife Population Ecology. The dynamics and regulation of biological populations and life-history theory.

WIS 4523 Human Dimensions of Natural Resource Conservation. Local and international models are used to provide an interdisciplinary overview of the theory and practice of conservation education, environmental communication and integrated resource management and conservation.

WIS 4601C Quantitative Wildlife Ecology. Concepts and applications of quantitative techniques in ecology and wildlife management.

ZOO 4403C Marine Biology. Survey of major marine taxa, systematics of local marine fauna and flora, with familiarization of the marine environment. Laboratory emphasizes field work and independent projects.

ZOO 4405 Sea Turtle Biology and Conservation. The biology of sea turtles and their roles in marine ecosystems, focusing on current major issues in sea turtle biology and challenges in their conservation and management.

CALS Additional Electives, with Instructor Permission

FAS 6337C Fish Population Dynamics. Analyzing fish populations for management purposes. Methods for estimating population parameters such as growth, recruitment, and mortality. Using population parameters and computer models to predict yield and catch composition, and bioenergetics approaches for fisheries management problems.

GLY 6075 Global Climate Change: Past, Present, and Future. Evolution of the Earth's climate through geologic time, including discussion of modern climatology and methods of paleoclimate interpretations.

OCP 6295 Estuarine and Shelf Hydrodynamics 1. Kinematics and dynamics of estuaries, small scale motions, tidal hydrodynamics, nontidal circulations, shelf waves, estuary and shelf interactions, mathematical models.

ZOO 6406 Biology of Sea Turtles. All aspects of biology of sea turtles and how their biology effects their conservation.

ZOO 6456C Ichthyology. Examines the diversity of fishes in the southeastern U.S. with an emphasis on Florida. In addition to phylogenetic relationships and identification, lectures, labs and research will emphasize the morphological, behavioral, and ecological adaptations of fishes living in different environments.

F. For degree programs in the science and technology disciplines, discuss how industry-driven competencies were identified and incorporated into the curriculum and indicate whether any industry advisory council exists to provide input for curriculum development and student assessment.

Industry-driven competencies were identified by external boards: The Biology Leadership Circle, the Geological Sciences External Advisory Board, and the Fisheries and Aquatic Sciences Program Advisory Council. Membership on these advisory councils includes industry, state, and federal agency leaders. Our curriculum and Student Learning Outcomes were developed to ensure that students receive exceptional training in the competencies identified by the councils, including professional communication, critical thinking, leadership, and ethical behavior. Annual Academic Assessment Reports evaluate student achievement in these areas and results are discussed within the Marine Sciences Committee (faculty from CLAS and CALS) and with the external boards to ensure that industry-driven competencies are successfully incorporated into the marine sciences curriculum.

G. For all programs, list the specialized accreditation agencies and learned societies that would be concerned with the proposed program. Will the university seek accreditation for the program if it is available? If not, why? Provide a brief timeline for seeking accreditation, if appropriate.

Accreditation by an outside agency is not required. The program will be periodically reviewed by external experts and monitored by the Marine Sciences Committee, composed of faculty from CLAS and CALS.

- H. For doctoral programs, list the accreditation agencies and learned societies that would be concerned with corresponding bachelor's or master's programs associated with the proposed program. Are the programs accredited? If not, why?

N/A

- I. Briefly describe the anticipated delivery system for the proposed program (e.g., traditional delivery on main campus; traditional delivery at branch campuses or centers; or nontraditional delivery such as distance or distributed learning, self-paced instruction, or external degree programs). If the proposed delivery system will require specialized services or greater than normal financial support, include projected costs in Table 2 in Appendix A. Provide a narrative describing the feasibility of delivering the proposed program through collaboration with other universities, both public and private. Cite specific queries made of other institutions with respect to shared courses, distance/distributed learning technologies, and joint-use facilities for research or internships.

The delivery of the proposed degree program will be primarily on the main campus, but will also include field trips and additional off-campus opportunities for study including the [Semester of Immersion](#) offered through the Department of Biology that includes numerous elective courses for the Marine Science degree. Several of the courses will also include online components to the coursework with some optional fully online courses. No new collaborations with other universities will be required to implement this degree program.

IX. Faculty Participation

- A. Use Table 4 in Appendix A to identify existing and anticipated full-time (not visiting or adjunct) faculty who will participate in the proposed program through Year 5. Include (a) faculty code associated with the source of funding for the position; (b) name; (c) highest degree held; (d) academic discipline or specialization; (e) contract status (tenure, tenure-earning, or multi-year annual [MYA]); (f) contract length in months; and (g) percent of annual effort that will be directed toward the proposed program (instruction, advising, supervising internships and practica, and supervising thesis or dissertation hours).

See Table 4, Appendix A.

- B. Use Table 2 in Appendix A to display the costs and associated funding resources for existing and anticipated full-time faculty (as identified in Table 4 in Appendix A). Costs for visiting and adjunct faculty should be included in the category of Other Personnel Services (OPS). Provide a narrative summarizing projected costs and funding sources.

See Table 2 in Appendix A.

- C. Provide in the appendices the abbreviated curriculum vitae (CV) for each existing faculty member (do not include information for visiting or adjunct faculty).

Please see Appendix C.

- D. Provide evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service. Such evidence may include trends over time for average course load, FTE productivity, student HC in major or service courses, degrees granted, external funding attracted, as well as qualitative indicators of excellence.

The Department of Geological Sciences (CLAS) has 20 full time teaching and research faculty who are all involved with undergraduate and graduate education at some level. The Department offers BS and BA degrees in Geology and a BA degree in Environmental Geoscience. There are currently 66 residential undergraduate majors and 45 UF Online majors in the Department. The number of undergraduate majors has more than tripled since 2010. Well over half of the faculty in the department currently have external grant funding from state and federal agencies for research that totals about \$5.5 million. Funding at this level has been steady for over 10 years.

The Department of Biology (CLAS) has 28 full time research and teaching faculty in Gainesville who are all involved with undergraduate and graduate education at some level. The Department offers BS and BA degrees in Biology and BS degrees in Botany and Zoology. There are currently 2243 residential undergraduate majors and 60 UF Online undergraduate majors in Biology, 35 in Botany and 87 in Zoology. The number of undergraduate majors in Biology has been climbing steadily, such that it is now the largest undergraduate major at UF. About 75% of the research faculty in the department currently have external grant funding from state and federal agencies for research that totals about \$3.8 million.

The School of Forest Resources and Conservation (SFRC), in CALS, is comprised of three major programs, each with established majors: Forest Resources and Conservation (FRC), Fisheries and Aquatic Sciences (FAS), and Geomatics (GEM). The proposed Marine Sciences degree program is most closely aligned with the FAS program, though key elements of the others are pertinent. The SFRC has 47 tenure-track and 2 non-tenure track faculty who are state-funded and another 24 faculty who are either joint appointments with other UF departments or are grant-funded. Of all these, the FAS program has 24 tenure-track, 3 joint and 5 non-tenure track faculty. All School faculty are engaged in undergraduate and/or graduate education at some level. The School offers B.S. degrees in FRC, GEM and Natural Resource Conservation (NRC), and has been the home of the UF-CALS track of the Marine Sciences (MAR) major since its inception. Undergraduate enrollments in Fall 2017 were FRC=62, GEM=63, NRC=99, and MAR=95. Enrollments in all majors have increased over the past decade, substantially so for NRC and the CALS MAR track. Graduate enrollments (Ph.D., M.S. and non-thesis Masters) have similarly increased over the same period; in Fall 2017 total graduate enrollments were FRC=98, GEM=30, and FAS=80. The School also offers 9 graduate certificates online, with 139 active certificate students. The SFRC is now the second largest producer of student credit hours in UF's College of Agricultural and Life Sciences, among 16 departments and schools, up from ninth highest in 2008-2009. Total School expenditures for FY2017-2018 were \$23.61 million, of which \$13.13 million were appropriated and \$7.43 million were federal and state grants. Grant expenditures since 2012 have varied annually between, \$7.43 and \$11.88 million.

X. Non-Faculty Resources

- A. Describe library resources currently available to implement and/or sustain the proposed program through Year 5. Provide the total number of volumes and serials available in this discipline and related fields. List major journals that are available to the university's students. Include a signed statement from the Library Director that this subsection and subsection B have been reviewed and approved.

The Libraries of the University of Florida form the largest information resource system in the state of Florida. The libraries hold over 6,000,000 print volumes, 1,400,000 e-books, 170,000 full-text electronic journals, and 1000 electronic databases. The George A. Smathers Libraries of the University of Florida, a system of six research libraries, includes libraries for sciences, humanities & social sciences, architecture & fine arts, education and health sciences. The UF Levin School of Law supports a related, but independent law library. Books and periodicals, related to marine science are located primarily in the Marston Science Library.

Electronic Books, journals and many key databases, such as Web of Science, BIOSIS Citation Index, Proquest SciTech Collection and others, are available via the internet to UF students, faculty and staff. Many relevant databases are multidisciplinary and are funded centrally. The UF libraries expend over \$5

Million yearly on electronic resources. Listed below are some of the important journals available at UF for use by students pursuing a marine science degree:

- Biogeochemistry
- Coral Reefs
- Hydrobiologia
- Journal of Experimental Marine Biology and Ecology
- Marine Biodiversity Records
- Marine Biology
- Marine Biotechnology
- Marine Ecology
- Marine Environmental Research
- Marine Geology
- Nature
- Oceanography
- Paleooceanography
- Progress in Oceanography
- Science

All students, faculty, and staff may use interlibrary loan services. The Libraries hold memberships in a number of consortia, and in institutions such as the Center for Research Libraries, ensuring access to materials not held locally. A service, known as “Uborrow” allows UF patrons to easily borrow materials from any other Florida state university or college library. Library patrons initiate unmediated requests via a union catalog, and materials are delivered to Gainesville within a few days. Uborrow access is often faster (with a longer circulation period) than with traditional interlibrary loan.

With monies allocated through the Provost and the UF budgeting process, the library materials budget is determined by the Dean of Libraries in consultation with the Associate Dean for Scholarly Resources & Research Services and subject specialist librarians. The subject specialist for the biological/life sciences, with input from Department of Biology, the Department of Geological Sciences, and the School of Forest Resources and Conservation faculty, determines acquisition priorities for the year. Standing subscriptions to journal literature and databases make up the majority of purchasing. Online research guides for all UF disciplines and many specific topics are available from the library website <http://library.ufl.edu>. Many online tutorials for specific databases are also available. Additionally, the UF Libraries hosts workshops, lectures and events throughout the year.

B. Describe additional library resources that are needed to implement and/or sustain the program through Year 5. Include projected costs of additional library resources in Table 2 in Appendix A. Please include the signature of the Library Director in Appendix B.

No additional resources beyond the current allocation and normal growth in holdings already in place to support current programs are necessary to implement or sustain the undergraduate degree program in Marine Sciences.

C. Describe classroom, teaching laboratory, research laboratory, office, and other types of space that are necessary and currently available to implement the proposed program through Year 5.

The current Marine Sciences Interdisciplinary Studies major uses classroom space that is available within the participating departments and across campus, as necessary, for instructional purposes. This includes small (~20 people) to large (~200 people) classrooms, as well as instructional laboratory space. There are numerous research laboratories distributed across campus that are relevant to Marine Sciences as well as field-based research stations such as the Whitney Laboratory for Marine Bioscience on the Atlantic coast and the Seahorse Key Marine Laboratory and Nature Coast Biological Station on the Gulf coast. This diversity of strong research programs provides a wealth of opportunities to participate in research at the undergraduate level across a wide spectrum of marine science topics.

- D. Describe additional classroom, teaching laboratory, research laboratory, office, and other space needed to implement and/or maintain the proposed program through Year 5. Include any projected Instruction and Research (I&R) costs of additional space in Table 2 in Appendix A. Do not include costs for new construction because that information should be provided in response to X (E) below.**

N/A

- E. If a new capital expenditure for instructional or research space is required, indicate where this item appears on the university's fixed capital outlay priority list. Table 2 in Appendix A includes only Instruction and Research (I&R) costs. If non-I&R costs, such as indirect costs affecting libraries and student services, are expected to increase as a result of the program, describe and estimate those expenses in narrative form below. It is expected that high enrollment programs in particular would necessitate increased costs in non-I&R activities.**

N/A

- F. Describe specialized equipment that is currently available to implement the proposed program through Year 5. Focus primarily on instructional and research requirements.**

The teaching and research laboratories are well-equipped with the necessary equipment, instrumentation, and computers to carry out the coursework required towards the degree program, as well as providing additional opportunities for more in-depth research experiences. We also have access to vessels to be used for instructional purposes to facilitate field studies. In summary, all major equipment is in place to support the new degree program and no new equipment will be required.

- G. Describe additional specialized equipment that will be needed to implement and/or sustain the proposed program through Year 5. Include projected costs of additional equipment in Table 2 in Appendix A.**

N/A

- H. Describe any additional special categories of resources needed to implement the program through Year 5 (access to proprietary research facilities, specialized services, extended travel, etc.). Include projected costs of special resources in Table 2 in Appendix A.**

N/A

- I. Describe fellowships, scholarships, and graduate assistantships to be allocated to the proposed program through Year 5. Include the projected costs in Table 2 in Appendix A.**

Students in the degree program will be eligible to compete for existing scholarships offered by both colleges.

- J. Describe currently available sites for internship and practicum experiences, if appropriate to the program. Describe plans to seek additional sites in Years 1 through 5.**

Internship programs currently available through the University of Florida, as well as state and federal partners, are ideally suited for undergraduate students in the Marine Sciences degree program. At the University, internships are potentially available through the IFAS Dean of Research Summer Internship program, the UF Whitney Laboratory, and the UF/IFAS Nature Coast Biological Station. In addition to UF sponsored programs, internships are available from:

- NOAA (https://coast.noaa.gov/fellowship/undgrad_opportunities.html), and
- FWC (<http://myfwc.com/research/about/careers/internships-volunteers/opportunities>), and numerous opportunities collated by:
- Sea Grant (<https://www.marinecareers.net/internships-and-fellowships>).

APPENDIX A

**TABLE 1-A
PROJECTED HEADCOUNT FROM POTENTIAL SOURCES
(Baccalaureate Degree Program)**

| Source of Students (Non-duplicated headcount in any given year)* | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | HC | FTE | HC | FTE | HC | FTE | HC | FTE | HC | FTE |
| Upper-level students who are transferring from other majors within the university** | 9 | 9 | 6 | 6 | 5 | 5 | 3 | 3 | 3 | 3 |
| Students who initially entered the university as FTIC students and who are progressing from the lower to the upper level*** | 101 | 101 | 111 | 111 | 120 | 120 | 126 | 126 | 129 | 129 |
| Florida College System transfers to the upper level*** | 6 | 6 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 |
| Transfers to the upper level from other Florida colleges and universities*** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Transfers from out of state colleges and universities*** | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Other (Explain)*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Totals | 120 | 120 | 128 | 128 | 137 | 137 | 141 | 141 | 144 | 144 |

* List projected annual headcount of students enrolled in the degree program. List projected yearly cumulative ENROLLMENTS instead of admissions.

** If numbers appear in this category, they should go DOWN in later years.

*** Do not include individuals counted in any PRIOR CATEGORY in a given COLUMN.

APPENDIX A
TABLE 1-B
PROJECTED HEADCOUNT FROM POTENTIAL SOURCES
(Graduate Degree Program)

| Source of Students (Non-duplicated headcount in any given year)* | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | HC | FTE | HC | FTE | HC | FTE | HC | FTE | HC | FTE |
| Individuals drawn from agencies/industries in your service area (e.g., older returning students) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Students who transfer from other graduate programs within the university** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who have recently graduated from preceding degree programs at this university | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who graduated from preceding degree programs at other Florida public universities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who graduated from preceding degree programs at non-public Florida institutions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional in-state residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional out-of-state residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional foreign residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other (Explain)*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Totals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* List projected annual headcount of students enrolled in the degree program. List projected yearly cumulative ENROLLMENTS instead of admissions.

** If numbers appear in this category, they should go DOWN in later years.

*** Do not include individuals counted in any PRIOR category in a given COLUMN.

APPENDIX A

**TABLE 2
PROJECTED COSTS AND FUNDING SOURCES**

| Instruction & Research Costs (non-cumulative) | Year 1 | | | | | | | | Year 5 | | | | | | |
|---|-------------------------|-------------------------|---------------------|-------------------------|--------------------------|-------------------------|----------------------------|--------------------------------|-------------------------|-----------------------------|----------------|--------------------------|-------------------------|----------------------------------|----------------------------|
| | Funding Source | | | | | | | Subtotal columms 1+...+7 | Funding Source | | | | | Subtotal columms 9+...+ 14 | |
| | Reallocated Base* (E&G) | Enrollment Growth (E&G) | New Recurring (E&G) | New Non-Recurring (E&G) | Contracts & Grants (C&G) | Philanthropy Endowments | Enterprise Auxiliary Funds | | Continuing Base** (E&G) | New Enrollment Growth (E&G) | Other*** (E&G) | Contracts & Grants (C&G) | Philanthropy Endowments | | Enterprise Auxiliary Funds |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | |
| Faculty Salaries and Benefits | 293,102 | 0 | 0 | 0 | 0 | 0 | 0 | \$293,102 | 328,519 | 0 | 0 | 0 | 0 | 0 | \$328,519 |
| A & P Salaries and Benefits | 32,157 | 0 | 0 | 0 | 0 | 0 | 0 | \$32,157 | 36,192 | 0 | 0 | 0 | 0 | 0 | \$36,192 |
| USPS Salaries and Benefits | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 |
| Other Personal Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 |
| Assistantships & Fellowships | 29,342 | 0 | 0 | 0 | 0 | 0 | 0 | \$29,342 | 36,082 | 3,309 | 0 | 0 | 0 | 0 | \$39,391 |
| Library | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 |
| Expenses | 0 | 5,000 | 0 | 0 | 0 | 0 | 0 | \$5,000 | 5,000 | 0 | 0 | 0 | 0 | 0 | \$5,000 |
| Operating Capital Outlay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 |
| Special Categories | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 |
| Total Costs | \$354,600 | \$5,000 | \$0 | \$0 | \$0 | \$0 | \$0 | \$359,600 | \$405,794 | \$3,309 | \$0 | \$0 | \$0 | \$0 | \$409,103 |

*Identify reallocation sources in Table 3.

**Includes recurring E&G funded costs ("reallocated base," "enrollment growth," and "new recurring") from Years 1-4 that continue into Year 5.

***Identify if non-recurring.

Faculty and Staff Summary

| | Year 1 | Year 5 |
|------------------------|--------|--------|
| Total Positions | | |
| Faculty (person-years) | 2.49 | 2.49 |
| A & P (FTE) | 0 | 0 |
| USPS (FTE) | 0 | 0 |

Calculated Cost per Student FTE

| | Year 1 | Year 5 |
|--------------------|-----------|-----------|
| Total E&G Funding | \$359,600 | \$409,103 |
| Annual Student FTE | 120 | 144 |
| E&G Cost per FTE | \$2,997 | \$2,831 |

Table 2 Column Explanations

| | | |
|-------------------------|---|--|
| Reallocated Base* (E&G) | 1 | E&G funds that are already available in the university's budget and will be reallocated to support the new program. Please include these funds in the Table 3 - Anticipated reallocation of E&G funds and indicate their source. |
|-------------------------|---|--|

| | | |
|----------------------------------|----|--|
| Enrollment Growth (E&G) | 2 | Additional E&G funds allocated from the tuition and fees trust fund contingent on enrollment increases. |
| New Recurring (E&G) | 3 | Recurring funds appropriated by the Legislature to support implementation of the program. |
| New Non-Recurring (E&G) | 4 | Non-recurring funds appropriated by the Legislature to support implementation of the program. Please provide an explanation of the source of these funds in the budget section (section III. A.) of the proposal. These funds can include initial investments, such as infrastructure. |
| Contracts & Grants (C&G) | 5 | Contracts and grants funding available for the program. |
| Philanthropy Endowments | 6 | Funds provided through the foundation or other Direct Support Organizations (DSO) to support of the program. |
| Enterprise Auxiliary Funds | 7 | Use this column for continuing education or market rate programs and provide a rationale in section III.B. in support of the selected tuition model. |
| Subtotal columns 1+...+7 | 8 | Subtotal of values included in columns 1 through 7. |
| Continuing Base** (E&G) | 9 | Includes the sum of columns 1, 2, and 3 over time. |
| New Enrollment Growth (E&G) | 10 | See explanation provided for column 2. |
| Other*** (E&G) | 11 | These are specific funds provided by the Legislature to support implementation of the program. |
| Contracts & Grants (C&G) | 12 | See explanation provided for column 5. |
| Philanthropy Endowments | 13 | See explanation provided for column 6. |
| Enterprise Auxiliary Funds | 14 | Use this column for continuing education or market rate programs and provide a rationale in section III.B. in support of the selected tuition model. |
| Subtotal columns 9+...+14 | 15 | Subtotal of values included in columns 9 through 14. |

APPENDIX A

**TABLE 3
ANTICIPATED REALLOCATION OF EDUCATION & GENERAL FUNDS***

| Program and/or E&G account from which current funds will be reallocated during Year 1 | Base before reallocation | Amount to be reallocated | Base after reallocation |
|---|--------------------------|--------------------------|-------------------------|
| Geological Sciences | 311,450 | 107,293 | \$204,156 |
| Biology | 89,099 | 17,258 | \$71,841 |
| Coastal Engineering | 125,315 | 18,534 | \$106,781 |
| Museum of Natural History | 115,698 | 53,779 | \$61,919 |
| School of Forest Resources and Conservation | 748,231 | 65,226 | \$683,005 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Totals | \$1,389,793 | \$262,091 | \$1,127,702 |

* If not reallocating funds, please submit a zeroed Table 3

APPENDIX A

**TABLE 4
ANTICIPATED FACULTY PARTICIPATION**

| Faculty Code | Faculty Name or 'New Hire' Highest Degree Held Academic Discipline or Speciality | Rank | Contract Status | Initial Date for Participation in Program | Mos. Contract Year 1 | FTE Year 1 | % Effort for Prg. Year 1 | PY Year 1 | Mos. Contract Year 5 | FTE Year 5 | % Effort for Prg. Year 5 | PY Year 5 |
|--------------|--|-----------------|------------------|---|----------------------|------------|--------------------------|-------------|----------------------|------------|--------------------------|-------------|
| A | Andrea Dutton, PhD Geological Sciences | Asst. Prof. | Tenure track | Fall 2020 | 9 | 0.75 | 0.71 | 0.53 | 9 | 0.75 | 0.71 | 0.53 |
| A | John Jaeger, PhD Geological Sciences | Assoc. Prof. | Tenured | Fall 2020 | 9 | 0.75 | 0.29 | 0.22 | 9 | 0.75 | 0.29 | 0.22 |
| A | Arnoldo Valle-Levinson, PhD Coastal Engineering | Professor | Tenured | Fall 2020 | 9 | 0.75 | 0.15 | 0.11 | 9 | 0.75 | 0.15 | 0.11 |
| A | Andy Zimmerman, PhD Geological Sciences | Assoc. Prof. | Tenured | Fall 2020 | 9 | 0.75 | 0.14 | 0.10 | 9 | 0.75 | 0.14 | 0.10 |
| A | Matt Smith, PhD Geological Sciences | Senior Lecturer | Non-tenure track | Fall 2020 | 9 | 0.75 | 0.07 | 0.05 | 9 | 0.75 | 0.07 | 0.05 |
| A | Gustav Paulay, PhD Marine Biodiversity | Curator | Tenured | Fall 2020 | 12 | 1.00 | 0.46 | 0.46 | 12 | 1.00 | 0.46 | 0.46 |
| A | Joan Herrera, PhD Marine Invertebrate Biology | Adjunct | Non-tenure track | Fall 2020 | 5 | 0.38 | 1.00 | 0.38 | 5 | 0.38 | 1.00 | 0.38 |
| A | Mike Gil, PhD Marine Ecology | Adjunct | Non-tenure track | Fall 2020 | 5 | 0.38 | 0.20 | 0.08 | 5 | 0.38 | 0.20 | 0.08 |
| A | Nicole Gerlach, PhD Biology | Lecturer | Non-tenure track | Fall 2020 | 9 | 0.75 | 0.10 | 0.08 | 9 | 0.75 | 0.10 | 0.08 |
| A | Damian Adams, PhD Marine Policy & Economics | Asst. Prof. | Tenure track | Fall 2020 | 12 | 1.00 | 0.02 | 0.02 | 12 | 1.00 | 0.02 | 0.02 |
| A | Rob Ahrens, PhD Quantitative Marine Fisheries | Asst. Prof. | Tenure track | Fall 2020 | 12 | 1.00 | 0.03 | 0.03 | 12 | 1.00 | 0.03 | 0.03 |
| A | Daryl Parkyn, PhD Biology of Marine Fishes | Research Assoc. | Non-tenure track | Fall 2020 | 12 | 1.00 | 0.15 | 0.15 | 12 | 1.00 | 0.15 | 0.15 |
| A | Ed Philips, PhD Phytoplankton Ecology | Professor | Tenured | Fall 2020 | 12 | 1.00 | 0.06 | 0.06 | 12 | 1.00 | 0.06 | 0.06 |
| A | Don Behringer, PhD Marine Ecology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.09 | 0.09 | 12 | 1.00 | 0.09 | 0.09 |
| A | William Patterson, PhD Marine Fisheries Ecology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.03 | 0.03 | 12 | 1.00 | 0.03 | 0.03 |
| A | Shirley Baker, PhD Invertebrate Biology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.10 | 0.10 | 12 | 1.00 | 0.10 | 0.10 |
| | | | | | | | | | | | | |
| | Total Person-Years (PY) | | | | | | | 2.49 | | | | 2.49 |

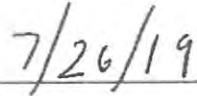
| Faculty Code | Source of Funding | PY Workload by Budget Classification | |
|---------------------------|---|--------------------------------------|---------------|
| | | Year 1 | Year 5 |
| A | Existing faculty on a regular line | 2.49 | 2.49 |
| B | New faculty to be hired on a vacant line | 0.00 | 0.00 |
| C | New faculty to be hired on a new line | 0.00 | 0.00 |
| D | Existing faculty hired on contracts/grants | 0.00 | 0.00 |
| E | New faculty to be hired on contracts/grants | 0.00 | 0.00 |
| Overall Totals for | | Year 1 | Year 5 |
| | | 2.49 | 2.49 |

APPENDIX B

Please include the signature of the Equal Opportunity Officer and the Library Director.



Signature of Equal Opportunity Officer



Date



Signature of Library Director



Date

This appendix was created to facilitate the collection of signatures in support of the proposal. Signatures in this section illustrate that the Equal Opportunity Officer has reviewed section II.E of the proposal and the Library Director has reviewed sections X.A and X.B.

Marine Sciences | CLAS

major

- [Home](#)
- [Undergraduate Catalog](#)
- [Colleges and Schools](#)
- [Liberal Arts and Sciences, College of](#)
- Marine Sciences CLAS

Oceans are an important facet of our global environment: covering more than 70 percent of the Earth's surface, oceans provide us with food, transport, and resources and they play a significant role in controlling climate. However, the world's oceans remain largely unexplored below the surface, making them one of the last great frontiers for scientific discovery. Marine environments are inherently dynamic and governed by a broad suite of interactive biological, chemical, and physical processes.

About this Program

- **College:** [Liberal Arts and Sciences](#)
- **Degree:** Bachelor of Science
- **Credits for Degree:** 120
- **Related Marine Sciences Programs**

To graduate with this major, students must complete all university, college, and major requirements.

Overview

The university promotes an interdisciplinary approach to marine science education and research to prepare students for rewarding academic and professional careers. This major, offered cooperatively with the College of Agricultural and Life Sciences, lets students tailor a curriculum that suits their interests and career goals.

The curriculum provides the core scientific and quantitative skills necessary for success. Lower-division courses build a strong foundation in basic sciences and math while upper-division courses provide opportunity for specialization. Students in the College of Liberal Arts and Sciences (CLAS) complete an upper-division core that integrates the physical and biological sciences, mathematics, and engineering. They work closely with a faculty advisor to create an individualized curriculum of at least 12 credits of approved electives; this plan must be approved by the program's undergraduate coordinator before the student has earned 70 credits.

Coursework for the Major

The major requires 63-67 credits of coursework completed with minimum grades of C. At least 30 credits of coursework in the major must be completed at UF.

Required Coursework

| Course List | | |
|---|---|---------|
| Code | Title | Credits |
| BSC 2010 & 2010L | Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 | 4 |
| BSC 2011 & 2011L | Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2 | 4 |
| CHM 2045 & 2045L | General Chemistry 1 and General Chemistry 1 Laboratory | 4 |
| CHM 2046 & 2046L | General Chemistry 2 and General Chemistry 2 Laboratory | 4 |
| GLY 3083C | Fundamentals of Marine Sciences | 3 |
| GLY 4726 | Geochemical Oceanography | 3 |
| MAC 2311 | Analytic Geometry and Calculus 1 | 4 |
| MAC 2312 | Analytic Geometry and Calculus 2 | 3-4 |
| or STA 2023 | Introduction to Statistics 1 | |
| OCE 1001 | Introduction to Oceanography | 3 |
| Select one: | | 8-10 |
| Option One | | |

Course List

| Code | Title | Credits |
|---|---|---------|
| PHY 2053 & 2053L | Physics 1 and Laboratory for Physics 1 | |
| PHY 2054 & 2054L | Physics 2 and Laboratory for Physics 2 | |
| Option Two | | |
| PHY 2048 & 2048L | Physics with Calculus 1 and Laboratory for Physics with Calculus 1 | |
| PHY 2049 & 2049L | Physics with Calculus 2 and Laboratory for Physics with Calculus 2 | |
| ZOO 4403C | Marine Biology | 4 |
| PCB4460 | Marine Ecology | 3 |
| or FAS 4270 | Marine Ecological Processes | |
| Marine sciences core elective | | 3-4 |
| Approved marine sciences electives ¹ | | 12 |
| Total Credits | | 62-66 |

¹ 12 credits of approved marine sciences electives, approved by the undergraduate coordinator before the student has earned 70 credits. Electives may be chosen from the Approved Electives tab.

Critical Tracking

Critical Tracking records each student's progress in courses that are required for entry to each major. Please note the critical-tracking requirements below on a per-semester basis.

For degree requirements outside of the major, refer to CLAS Degree Requirements: [Structure of a CLAS Degree](#).

For the purposes of critical-tracking, associated lecture and lab courses are considered one critical-tracking course (e.g., [BSC 2010/BSC 2010L](#) = 1 critical-tracking course).

Equivalent critical-tracking courses as determined by the State of Florida [Common Course Prerequisites](#) may be used for transfer students.

Semester 1

- Complete [OCE 1001](#) and 1 critical-tracking course from [BSC 2010/BSC 2010L](#), [BSC 2011/BSC 2011L](#), [CHM 2045/CHM 2045L](#), [CHM 2046/CHM 2046L](#), [MAC 2311](#), [PHY 2053/PHY 2053L](#) (or [PHY 2048/PHY 2048L](#)), [PHY 2054/PHY 2054L](#) (or [PHY 2049/PHY 2049L](#))
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

Semester 2

- Complete 2 additional critical-tracking courses
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

Semester 3

- Complete 1 additional critical-tracking course
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

Semester 4

- Complete 2 additional critical-tracking courses
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

Semester 5

- Complete all 8 critical-tracking courses
- 2.5 GPA required for all critical-tracking courses

- 2.0 UF GPA required

Semester 6

- Complete FAS4270 or PCB4460 *Marine Ecology*
- 2.0 UF GPA required

Semester 7

- Complete General Education Course
- 2.0 UF GPA required

Semester 8

- Complete all remaining General Education requirements
- 2.0 UF GPA required

Model Semester Plan

Students are expected to complete the writing requirement while in the process of taking the courses below. Students are also expected to complete the general education international (GE-N) and diversity (GE-D) requirements concurrently with another general education requirement (typically, GE-C, H, or S).

To remain on track, students must complete the appropriate critical-tracking courses, which appear in bold. These courses must be completed by the terms as listed above in the Critical Tracking criteria.

This semester plan represents an example progression through the major. Actual courses and course order may be different depending on the student's academic record and scheduling availability of courses. Prerequisites still apply.

Plan of Study Grid

| | Semester One | Credits |
|--|--|---------|
| <u>CHM 2045</u> & <u>2045L</u> | General Chemistry 1 and General Chemistry 1 Laboratory (Critical Tracking ; State Core Gen Ed Physical Sciences) | 4 |
| <u>IDS 1161</u> | What is the Good Life (Gen Ed Humanities) | 3 |
| Select one: | | 4 |
| <u>MAC 2311</u> | Analytic Geometry and Calculus 1 (Critical Tracking) | |
| <u>MAC 1147</u> | Precalculus Algebra and Trigonometry (<u>State Core Gen Ed Mathematics</u>) ¹ | |
| <u>OCE 1001</u> | Introduction to Oceanography (Critical Tracking ; Gen Ed Physical Sciences) | 3 |

Credits 14

Semester Two

[CHM 2046](#) General Chemistry 2
& [2046L](#) and General Chemistry 2 Laboratory (**Critical Tracking**; Gen Ed Physical Sciences) 4

Select one: 3-4

Elective

[MAC 2311](#) Analytic Geometry and Calculus 1 (if needed)

[State Core Gen Ed Composition](#); Writing Requirement 3

[State Core Gen Ed Humanities](#) 3

[State Core Gen Ed Social and Behavioral Sciences](#) 3

Credits 16-17

Semester Three

[BSC 2010](#) Integrated Principles of Biology 1
& [2010L](#) and Integrated Principles of Biology Laboratory 1 (**Critical Tracking**; Gen Ed Biological Sciences) 4

[GLY 3083C](#) Fundamentals of Marine Sciences (Gen Ed Physical Sciences) 3

Select one: 3-4

[MAC 2312](#) Analytic Geometry and Calculus 2

[STA 2023](#) Introduction to Statistics 1 (Gen Ed Mathematics)

Elective (3000 level or above, not in major) 3

Gen Ed Humanities 3

Credits 16-17

Semester Four

[BSC 2011](#) Integrated Principles of Biology 2
& [2011L](#) and Integrated Principles of Biology Laboratory 2 (**Critical Tracking**; Gen Ed Biological Sciences) 4

Select one: 4-5

| | | |
|--------------------------|---|-------|
| PHY 2053 | Physics 1 | |
| & 2053L | and Laboratory for Physics 1 (Critical Tracking ; Gen Ed Physical Sciences) | |
| PHY 2048 | Physics with Calculus 1 | |
| & 2048L | and Laboratory for Physics with Calculus 1 (Critical Tracking) | |
| | Elective (3000 level or above, not in major) | 3 |
| | Gen Ed Social and Behavioral Sciences | 3 |
| | Credits | 14-15 |

Semester Five

| | | |
|---------------------------|---|-------|
| | Select one: | 4-5 |
| PHY 2054 | Physics 2 | |
| & 2054L | and Laboratory for Physics 2 (Critical Tracking ; Gen Ed Physical Sciences) | |
| PHY 2049 | Physics with Calculus 2 | |
| & 2049L | and Laboratory for Physics with Calculus 2 (Critical Tracking) | |
| ZOO 4403C | Marine Biology | 4 |
| | Elective | 3 |
| | Foreign language | 5 |
| | Credits | 16-17 |

Semester Six

| | | |
|--------------------------|---|-----|
| GLY 4726 | Geochemical Oceanography | 3 |
| PCB4460 | Marine Ecology | |
| or | | 3-4 |
| FAS 4270 | or Marine Ecological Processes | |
| | Gen Ed Composition; Writing Requirement | 3 |
| | Foreign language | 5 |
| | Credits | 15 |

Semester Seven

| | | |
|--|-------------------|---|
| | Approved elective | 3 |
|--|-------------------|---|

| | |
|---|----------|
| Electives (3000 level or above, not in major) | 6 |
| Marine sciences core elective | 3-4 |
| Gen Ed Social and Behavioral Sciences | 3 |
| Credits | 15-16 |

Semester Eight

| | |
|--|-----|
| Approved electives | 9 |
| Elective | 3 |
| Elective (3000 level or above, not in major) | 3 |
| Credits | 15 |
| Total Credits | 120 |

¹ Select [MAC 1147](#) if needed.

Approved Electives

Marine Sciences Core Elective

| Code | Title | Credits |
|---------------------------|--|---------|
| Select one: | | 3-4 |
| GLY 2010C | Physical Geology (Gen Ed Physical Sciences) | |
| GLY 2100C | Historical Geology (Gen Ed Physical Sciences) | |
| GLY 3074 | Oceans and Global Climate Change (Gen Ed Physical Sciences) ¹ | |
| GLY 3105C | Evolution of Earth and Life (Gen Ed Physical Sciences) ¹ | |
| GLY 3202C | Earth Materials ¹ | |
| EGN 4932 | Special Topics (Physical Oceanography) ¹ | |

¹ These courses cannot count as marine sciences core electives and approved electives.

Approved Marine Sciences Electives

Course List

| Code | Title | Credits |
|------------------------------|--|---------|
| Select 12 credits (minimum): | | 12 |
| EGN 4932 | Special Topics (Physical Oceanography) ¹ | |
| ESC 3075 | Deltas and Humans | |
| FAS 4202C | Biology of Fishes | |
| FAS 4305C | Introduction to Fishery Science | |
| FAS 4405 | Aquariums, Water and Aquaculture | |
| FAS 4932 | Topics in Fisheries and Aquatic Sciences (Marine Adaptations) | |
| GLY 3074 | Oceans and Global Climate Change (Gen Ed Physical Sciences) ¹ | |
| GLY 3105C | Evolution of Earth and Life (Gen Ed Physical Sciences) ¹ | |
| GLY 3202C | Earth Materials ¹ | |
| GLY 3603C | Paleontology | |
| GLY 4450 | Geophysics | |
| GLY 4552C | Sedimentary Geology | |
| GLY 4734 | Coastal Morphology and Processes | |
| - | - | |
| GLY 4930 | Special Topics in Geology (Estuarine Systems) | |
| OCE 3016 | Introduction to Coastal and Oceanographic Engineering | |
| ZOO 4205C | Invertebrate Biodiversity | |

¹ These courses cannot count as marine sciences core electives and approved electives.

Additional Electives | With Instructor Permission

Course List

| Code | Title | Credits |
|---------------------------|---|---------|
| EOC 6196 | Littoral Processes | 3 |
| EOC 6934 | Adv Topics Coast and Oc | 3 |
| FAS 5276C | Fld Ecol Aquat Organ | 4 |
| GLY 5255 | Organic Geochem/Geobio | 3 |
| FAS 6171 | Applied Phycology | 3 |
| GLY 5558C | Sedimentology | 3 |
| GLY 5736 | Marine Geology | 3 |
| GLY 5786L | Topics Field Geol (Bahamas) | 2 |
| GLY 6075 | Glob Climate Change | 3 |
| GLY 6425 | Tectonics | 3 |
| GLY6726 | Chemical Biomarkers in Aquatic Ecosystems (instructor permission required). | |
| GLY 6932 | Special Topics (Chemical Biomarkers in Aquatic Ecosystems) | 3 |
| OCP 6050 | Physical Oceanography | 3 |
| OCP 6168 | Data Analysis Techniq | 3 |
| OCP 6295 | Estuar/Shelf Hydro 1 | 3 |
| ZOO 4926 | Special Topics in Zoology (Biology of Sea Turtles) | 1-4 |
| ZOO 6456C | Ichthyology | 4 |

Academic Learning Compact

This interdisciplinary studies major provides integrative understanding of the basic concepts, theories and observational findings related to marine materials and processes, geologic time, the diversity of marine life, the structure and function of marine organisms and ecosystems and marine resource management.

The marine sciences major is administered jointly by the College of Agricultural and Life Sciences and the College of Liberal Arts and Sciences and utilizes faculty, courses and resources of the Fisheries and Aquatic Sciences Program (CALAS), the Department of Geological Sciences (CLAS), the Department of Biology (CLAS), and the Department of Civil and Coastal Engineering (Herbert Wertheim College of Engineering).

Before Graduating Students Must

- Achieve a passing score on the subject test. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the analytical skills test. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the bioethics quiz. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the scientific literacy paper. This paper is assessed using a rubric that has been reviewed and approved by the Marine Sciences Committee.
- Complete requirements for the baccalaureate degree, as determined by faculty.

Students in the Major Will Learn to

Student Learning Outcomes (SLOs)

Content

1. Demonstrate competence in the basic terminology, concepts, methodologies and theories used within the marine sciences.

Critical Thinking

2. Analyze information in the marine sciences and develop reasoned solutions to problems using the processes and applications of scientific inquiry.
3. Discriminate ethical behavior from unethical behavior in scientific research.

Communication

- 4. Communicate knowledge, ideas and reasoning clearly, effectively and objectively in written or oral forms appropriate to the marine sciences.

Curriculum Map

I = Introduced; R = Reinforced; A = Assessed

| Academic Learning Compact 4 | | | | |
|---|-------|-------|-------|-------|
| Courses | SLO 1 | SLO 2 | SLO 3 | SLO 4 |
| GLY 3083C | I | I | I | I |
| GLY 4726 | R | R | R | R |
| OCE 1001 | I | | I | I |
| ZOO 4403C | R | R | R | R |
| ZOO 4926 (Marine Ecology) or FAS 4720 (Marine Ecological Processes) | A | A | A | A |

Assessment Types

- Marine sciences subject and analytical skills tests
 - Bioethics quiz
 - Scientific paper
-

DAMIAN C. ADAMS

EDUCATION

Ph.D., Food and Resource Economics University of Florida, 2007
 M.Phil., Environmental Policy University of Cambridge, 2004
 J.D./M.A.B., Law & Agribusiness University of Florida, 2001
 B.S. *summa cum laude*, Economics University of Florida, 1997

PROFESSIONAL EXPERIENCE

2016 - present: Associate Professor, Natural Resource Economics and Policy, School of Forest Resources and Conservation, and Food and Resource Economics Department, University of Florida, Gainesville, FL.
Affiliate faculty status: Florida Climate Consortium, School of Natural Resources and the Environment, Tropical Conservation and Development Program, UF Water Institute.

2010 - 2016: Assistant Professor, Natural Resource Economics and Policy, School of Forest Resources and Conservation, and Food and Resource Economics Department, University of Florida, Gainesville, FL. 2010 – 2016.

2007 - 2010: Assistant Professor, Natural Resource and Environmental Economics, Department of Agricultural Economics, Oklahoma State University, Stillwater, OK.

AWARDS

2017 - 2019 UF Term Professorship
 2016 USDA-NIFA Partnership Award for Mission Integration
 2016 NACTA Educator Award
 2015 UF Excellence Award for Assistant Professors (awarded to top 10 Asst. Profs. at UF)
 2015 UF-IFAS Early Career Scientist Award
 2013, 2015 UF-IFAS High Impact Research Publication Award
 2011 Outstanding Faculty Award, Forestry Graduate Student Organization, University of Florida
 2011 1st place poster, Society of American Foresters National Convention
 2008 Outstanding Dissertation Award, American Agricultural Economics Association, Honorable Mention
 2007 Prochaska Outstanding Doctoral Dissertation Award, Food & Resource Economics, University of Florida

SELECT FUNDED PROJECTS (of \$26.7 million total)

| Duration | Short Title | Funding Source | Total Amount | Collaborators | Role |
|-----------|---|---|--------------|------------------------------|-------|
| 2017-2022 | Agricultural Water Security through Sustainable Use of the Floridan Aquifer: An Integrated Assessment of Economic and Environmental Impacts | USDA – NIFA | \$5,000,000 | Graham, Kaplan, et al. | Co-PI |
| 2017-2020 | Ecosystem service tradeoffs, landowner incentives, and optimal policy design to promote sustainable Longleaf Pine agroecosystems | USDA – NIFA | \$499,729 | Dwivedi, Lal, Susaeta | PI |
| 2017-2018 | The emerging Cuba-U.S. plant pest pathway: Assessing Cuban pest threats, institutional capacity, and economic impacts | USDA – APHIS | \$208,274 | Hulcr, Soto, et al. | PI |
| 2017-2018 | Ecosystem service tradeoffs and management dynamics in restored ecosystems | UF – IFAS Ordway Swisher Biological Station | \$116,352 | Vogel, Susaeta, Cohen, Bacon | Co-PI |
| 2016-2017 | Potential tree pest invasions from Cuba: Pest diversity, economic assessment of threat, and Cuban policy analysis | USDA – APHIS | \$228,000 | Hulcr, Soto, et al. | PI |

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|-----------|--|----------------------------|--------------|---|-------|
| 2016-2017 | Removing a key barrier to the use of a critical climate change mitigation tool: Economic modeling of longleaf pine market value and ecosystem services | UF – IFAS | \$145,660 | Cohen, Ober, et al. | PI |
| 2016-2018 | Manipulating Plant Species Composition and Livestock Grazing to Enhance Ecosystem Services in Southeastern Grasslands | USDA–NIFA | \$500,000 | Dubeux, Mackowiak, Sollenberger, et al. | Co-PI |
| 2015-2016 | Assessment of Feasible Forest Water Yield Program Features and Landowner Preferences | University of Florida-IFAS | \$49,971 | n/a | PI |
| 2015-2016 | Consumer Preferences for Ecosystem Services from Urban Forest Landscapes | USDA – McIntire-Stennis | \$42,695 | Escobedo, Koeser, Khachatryan | Co-PI |
| 2011-2016 | Integrating research, education and extension for enhancing southern pine climate change mitigation and adaptation | USDA–NIFA | \$19,976,825 | Martin, Monroe, Peter, et al. | Co-PI |

SERVICE (EXAMPLES)

Editor-in-Chief (2017 - present), Editorial Board Member (2016 - present), and Guest Editor (2015, 2017), *Forests*; Editorial Advisory Board member, *Global Change Biology Bioenergy*, 2014 - 2017; Associate Editor, *Lake and Reservoir Management*.

Co-director, ProForest (Proactive Forest Health and Resilience) Initiative, 2017-present

Co-director, Conserved Forest Ecosystems: Outreach and Research Cooperative, 2012 - present

Ecosystem Services Working Group, US Forest Service, 2014 - present

Peer review panelist: National Science Foundation – INFEWS, 2017; Netherlands Organisation for Scientific Research – VENI program, 2016; Genome Quebec, 2015, 2016; National Estuarine Research Reserve System Science Collaborative, 2015; USDOE-BPA, 2015; UF-IFAS Opportunity Seed Fund, 2015 - 2016; Swiss Federal Institute of Technology Zurich, 2013; USDA-NIFA Threshold in Agroecosystems, 2011; Management in Agroecosystems, 2011; Southern Sustainable Agriculture Research & Education Grant, 2011

Shared governance: UF Provost Committee on Academic Integrity, 2017; UF Faculty Senate, 2016 - present; CALS Scholarship and Leadership Awards Committee, 2015 - present; UF Sustainability Committee, 2014 - present; SFRC Graduate Student Symposium, organizer and faculty advisor 2014-present; Environmental Science General Education Course Committee, 2014; UF Hydrologic Sciences Academic Cluster Faculty Committee, Hydrologic Policy representative, 2013 - present; Scholarship & Awards Committee, UF-SFRC, 2012 - present; Distance Education Committee, UF-SFRC, 2012 - present; University Curriculum Committee, 2011 - 2014; Undergraduate Programs Committee, UF-SFRC, 2011 - 2013; Faculty Advisory Committee, UF School of Forest Resources & Conservation, 2011 - 2013; University Committee on Committees, chair, 2011; member, 2011 - 2012; Forestry Graduate Student Organization, advisor 2010 - present; Honor Marshall and CALS Banner Bearer, Advanced Degrees and Undergraduate Graduation Ceremonies, 2010-2011

Other committee service: UF Water Institute Symposium Committee, chair *Water security*, 2013; Loop Legislative Internship Selection Committee, 2011 - present; Tropical Conservation and Development Field Grants Selection Committee, 2011-2012; Truman Scholar Finalist Interview Panel, UF, 2011

Reviewer for 44 scholarly journals

TEACHING

AEB3450 Intro. to Natural Resource & Env. Econ., FNR 4623 Integrated Nat. Res. Mgt., FNR4660 Natural Resource Policy & Econ., FOR4905/6905 Nature of Running, FOR6669 Policy & Econ. of Nat. Res.

ADVISING

PhD: Chair (2 current, 4 graduated), Member (7 current, 2 graduated), External (2 graduated); MS: Chair (15 current, 4 graduated), Member (4 current, 4 graduated); Postdoctoral: 4 current

SELECT PUBLICATIONS (OF 58 REFERRED JOURNAL PUBLICATIONS, 75 OTHER PUBLICATIONS) (* DENOTES ADVISEE)

Prior, K.M.*, Adams, D.C., Klepzig, K.D., and Hulcr, J. When does invasive species removal lead to ecological recovery? Implications for management success. *Biol. Invasions* (forthcoming).

- Susaeta A.*, Adams, D.C., and Gonzalez-Benecke, C. Economic vulnerability of southern US slash pine forests to climate change. *J. Forest Econ.* 28: 18-32.
- Kreye, M.*, Pienaar, E., Soto, J.*, and Adams, D.C. Creating Voluntary Payment Programs: Effective Program Design and Ranchers' Willingness to Conserve Florida Panther Habitat. *Land Econ.* 93(3): 459-480.
- Johnson, S.A.*, Ober, H.K., and Adams, D.C. 2017. Are Keystone Species Effective Umbrellas for Habitat Conservation? A Spatially Explicit Approach. *J. Nat. Cons.* 37: 47-55.
- Susaeta, A.*, Adams, D.C., Soto, J.R.*, and Hulcr, J. Timber-based economic impacts of a novel invasive wood-boring beetle (*Acanthotomicus* sp.) that kills American sweetgum. *J. Econ. Entom.* 110(4): 1942-1945.
- Susaeta A.*, Adams, D.C., Gonzalez-Benecke, C., and Soto, J.* 2017. Economic feasibility of managing loblolly pine forests for water production under climate change in the Southeastern United States *Forests* 8(3): 83-98
- Susaeta A.*, Soto, J.*, Adams, D.C., and Hulcr, J. 2016. Pre-invasion economic assessment of invasive species prevention: A putative ambrosia beetle in Southeastern loblolly pine forests. *J. Env'l Mgt.* 183(3): 875-881.
- Susaeta A.*, Adams, D.C., Carter, D., Gonzalez-Benecke, C., and Dwivedi, P. 2016. Technical, allocative, and total profit efficiency of loblolly pine forests under changing climatic conditions. *For. Pol. & Econ.* 72: 106-114.
- Kreye, M.*, Adams, D.C., Soto, J.*, and Escobedo, F.J. 2016. Does policy process influence public values for forest-water resource protection in Florida? *Ecol. Econ.* 129: 122-131.
- Soto, J.S.*, Adams, D.C., and Escobedo, F.J. 2016. Landowner Attitudes and Willingness to Accept Compensation from Forest Carbon Offsets: Application of Best-Worst Choice Modeling in Florida USA. *For. Pol. & Econ.* 63: 35-42.
- Susaeta, A.*, Soto, J.R.*, Adams, D.C., and Allen, D.L.* 2016. Economic Sustainability of Payments for Water Yield in Slash Pine Plantations in Florida. *Water* 8: 382-398.
- Susaeta A.*, Carter, D., Adams, D.C., and Dwivedi, P. 2016. Climate Change and Ecosystem Services Output Efficiency in Southern Natural Loblolly Pine Forests. *Env'l Mgt.* 58: 417-430.
- Soto, J.S.*, Escobedo, F.J., Adams, D.C., and Blanco, J. 2016. A Distributional Analysis of the Socio-Ecological and Economic Determinants of Forest Carbon Stocks. *Env. Sci. & Pol.* 60: 28-37.
- Susaeta A.*, Carter, D., Chang, S.J., and Adams, D.C. 2016. A generalized Reed model with application to wildfire risk in even-aged Southern United States pine plantations. *For. Pol. & Econ.* 67: 60-69.
- Nettleman, C. A., Abd-Elrahman, A., Adams, D.C., Fik, T., Ruppert, T., Barnes, G., & Dewitt, B. 2016. A GIS based model of rolling easement policies in Pinellas County and Sarasota County, Florida. *Ocean & Coastal Mgt.* 132: 143-154.
- Penca, C.*, Adams, D.C., and Hulcr, J. 2016. The Cuba-Florida Plant-Pest Pathway. *Insecta Mundi* 6: 485-494.
- Bowers, A., Monroe, M.M., and Adams, D.C. 2016. Finding the common ground of climate change. *Env. Comm.* 10: 656-670.
- Escobedo, F.J., Adams, D.C., and Timilsina, N. 2015 Urban forest structure effects on property value. *Ecos. Services* 12: 209-217.
- Monroe, M.C., Plate, R.R., Adams, D.C., and Wojcik, D.J. 2015. Harnessing Homophily to Improve Climate Change Education. *Env'l Ed. Res.* 21(2): 221-238.
- Susaeta, A.I.*, Carter, D.R., and Adams, D.C. 2014. Sustainability of forest management under changing climatic conditions in the southern United States: Mitigation strategies, economic rents and carbon sequestration. *J. Env'l Mgt.* 139C: 80-87.
- Susaeta, A.I.*, Carter, D.R., and Adams, D.C. 2014. Impacts of Climate Change on Economics of Forestry and Adaptation Strategies in the Southern United States. *J. Ag. & Appl. Econ.* 46(2): 257-272.
- Boyer, C.N., Adams, D.C., and Borisova, T. 2014. Drivers of Price- and Non-Price Conservation: An Application of Predictive Models to the Southern US. *J. Ag. & Appl. Econ.* 46(1): 41-56.

ROBERT N. M. AHRENS

Assistant Professor | UF/IFAS School of Forest Resources and Conservation | Fisheries and Aquatic Sciences | 135
Newins-Ziegler Hall | Gainesville, FL. USA 32611 | rahrens@ufl.edu | +1 (352) 273-3630 | +1 (352) 392-3672 Fax.

Professional Preparation

| | | |
|--------------------------------|---------------------------|--------------------------|
| University of British Columbia | Marine Biology | BSc. 1993 |
| University of British Columbia | Zoology | MSc. 1999 |
| University of British Columbia | Zoology | PhD. 2010 |
| University of British Columbia | Global Ecosystem Modeling | March 2010-December 2010 |

Appointments

| | |
|--------------|---|
| 2011-Present | Associate Professor University of Florida |
| 2004-2010 | Sessional Lecturer University of British Columbia |
| 2001-2003 | Fulltime Lecturer University of British Columbia |

Recent Publications

- Ducharme-Barth, N. D., Shertzer, K. W., & Ahrens, R. N. (2018). Indices of abundance in the Gulf of Mexico reef fish complex: A comparative approach using spatial data from vessel monitoring systems. *Fisheries Research*, 198, 1-13.
- Camp, E.V., Ahrens, R.N.M., Lorenzen, K., and Crandal Chelsey. (2017). Angler travel distances: implications for place based approaches to marine recreational fisheries governance. *Marine Policy*.
- Ducharme-Barth, N. D., & Ahrens, R. N. (2017). Classification and analysis of VMS data in vertical line fisheries: incorporating uncertainty into spatial distributions. *Canadian Journal of Fisheries and Aquatic Sciences*, 74(11), 1749-1764.
- Maite Pons, M., Branch, T.A., Melnychuk, M.C., Jensen, O.P., Brodziak, J., Fromentin, J.M., Harley, S.J., Haynie, A.C., Kell, L.T., Maunder, M.N., Parma, A.M., Restrepo, V.R., Sharma, R., Ahrens, R., and Hilborn, R. (2017). Effects of biological, economic and management factors on tuna and billfish stock status. *Fish and Fisheries*. 18:1-21.
- Camp, E.V., Larkin, S., Lorenzen, K., and Ahrens, R.N.M. (2016). Trade-offs between socioeconomic and conservation management objectives in stock enhancement of marine recreational fisheries. *Fisheries Research*. 186:446-459.
- Jiorle, R.P., Ahrens, R.N.M., and Allen, M.S. (2016). Assessing the utility of a smartphone app for recreational fishery catch data. *Fisheries*. 41:758-766.
- Matthias, B.G., Ahrens, R.N.M., Allen, M.S., Lombardi-Carlson, L.A. and Fitzhugh, G.R. (2016). Comparison of growth models for sequential hermaphrodites by considering multi-phasic growth. *Fisheries Research*, 179, 67-75.
- Camp, E.V., Ahrens, R.N.M., Allen, M.S. and Lorenzen, K. (2016). Relationships between angling effort and fish abundance in recreational marine fisheries. *Fisheries Management and Ecology*. 23:264-275
- Clarke, T.M., Espinoza, M., Ahrens, R., and Wehrtmann, I.S. (2016). Elasmobranch bycatch associated with the shrimp trawl fishery off the Pacific coast of Costa Rica, Central America. *Fishery Bulletin*, 114, 1-17.

Synergistic Activities

- 2013, 2015 National Oceanographic and Atmospheric Association Recruitment, Training, and Research Program (NOAA-RTR) Graduate Workshop. A component of the NOAA RTR program to involve exceptional graduate students from across the nation in research related to all facets of marine resource management. As an instructor, I help to structure and teach a two-weeklong intensive workshop that 8 students were invited to. The ultimate goal of the workshop was to expose student to the multi-facets (biology, economics and social impact) inherent in managing natural resources. In 2013 the workshop focused on a research interest of mine the Gulf sturgeon. In 2015 the workshop focused on the refinement of an EwE model to explore option for lionfish management on the West Florida Shelf.
- 2011-2015 National Oceanographic and Atmospheric Association Recruitment, Training, and Research Program (NOAA-RTR) Undergraduate Workshop. A component of the NOAA RTR program is to expose exceptional undergraduate students from across the nation to the role that population dynamic play in the management of marine populations. As an instructor I help to structure and teach a weeklong intensive workshop that 15-17

Robert Ahrens 1/2

students are invited to. The ultimate goal of the workshop is to provide students with a clear picture of what a career as an assessment scientist would be like.

- 2012 Restoration of Gulf sturgeon as potential BP mitigation option. I provided an analysis of the gulf sturgeon population response to management options for habitat restoration on the Pearl and Bougoue-Chitto Rivers to a panel of trustees from state and federal agencies
- 2012 I conducted an intensive one-week course in fisheries ecology and stock assessment for 11 select undergraduate and graduate students from the University of Costa Rica. During the week, students experienced 10-hour days and content that roughly equaled a semester's worth of graduate level fisheries science.

Collaborators & Other Affiliations

Collaborators and Co-Editors

Allen, M.S. (UF), Barbieri, L. (Florida FWRI), Beard, T.D. Jr (USGS), Bolden, S.K. (NOAA-NMFS), Camp, E.V. (UF), Carvalho, F. (NOAA-NMFS), Christensen, V. (UBC), Clarke, T. (Universidad de Costa Rica), Espinoza, M. (Universidad de Costa Rica), Hazin, F. (Departamento de Pesca Brazil), Kerns, J. A. (Wisconsin Cooperative Fishery Research Unit), Leber, K.M. (Mote Marine Laboratory), Lorenzen, K. (UF), Maunder, M. (IATTC), McCallister, M. (UBC), Murie, D. (UF), Netherland, M.D. (US Army Engineer Research and Development Center), Pine, W.E. (UF), Ponciano, J.M. (UF), Rudd, M.B. (UW), Walters, C.J. (UBC), Wehrtmann, I. (Universidad de Costa Rica), Crandal, C. (UF), Maite Pons (UW), M., Branch, T.A. (UW), Melnychuk, M.C. (UW), Jensen, O.P. (Rutgers), Brodziak, J. (NOAA), Fromentin, J.M. (Ifremer), Harley, S.J. (SPC-OF), Haynie, A.C. (NOAA), Kell, L.T. (ICCAT), Maunder, M.N. (IATTC), Parma, A.M. (Centro Nacional Patagonico), Restrepo, V.R. (ISSF), Sharma, R. (IOTC), Hilborn, R. (UW)

Graduate Advisors and Postdoctoral Sponsors

Walters, C.J. (University of British Columbia) - *Graduate Advisors*, Christensen, V. (University of British Columbia) - *Graduate Advisors, Postdoctoral Sponsors*

Thesis Advisor and Postgraduate-Scholar Sponsor

Matthias, B. (University of Minnesota Duluth), Ducharme-Barth, N. (University of Florida), Moreau, C. (DFO-MPO), Jackson, J. (Comcast), Wilson, J. (BTT), Rudd, M. (University of Washington), Siders, Z. (University of Florida), Carvalho, F. (NOAA-NMFS), Olson, E. (NA), Jiorle, R. (Virginia Marine Resources Commission), Melissa Price (University of Florida), Nelly Kadagi (University of Florida), Chris Swanson (UF-FWRI), Claudia Friess (University of Florida), Grant Scholten (University of Florida)

I am or have chaired: 3 PhDs and 11 Masters, Co-chaired 4 PhDs and 1 Masters. I am or have been a member of 9 PhDs and 4 Masters.

Curriculum Vitae
Shirley M. Baker

Professional Preparation:

| College or University | Department and/or Major | Dates Attended | Degree |
|------------------------------|--------------------------------|-----------------------|---------------|
| College of William and Mary | Marine Science | 1988-1994 | Ph.D. |
| University of Oregon | Biology | 1986-1888 | M.S. |
| Seattle Pacific University | Biology | 1982-1986 | B.S. |

Appointments:

| Dates | Organization | Position |
|--------------|--------------------------------------|------------------------------|
| 2008-pres | University of Florida/IFAS | Associate Professor |
| 1999-2008 | University of Florida/IFAS | Assistant Professor |
| 1996-1999 | SUNY Stony Brook | Research Assistant Professor |
| 1993-1996 | Macalester College | Visiting Assistant Professor |
| 1988-1993 | Virginia Institute of Marine Science | Graduate Research Assistant |
| 1986-1988 | University of Oregon | Graduate Teaching Fellow |
| 1986 | BioMed Research Laboratory | Fisheries Biologist |

Selected Publications (of 50 total):

- Lorenzen, K., C. Ainsworth, **S. Baker**, L. Barbieri, E. Camp, J. Dotson, and S. Lester. 2017. Climate Change Impacts on Florida's Fisheries and Aquaculture Sectors and Options for Mitigation. *In* Florida's Climate; Changes, Variations, & Impacts. E.P. Chassignet, J.W. Jones, V. Misra, and J. Obeysekera (eds). Florida Climate Institute, Gainesville. Pages 427-456.
- Lopeztegui-Castillo, A., **S.M. Baker**, Y. Garcés-Rodríguez, R. Castelo-Báez, N. Castro-Graña, and A. Artilles-Valor. 2014. Spatial and temporal patterns of the nonnative green mussel *Perna viridis* in Cienfuegos Bay, Cuba. *Journal of Shellfish Research* 33: 273-278
- McFarland, K., **S. Baker**, P. Baker, M. Rybovich, and A.K. Volety. 2014. Temperature, salinity, and aerial exposure tolerance of the invasive mussel, *Perna viridis*, in estuarine habitats: Implications for spread and competition with native oysters, *Crassostrea virginica*. *Estuaries and Coasts* Published online: 25 October. PDF 10 pages.
- Anderson, J.A., **S.M. Baker**, G.L. Graham, M.G. Haby, S.G. Hall, L. Swann, W.C. Walton, and C.A. Wilson. 2013. Effects of Climate Change on Fisheries and Aquaculture in the Southeast USA. *In* Climate of the Southeast United States: Variability, Change, Impacts, and Vulnerability. K.T. Ingram, K. Dow, L. Carter, and J. Anderson (eds). Island Press, Washington DC. Pages 190-209.
- Joyner-Matos, J., J. Andrzejewski, L. Briggs, **S.M. Baker**, C.A. Downs and D. Julian. 2009. Assessment of cellular and functional biomarkers in bivalves exposed to ecologically relevant abiotic stressors. *Journal of Aquatic Animal Health* 21: 104-116.
- Scarpa, J., **Baker, S.**, Sturmer, L., and Laramore, S. 2009. Triploid hard clams evaluated for Florida aquaculture. *Global Aquaculture Advocate Magazine*, Mar/Apr: 48-50.
- Sturmer, L.N., J. Nunez, R. Creswell, and **S.M. Baker**. 2009. The Potential of Blood Ark and Ponderous Ark Aquaculture in Florida. Florida Sea Grant Technical Paper, TP-169, 81 pp.

- Baker, P., J.D. Austin, B.W. Bowen and S.M. Baker. 2008. Range-wide population structure and history of the northern quahog (*Merceneria merceneria*) inferred from mitochondrial DNA sequence data. *ICES Journal of Marine Science* 65: 155-163.
- Bergquist, D.C., D. Heuberger, L.N. Sturmer, and S.M. Baker. 2008. Continuous water quality monitoring for the hard clam industry in Florida, USA. *Environmental Monitoring and Assessment* 148:409-419.
- Phlips, E.J., S.M. Baker, K. Black and N. Dix. 2008. Effects of hard clam (*Mercenaria mercenaria*) high density culture on water quality in a shallow semi-restricted bay. *Florida Scientist* 71: 330-340.
- Weber K., Sturmer, L. N., Hoover, E., and Baker, S. 2007. The role of water temperature in hard clam aquaculture. University of Florida IFAS Extension, Electronic Data Information Source, EDIS FA151:1-9.
- Baker, S. M., Baker, P. K., Heuberger, D., and Sturmer, L. N. 2005. Short-term effects of rapid salinity reduction on seed clams. *Journal of Shellfish Research* 24(1):29-34.
- Levinton, J.S., J.E. Ward, S.E. Shumway, and S.M. Baker. 2001. Feeding Processes of Bivalves: Connecting the Gut to the Ecosystem. *In Organism-Sediment Interactions*. S. Woodin (ed). University of South Carolina Press, Columbia, South Carolina. Pages 385-400.

Teaching and mentoring:

- 1) Marine Adaptations, 3 credits, offered annually for graduate, undergraduate, and distance education students
- 2) Natural Resources in a Changing Climate, 3 credits, offered annually to graduate and distance education students
- 3) Guest lectures in Advanced Aquaculture, Introduction to Aquaculture, Aquatic Wildlife Health Issues, Invasion Ecology of Aquatic Animals, and Introduction to Fish and Aquatic Invertebrate Histological Interpretation
- 4) Supervision of graduate students: 7 MFAS, 8 MS, 2 PhD
- 5) Student committees: 24 PhD, 17 MS, 5 MFAS
- 6) Faculty advisor, Marine Sciences major, 100+ undergraduate students

Curriculum Vitae
Donald C. Behringer

A. Professional Preparation:

| | | |
|----------------------------------|---------------------|--------------------------|
| <u>Undergraduate Institution</u> | <u>Major</u> | <u>Degree & Year</u> |
| University of Florida | Zoology | B.S. 1991 |
| <u>Graduate Institution</u> | <u>Major</u> | <u>Degree & Year</u> |
| Old Dominion University | Ecological Sciences | Ph.D. 2003 |
| <u>Postdoctoral Institution</u> | <u>Area</u> | <u>Inclusive Dates</u> |
| Old Dominion University | Ecology | 2003-2004 |

B. Appointments:

Associate Professor (tenured) (2014 – present), Fisheries and Aquatic Sciences, Univ. of Florida
US-UK Fulbright Scholar (2015 – 2016), Univ. of Exeter, UK
Assistant Professor (2010 – 2014), Fisheries and Aquatic Sciences, Univ. of Florida

C. Peer-reviewed publications:

Recent publications (since 2012):

- Butler IV, M.J., Behringer, D.C., and M.M. Valentine. 2017. Commercial sponge fishery impacts on the population dynamics of sponges in the Florida Keys, FL (USA). *Fisheries Research* 190: 113-121.
- Baeza, J.A. and D.C. Behringer. 2017. Small-scale spatial variation in population- and individual-level reproductive parameters of the blue-legged hermit crab *Clibanarius tricolor*. *PeerJ* 5:e3004; DOI 10.7717/peerj.3004.
- Truelove, N.K., Kough, A.S., Behringer, D.C., Paris, C.B., Box, S.J., Preziosi, R.F., and M.J. Butler IV. 2017. Biophysical connectivity explains population genetic structure in a highly dispersive marine species. *Coral Reefs* 36: 233–244.
- Behringer, D.C. and J.E. Hart. 2017. Competition with stone crabs drives juvenile spiny lobster abundance and distribution. *Oecologia* 184: 205-218.
- Truelove, N.K., Behringer, D.C., Butler IV, M.J., and R.F. Preziosi. 2016. Isolation and characterization of eight polymorphic microsatellites for the spotted spiny lobster, *Panulirus guttatus*. *PeerJ* 4:e1467; DOI 10.7717/peerj.1467.
- Butler, M.J. IV, Behringer, D.C., Dolan, T.W. III, Moss, J., and J. Shields. 2015. Host behavior suppresses a marine epizootic. *PLOS One* DOI: 10.1371/journal.pone.0126374.
- Gutzler, B.C., Butler IV, M.J., and D.C. Behringer. 2015. Casitas: a location-dependent ecological trap for juvenile Caribbean spiny lobsters, *Panulirus argus*. *ICES Journal of Marine Science* 72: i177-i184.
- Spanier, E., Lavalli, K.L., Goldstein, J.S., Groeneveld, J.C., Jordaan, G.L., Jones, C.M., Phillips, B.F., Bianchini, M.L., Kibler, R.D., Díaz, D., Mallol, S., Goñi, R., van der Meeren, G.I., Kleiven, A.R., Agnalt, A., Behringer, D.C., Keegan, W.F., and A. Jeffs. 2015. A concise review of lobster utilization by worldwide human populations from pre-history to the modern era. *ICES Journal of Marine Science* 72: i7-i21.
- Kough, A.S., Paris, C.B., Behringer, D.C., and M.J. Butler IV. 2015. Modeling the spread and connectivity of waterborne marine pathogens: the case of PaV1 in the Caribbean. *ICES Journal of Marine Science* 72: i139-i146.
- Truelove, N., Griffiths, S., Phil, M., Ley-Cooper, K., Azueta, J., Majil, I., Box, S., Behringer, D.C., Butler IV, M.J., and R.F. Preziosi. 2015. Genetic evidence from the spiny lobster fishery supports international cooperation among Central American marine protected areas. *Conservation Genetics* 16: 347-358.
- Baeza, J.A., Dickson, M.D., Squibb, R., Anderson, J.R., and D.C. Behringer. 2014. Aspects of the

- reproductive biology of a heavily traded ornamental shrimp, *Lysmata boggessi* (Crustacea, Decapoda, Caridea), in the southeastern Gulf of Mexico. *Journal of the Marine Biological Association of the United Kingdom* 94: 141-149.
- Moss, J., Behringer, D.C., Shields, J.D., Baeza, J.A., Aguilar-Perera, A., Bush, P.G., Dromer, C., Herrera-Moreno, A., Gittens, L., Matthews, T.R., McCord, M.R., Schärer, M.T., Reynal, L., Truelove, N., Butler IV, M.J. 2013. Distribution, prevalence, and genetic analysis of *Panulirus argus* Virus I from the Caribbean Sea. *Diseases of Aquatic Organisms* 104: 129-140.
- Anderson, J.R. and D.C. Behringer. 2013. Spatial dynamics in the social lobster *Panulirus argus* in response to diseased conspecifics. *Marine Ecology Progress Series* 474: 191-200.
- Anderson, J.R., Spadaro, A.J., Baeza, J.A., and D.C. Behringer. 2013. Ontogenetic resource allocation shifts in defensive structures of the Caribbean spiny lobster, *Panulirus argus* (Latreille, 1804). *Biological Journal of the Linnean Society* 108: 87-98.
- Baeza, J.A., Anderson, J.R., Spadaro, A.J., and D.C. Behringer. 2012. Sexual dimorphism, allometry, and size at first maturity of the Caribbean King Crab, *Mithrax spinosissimus*, in the Florida Keys. *Journal of Shellfish Research* 31: 909-916.
- Behringer, D.C., Butler, M.J. IV, and G.D. Stentiford. 2012. Disease effects on lobster fisheries, ecology, and culture: overview of DAO Special 6. *Diseases of Aquatic Organisms* 100: 89-93.
- Stentiford, G.D., Neil, D.M., Peeler, E., Shields, J.D., Small, H.J., Flegel, T.W., Vlak, J., Jones, B., Morado, F., Moss, S., Lotz, J., Bartholomay, L., Reantaso, M., Behringer, D.C., Hauton, C., and D.V. Lightner. 2012. Disease will limit future food supply from the global crustacean fishery and aquaculture sectors. *Journal of Invertebrate Pathology* 110: 141-157.
- Barbour, A.B., Adams, A.J., Yess, T., Behringer, D.C., and R.K. Wolfe. 2012. Comparison and cost-benefit analysis of PIT tag antennae resighting and seine-net recapture techniques for survival analysis of an estuarine-dependent fish. *Fisheries Research* 121-122: 153-160.
- Behringer, D.C. 2012. Diseases of wild and cultured juvenile crustaceans: insights from below the minimum landing size. *Journal of Invertebrate Pathology* 110: 225-233.
- Moss, J., Butler, M.J. IV, Behringer, D.C., and J.D. Shields. 2012. Genetic diversity of the Caribbean spiny lobster virus, *Panulirus argus* virus 1, and the discovery of PaV1 in lobster post-larvae. *Aquatic Biology* 14: 223-232.
- Behringer, D.C., Butler, M.J. IV, Shields, J.D., and J. Moss. 2012. PaV1 infection in the Florida Spiny Lobster Fishery and its Effects on Trap Function and Disease Transmission. *Canadian Journal of Fisheries and Aquatic Sciences* 69: 136-144.

D. Teaching:

1. Marine Ecological Processes (FAS 4270/6272, 3 cr., each Fall, face to face and online)
2. Field Ecology of Aquatic Organisms (FAS 4932/5276C, 4 cr., each Summer A, team-taught)
3. UF in Cuba: Tropical Marine and Island Ecology (FAS 4932/6932, 4 cr, each Summer A)
4. Aquatic Animal Conservation Issues (VME 4906/VME 6934, 3 cr., yearly, team-taught)
5. Aquatic Wildlife Health Issues (VME 4013/6011, 3 cr., yearly, team-taught)

E. Synergistic activities:

1. Organize biennial spiny lobster workshops in the Florida Keys that bring together lobster fishermen, fishery managers, scientists, and the general public. The meetings facilitate a mutual exchange of information and help promote dialogue and instill trust between stakeholder groups.
2. Chair/co-chair of the biennial North Florida Marine Science Symposium (2010-present).
3. Technical advisory committee and advisory panel member for the Southeast Florida Coral Reef Initiative (SEFCRI) (FL Department of Environmental Protection/NOAA partnership).
4. Lead editor of book entitled Marine Disease Ecology to be published by Oxford University Press.

ANDREA DUTTON

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E-mail: adutton@ufl.edu
Citizenship: USA & Australia

Education

2003 **Ph.D.**, Dept. of Geological Sciences, Univ. of Michigan, Ann Arbor, MI, USA
2000 **M.S.**, Dept. of Geological Sciences, Univ. of Michigan, Ann Arbor, MI, USA
1995 **B.A.**, Amherst College, Amherst, MA, USA

Employment

2011 – present **Assistant Professor**, Dept. of Geological Sciences, University of Florida, Gainesville, FL, USA
2006 – 2010 **Research Fellow**, Research School of Earth Sciences, The Australian University, Canberra, ACT, Australia
2004 – 2006 **Postdoctoral Fellow**, Research School of Earth Sciences, The Australian University, Canberra, ACT, Australia
1997 – 2003 **Graduate Research Assistant and Instructor**, Department of Geological Sciences, University of Michigan, Ann Arbor, MI, USA
1995 – 1997 **Science Teacher**, St. Ann's School, Brooklyn Heights, NY, USA

Recent Awards and Honors

2016 **Fellow of the Geological Society of America**
2016 **University of Florida Term Professorship** (3-yr term)
2016 **Editors' Citation for Excellence in Refereeing for Paleocyanography**
2015 **Fellow of the Florida Climate Institute** (3-yr term)
2015 **Excellence Awards for Assistant Professors**
2015 **University of Florida Global Fellow** (1-yr term)

Professional Activities (selected examples from past several years)

2017-present **Contributing Author**, IPCC Special Report on Oceans & Cryosphere, Ch. 3
2017 **Workshop lead organizer**, PALSEA2 workshop, Playa del Carmen, Mexico
2017 **Scientific Organizing Committee**, SCAR workshop, Trieste, Italy
2017 **Session Convenor**, PAGES Open Science Meeting, Zaragoza, Spain
2017-present **Scientific Committee**, Center for Hydro-Generated Urbanism
2016 **Panellist**, NSF Proposal Review Panel
2016 **Organizing Committee**, PALSEA2 and HOLSEA workshop, Mt. Hood, Oregon
2015-present **Editorial Board**, *Quaternary Geochronology*
2015-present **Steering Committee** Quaternary Interglacials (QUIGs), a PAGES working group
2015 **Organizing Committee**, PALSEA2 workshop, Tokyo, Japan
2014-2017 **Editorial board**, *Climate of the Past*

Current Research Funding

NSF-EAR-IF (9/17-9/19) *Early Career: Acquisition of a MC-ICP-MS for Research and Education in U-series Geochemistry and Applications in Geoscience* (**\$693,780**) Role: Lead PI.
NSF-OCE, P2C2 (6/17-5/19), *Collaborative Research: P2C2 - Reconstructing rates and sources of sea-level change over the last ~150 thousand years from a new coral database* (Total Budget: **\$505,294**; Dutton portion: **\$108,538**), Role: Co-PI
NSF-OCE, MGG (5/16-5/18), *Rates, timing, & nature of sub-orbital sea-level change during MIS 5e* (Total Award: **\$503,904**). Role: Lead PI (Sole PI).

Current Research Funding (continued)

NSF-DIBBs (9/14-8/17) *CIF21 DIBBs: Cyberinfrastructure for Interpreting and Archiving U-Series Geochronologic Data* (Total award: **\$579,763**; Dutton subaward: **\$87,121**). Role: Co-PI.

Publications (selected examples from last three years) #denotes student author

1. #Chutcharavan, P.M., **Dutton, A.**, Ellwood, M.J. (2018) Seawater $^{234}\text{U}/^{238}\text{U}$ recorded by modern and fossil corals, *Geochimica et Cosmochimica Acta*, 224, 1-17.
2. Otto-Bliesner, B., Braconnot, P., Harrison, S.P., Lunt, D.J., Abe-Ouchi, A., Albani, S., Bartlein, P.J., Capron, E., Carlson, A.E., **Dutton, A.**, Fischer, H., Goelzer, H., Govin, A., Haywood, A., Joos, F., Legrande, A.N., Lipscomb, W.H., Lohmann, G., Mahowald, N., Nehrbass-Ahles, C., Peterschmidt, J.-Y., Pausata, F.S.-R., Phipps, S., and H. Renssen. (2017) Two Interglacials: Scientific Objectives and Experimental Designs for CMIP6 and PMIP4 Holocene and Last Interglacial Simulations, *Geoscientific Model Dev.*, 10, 1-25.
3. #Skrivanek, A., **Dutton, A.**, Stemman, T., K. Vyverberg, J. Mitrovica (2017) Evidence of tectonism based on differential uplift of the Falmouth Formation of Jamaica, *Geological Society of America Bulletin*, 129, doi: /10.1130/B31796.1
4. #Sanborn, K., Webster, J.M., Yokoyama, Y., **Dutton, A.**, Braga, J.C., Clague, D.A., Paduan, J.B., Wagner, D., Rooney, J.J., Hansen, J.R., Eggins, S.M. (2017) New evidence of Hawaiian coral reef drowning in response to meltwater pulse 1-A, *Quat. Sci. Reviews*, 175, 60-72.
5. Valle-Levinson, A., **Dutton, A.**, Martin, J.B. (2017) Spatial and temporal variability of sea-level rise hotspots over the eastern United States, *Geophysical Res. Lett.*, 44, 7876-7882.
6. Woo, H.B., Panning, M., Adams, P., **Dutton, A.** (2017) Flexural Isostasy of the Carbonate Platform in North central Florida, *Geochemistry, Geophysics, Geosystems*, 18, 1-13.
7. **Dutton, A.**, Rubin, K., McLean, N., Bowring, J., Bard, E., Edwards, R.L., Henderson, G.M., Reid, M., Richards, D.A., Sims, K.W.W., Walker, J.D., Yokoyama, Y. (2017) Data Reporting Standards for Publication of U-series Data for Geochronology and Timescale Assessment in the Earth Sciences, *Quaternary Geochronology*, 39, 142-149.
8. Dechnik, B., Webster, J.M., Webb, G.E., Nothdurft, L., **Dutton, A.**, Braga, J.-C., Zhao, J.-X., Duce, S., Sadler, J., (2017) The evolution of the Great Barrier Reef during the Last Interglacial Period, *Global and Planetary Change*, 149, 53-71.
9. Khan, N. S., Ashe, E., Horton, B.P., **Dutton, A.**, Kopp, R.E., Brocard, G., Engelhart, S., Hill, D., Peltier, W.R., Vane, C.H., Scatena, F.N. (2017) Holocene sea-level database for the Caribbean region, *Quaternary Science Reviews*, 155, 13-36.
10. Petersen, S.V., **Dutton, A.**, Lohmann, K.C (2016) End-Cretaceous extinction in Antarctica linked to both climate change and bolide impact, *Nature Communications*, 7, Article 12079.
11. Hibbert, F.D., Rohling, E.J., **Dutton, A.**, #Chutcharavan, P.M. Zhao, C., Williams, F. (2016) Coral indicators of past sea-level change: a global repository of U-series dated benchmarks, *Quaternary Science Reviews*, 145, 1-56.
12. Puga-Bernabéu, A., Webster, J. M., Braga, J. C., Clague, D.A., **Dutton, A.**, Eggins, S., Fallon, S., Jacobsen, G., Paduan, J.B., Potts, D.C. (2016) Morphology and evolution of drowned carbonate terraces during the last two interglacial cycles, off Hilo, NE Hawaii, *Marine Geology*, 371, 57-81.
13. **Dutton, A.**, Carlson, A., Clark, P.U., DeConto, R., Horton, B. P., Long, A., Milne, G., Rahmstorf, S., Raymo, M. E. (2015) Sea-level rise due to polar ice-sheet mass loss during past warm periods, *Science*, 349.
14. **Dutton, A.**, Webster, J., Zwart, D., Lambeck, K., and B. Wohlfarth. (2015) Tropical tales of polar ice: Evidence of last interglacial polar ice sheet retreat recorded by fossil reefs of the granitic Seychelles islands, *Quaternary Science Reviews*, 107, 182-196.

Curriculum Vitae: Michael A. Gil

Employment

National Science Foundation (USA) Postdoctoral Research Fellow
Department of Environmental Science & Policy, University of California

Davis, California, USA
March 2016 – present

Education

University of Florida (UF), Ph.D., Biology, Advisor: Craig W. Osenberg 2015
University of Texas at Austin (UT), B.S., Biology, Magna Cum Laude, Honors in Biology 2008
Sea Education Association (SEA) Semester at Woods Hole, Dean's Scholar 2007

Publications (=co-lead author, *international collaborator, †advised undergraduate student, ^graduate student)

Peer-reviewed, published or in press:

- Gil, M.A.⁼ and A.M. Hein⁼. 2017. [Social interactions among grazing reef fish drive material flux in a coral reef ecosystem](#). *Proceedings of the National Academy of Sciences*. 114(18):4703-4708. *Featured as issue cover [[Earth.com](#), [International Business Times](#), [Public Now](#), [Axios](#), [ScienceDaily](#)]
- Gil, M.A.[^] 2017. [YouTube videos of 'research in action' foster diverse public interest in science](#). *Ideas in Ecology & Evolution*. 10(1), ISSN 1918-3178.
- Gil, M.A.[^], J. Zill[†], and J.M. Ponciano. 2017. [Context-dependent landscape of fear: algal density elicits risky herbivory in a coral reef](#). *Ecology* 98:534–544. [[ScienceDaily](#), [Science Newsline](#), [R&D](#)].
- Zill, J.[†], M.A. Gil[^] and C.W. Osenberg. 2017. [When environmental factors become stressors: interactive effects of vermetid gastropods and sedimentation on corals](#). *Biology Letters*, 13, 3.
- Gil, M.A.[^], Emberts, Z. [^], Jones, H.[^], and St. Mary, C. 2017. [Social information on fear and food drives animal grouping and fitness](#). *The American Naturalist* 189:227–241. [[AmNat News](#), [The Cal Aggie](#)]
- Gil, M.A.[^], S. Goldenberg^{*^}, A. Ly Thai Bach^{*^}, S.C. Mills^{*}, and J. Claudet^{*}. 2016. [Interactive effects of three pervasive marine stressors in a post-disturbance coral reef](#). *Coral Reefs* 35:1281-1293. [[UC Davis](#), [PeterSaleBooks.com](#)]
- Pfaller, J.B.[^] and M.A. Gil[^]. 2016. [Sea turtle symbiosis facilitates social monogamy in oceanic crabs](#). *Biology Letters*. 12, 9. [[Popular Science](#), [New Scientist](#), [Phys Org](#), [mental floss](#), [Nat Sci News](#), [UCD](#)]
- Gil, M.A.[^] and J.B. Pfaller[^]. 2016. [Oceanic barnacles act as foundation species on plastic debris: implications for marine dispersal](#). *Scientific Reports* 6:19987. [[Science Friday](#), [Discover Magazine](#), [ScienceDaily](#), [Europa Press](#), [Science et Vie Junior](#), [Santa Cruz Sentinel](#)]
- Gil, M.A.[^], J. Jiao[^], and C.W. Osenberg. 2016. [Enrichment scale determines herbivore control of primary producers](#). *Oecologia*: 180:833-840. [[Huffington Post](#), [Science World Report](#), [Futurity](#), [Phys Org](#), [Tampa Bay Newswire](#), [University of Florida News](#)]
- Gil, M.A.[^], B. Renfro[†], B. Figueroa-Zavala^{*}, I. Penié^{*}, and K. Dunton. 2015. [Rapid tourism growth and declining coral reefs in Akumal, Mexico](#). *Marine Biology* 162:2225-2233.
- Gil, M.A.[^] 2013. [Unity through nonlinearity: A unimodal coral-nutrient interaction](#). *Ecology* 94:1871-1877. *Honorable Mention, "Best Student Paper", UF Department of Biology, Spring 2014
- Stier, A. C.^{=^}, M. A. Gil^{=^}, C. S. McKeon^{=^}, S. Lemer^{*^}, M. Leray^{*^}, S. C. Mills^{*}, and C. W. Osenberg. 2012. [Housekeeping mutualisms: Do more symbionts facilitate host performance?](#) *PLoS ONE* 7:e32079.

Peer-reviewed, in review:

- Gil, M.A.[^], A.M. Hein, O. Spiegel[^], M.L. Baskett, and A. Sih. Social information can link individual behavior to ecological dynamics. (In review: *Trends in Ecology & Evolution*).
- Jiao, J.[^], S. Pilyugin, M.A. Gil and C.W. Osenberg. Mobility affects consumer-resource interactions across space and time. (in review: *The American Naturalist*).

Thesis and Technical Reports:

- Gil, M.A. 2015. Context dependence in effects of nutrient enrichment on tropical coral reefs. Ph.D. Dissertation. Department of Biology, University of Florida.
- Mutchler, T., M.A. Gil, and K.H. Dunton. 2009. Investigating the response of seagrass meadows to environmental stressors: Quantifying the effect of grazing and nutrient enrichment on seagrass growth & tissue nutrient content. Jobos Bay National Estuarine Research Reserve, Puerto Rico.
- Montagna, P.A., T. Palmer, M.A. Gil, E. Hill, B. Nicolau, and K.H. Dunton. 2009. Response of the Nueces estuarine marsh system to freshwater inflow: An integrative data synthesis of baseline conditions for faunal communities. Coastal Bend Bays & Estuaries Program, Inc.

Branco Weiss Society in Science Fellowship
Dr. Michael A. Gil

Curriculum Vitae: Michael A. Gil

- Gil, M.A.**, K. H. Dunton, S. V. Schonberg, K. Jackson, and P. A. Montagna. 2008. Establishment of Wet and Dry Periods in the Nueces Delta for Examination of Temporal and Spatial Patterns in Emergent Vegetation and Benthic Macrofauna. Coastal Bend Bays & Estuaries Program, Inc.
- Gil, M.A.** 2008. Spatial variation in test size of the pteropods *Limacina inflata* and *Limacina trochiformis* in relation to pH across the eastern equatorial Pacific. *In*: Student Research Reports: S-214, Sea Education Association, P.O. Box 6, Woods Hole, MA 02543.
- Gil, M.A.**, K. Jackson, and S. Moorhead. 2007. Little Bay Project Summary. City of Rockport, TX.

Popular articles:

- Gil, M.A.** 2016. Sail away from plastic seas – with science. Ocean Watch Magazine. November issue. Published by Sailors for the Sea. <http://sailorsforthesea.org/programs/ocean-watch/sail-away-plastic-seas-%E2%80%93-science>
- Gil, M.A.** 2016. Sailing, science, and saving the world. Reach: US Sailing's STEM Education Initiative. <http://reach.ussailing.org/sailing-science-and-saving-the-world/>
- Gil, M.A.** and T. Bottenus. 2012. A hitchhiker's guide to the North Pacific Subtropical Gyre. Shipboard Journal article for the Plastics at SEA 2012 Expedition. http://www.sea.edu/plastics/journal/november_3_day_32
- Gil, M.A.** 2012. Science needs you! (really): The importance of critical thinking in the Communication Age. Shipboard Journal article for the Plastics at SEA 2012 Expedition. http://www.sea.edu/plastics/journal/october_10_day_8

Previous Professional Experience

| | |
|--|--|
| University of California Berkeley, Gump Research Station <i>Graduate Researcher, coral reef ecology</i> | Mo'orea, French Polynesia May 2010-Aug. 2015 |
| Centre de Recherches Insulaires et Observatoire de l'Environnement (CRIOBE, French Research Station) <i>Graduate Researcher; Lead on French-American collaboration</i> | Mo'orea, French Polynesia Jan., June-Aug. 2013 |
| Plastics @ SEA 2012: North Pacific Plastics Expedition <i>Volunteer Researcher & Outreach Writer/Photographer</i> | N. Pacific Subtropical Gyre Oct.-Nov. 2012 |
| Ocean Bridges, French-American Workshops 2010 & 2011 <i>Graduate Researcher; participant and collaborator</i> | Mo'orea, French Polynesia Summers 2010 & 2011 |
| Jobos Bay National Estuarine Research Reserve <i>Post-Baccalaureate Researcher, seagrass ecology</i> | Aguirre, Puerto Rico May-June 2009 |
| University of California Berkeley, Gump Research Station <i>Post-Baccalaureate Researcher, coral reef ecology</i> | Mo'orea, French Polynesia April 2009 |
| University of Texas at Austin, Marine Science Institute <i>Post-Baccalaureate Researcher, salt marsh ecology</i> | Port Aransas, Texas, USA June-Sept. 2008 |
| University of Texas at Austin, Department of Integrative Biology <i>Undergraduate Research Assistant, freshwater ecology</i> | Austin, Texas, USA Sept.-Dec. 2006, Jan.-May 2008 |
| SEA Semester at Woods Hole, Expedition: Mexico to Tahiti <i>Undergraduate Researcher, biological oceanography</i> | Woods Hole, USA & South Pacific Oct. 2007-Jan. 2008 |
| University of Texas at Austin, Marine Science Institute <i>Undergraduate Researcher, seagrass ecology</i> | Port Aransas, Texas, USA June-July 2007 |
| University of Texas at Austin & Centro Ecológico Akumal <i>Undergraduate Researcher/Student, seagrass/reef ecology</i> | Akumal, Mexico April-June 2007 |
| Lizard Island Research Station <i>Undergraduate Researcher/Student, coral reef ecology</i> | Lizard Island, Australia May-June 2005 |

Presentations

| | |
|---------|---|
| 2016-17 | 24 presentations, including 22 invited oral presentations, 14 delivered to public audiences in Thailand, Aruba, Tanzania (TED Global), and the US |
| 2015 | 2 oral presentations, including PhD exit seminar and invited keynote talk for coral reef stakeholders at the Caribbean Sailing Association meeting in St. Maarten |
| 2014 | 9 presentations, including 3 oral and 2 poster presentations at national conferences (Society of Integrative and Comparative Biology, Gordon Predator-Prey Conference, Benthic Ecology Meeting, Western Society of Naturalists) |

Branco Weiss Society in Science Fellowship
Dr. Michael A. Gil

Curriculum Vitae: Michael A. Gil

- 2013 5 presentations, including 2 invited oral presentations and 1 oral presentation at a national conference (Benthic Ecology Meeting)
- 2007-12 7 presentations, including 4 oral presentations at national conferences (Florida Marine Biology Symposium, Benthic Ecology Meeting, Western Society of Naturalists) and 1 oral presentation at a Southeast Texas regional water management meeting

Teaching

- Marine Ecology in Mo'orea (2014) and in Akumal (2016)** University of Florida
Instructor Summer 2014 & Spring 2016
Research-intensive field-based course for undergraduate and graduate students
- Marine Botany in Akumal, Mexico** University of Texas at Austin
Co-instructor Summers 2011, 2013, 2015, 2017
Research-intensive field-based course for undergraduate and graduate students
- Foundations and Frontiers in Ecology** University of Florida
Co-organizer and Instructor Fall 2012
Graduate discussion on the milestones and cutting-edge works within core topics in ecology
- General Ecology Laboratory** University of Florida
Instructor (3 sections) Fall 2010 & 2015
Teaches upper-division undergrads how to design, carry out and present empirical research
- Integrative Principles of Biology II Laboratory** University of Florida
Instructor (3 sections) Spring 2010
Core biology laboratory for biology majors: organismal physiology & pop./community ecology

MENTORING HIGHLIGHTS

- ◆ Served as primary research mentor for 35 undergraduate students from UT & UF (including 24 female, 4 Hispanic, and 1 Pacific Islander)
- ◆ Advised 6 student conference presentations (UT & UF) and an undergraduate research thesis (UT)
- ◆ Advised students on successful applications for two National Science Foundation (USA) Graduate Research Fellowships, awarded to Julie Zill (U. of Hawai'i at Mānoa) and Corinne Fuchs (U. of California, Santa Barbara); and a UF University Scholarship, awarded to Noah Hackney
- ◆ Delivered 6 discussion panels and presentations on science careers beyond college/university

SCIENCE COMMUNICATION & PUBLIC OUTREACH

- SciAll.org, Mass science communication campaign, Creator** Sept. 2015-present
Website and associated YouTube channel (<http://www.youtube.com/sciallorg>) featuring 'science behind the scenes', intended to popularize science across a broad, international public audience
- MarineBio.org, Conservation Society, Contributing Photographer** Nov. 2016-present
Nonprofit promoting education of ocean science and conservation: <http://marinebio.org/gallery/>
- mikegil.com, Professional research website and blog, Creator** Oct. 2011-present
Connecting the public with my field research through writing, photography, and videography (see associated YouTube channel: <http://www.youtube.com/mikegilofficial>)
- School Exchange & Journal, Plastics @ SEA, Writer and Photographer** Oct.-Nov. 2012
Answered science questions from 11 participating K-12 schools and contributed to North Pacific Expedition Journal to "bring the public along" on the adventure (<http://sea.edu/plastics>)

Service (Community)

- Gator Nation Conservation, Founder/President** Gainesville, Florida, USA
Student service organization: park cleanups, invasive removals
Sept. 2009-Dec. 2010
- Aquarena Spring Diving for Science Program, Volunteer SCUBA Diver** San Marcos, Texas, USA
Maintained habitat at for federally endangered species
March-Aug. 2008
- Tribeta Biological Honor and Service Society, Member** Austin, Texas, USA
Habitat cleanups, charity meal preparation for families
Oct. 2006-May 2008
- 12th Annual Lake Travis Underwater Cleanup, Organizer** Austin, Texas, USA
Largest SCUBA/shoreline cleanup in Texas
Sept. 2006

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SERVICE (UF DEPARTMENT OF BIOLOGY)

2014-15 Biology Graduate Student Association (BGSA) Graduate Representative
2013-14 BGSA Vice President (elected; represented graduate students at faculty meetings)
2012-13 Undergraduate Research Assistantship Program (URAP) coordinator and judge
2010-13 BGSA Green Rep. (liaison between Dept. and UF Office of Sustainability)
2010-11 BGSA Graduate Research Forum Committee (organized weekly graduate seminar)
2010-11 BGSA Welcoming Committee (organized event to welcome Dept. back for new year)

SERVICE (SCIENTIFIC PEER REVIEW)

Ecology ♦ Journal of Ecology ♦ Oikos ♦ Marine Ecology – Progress Series ♦ Science of the Total Environment ♦ Journal of Experimental Marine Biology and Ecology ♦ Journal of Fish Biology

SYNERGISTIC ACTIVITIES

Learning Assistantship Program, Dept. of Biology, University of Florida Gainesville, Florida, USA
Contributed active learning activities in community ecology for UF Spring 2015
undergraduate student-led teaching program for general biology

Connection Storymaker Workshop, Society for Integrative & Comparative Bio. Austin, Texas, USA
Randy Olson-led group honed storytelling skills for science communication Jan. 2014

HONORS

2017 Named a [TED Fellow](#) [UF, UC Davis, SEA, Fast Company]
2014 Honorable Mention, UF Dept. of Biology "Best Student Paper": Gil, M.A. 2013. *Ecology*.
2013 Science outreach video "[Want to Be a Marine Biologist?](#)" selected 'Best of Winner', Midway Atoll, Papahānaumokuākea Marine National Monument
2012 1st Place, Best Oral Presentation at the 41st Annual Benthic Ecology Meeting in Norfolk, Virginia
2008 UT Dean's Honored Graduate (highest honor awarded by College to <1% of class)
2008 Inducted into Sigma Xi, Scientific Research Society
2008 Second Place in Biology, Best Student Poster at UT Undergraduate Research Forum
2008 UT Distinguished College Scholar for GPA/coursework years 2005-06, 2006-07, 2007-08
2007 Induction into the Phi Beta Kappa Society

FELLOWSHIPS, SCHOLARSHIPS, AND GRANTS

2018 National Geographic Society grant for research in Thailand (\$20,520)
2015 NSF Postdoctoral Research Fellowship in Biology (March 2015-Feb. 2018; \$138,000 USD)
Graduate school (totaling over \$270,000 USD):
2013 Carl Storm Underrepresented Minority Fellowship for Gordon Research Conference (\$600)
2013 NSF award for participation in the 2014 Gordon 'Predator-Prey' Research Conference (\$200)
2012 Chateaubriand Fellowship, Embassy of France for research in French Polynesia (\$10,000)
2011 NSF Graduate Research Fellowship International Travel Award (\$1,000)
2011 Florida Sea Grant Nutrient Dynamics Fellowship (\$19,000)
2011 Ed Stolarz Memorial Fellowship in Marine Biology (\$1,500)
2010 UF Graduate Student Council Travel Awards for Spring 2011-13 (\$750)
2010 Ocean Bridges II Fellowship, for French-American research in French Polynesia (\$5,500)
2010 NSF Southeast Alliance for Graduate Education and the Professorate (\$650)
2010 UF Department of Biology Student Travel Award for Fall 2010 (\$100)
2010 NSF Graduate Research Fellowship (\$122,500)
2009 Ocean Bridges II Fellowship, for French-American research in French Polynesia (\$9,000)
2009 UF Alumni Fellowship (\$100,000)
Undergraduate education (totaling over \$67,000 USD):
2007 SEA Dean's Scholarship and Tuition Award (merit-based awards; \$10,000)
2007 Phi Beta Kappa, Alpha of Texas Award of Distinction (\$500)
2006 Presidential Endowed Scholarship for Natural Sciences (UT; \$2,500)
2005 UT Coop GOES Scholarship for Study Abroad in Australia (2005) & Mexico (2007; each \$1,000)
2004 Haraldson Foundation Scholarship (full, four-year tuition scholarship; \$23,000)
2004 Institute of Hispanic Culture of Houston Scholarship (academic merit based; \$1,000)

Joan C. Herrera, Ph.D.

Employment (recent)

- Instructor, Department of Biological Sciences, University of Florida St. Petersburg (2014-present)
- Adjunct Assistant Professor/Visiting Lecturer, University of Florida (1998-2008; 2015-present)
- Curator of Collections, Fish and Wildlife Research Institute, Florida Fish and Wildlife Conservation Commission (2008–2014)
- Curatorial Assistant, Invertebrate Paleontology, Florida Museum of Natural History (2001-2002)
- Marine Exhibits Consultant, Florida Museum of Natural History (2000-2002)

Education

- Ph.D. August 1998, University of Florida, Zoology
- M.Ed. December 1985, University of Florida, Secondary Science Education and Curriculum
- B.S. August 1978, University of Florida, Animal Science

Scholarships, Awards and Honors (selected)

- Courtesy Assistant Curator, Florida Museum of Natural History, University of Florida (2011-present)
- Full Curator, Encyclopedia of Life (2011-present)
- University of Florida Anderson Scholar Faculty Honoree (2004)
- Yardley Dissertation Fellowship, College of Liberal Arts and Science, University of Florida (1996)
- William W. Behrens, Jr./Florida Institute of Oceanography Award for outstanding student presentation in Marine Science/Oceanography at the Florida Academy of Sciences (1995)

Grants (selected)

- University of South Florida St. Petersburg, Online Course Development for BSC 2010. (\$8,000) 2017-2018.
- NMFS, NOAA: Southeastern Area Monitoring and Assessment Program. (\$1,500,000/5 years) PI 2008-2011, PM 2011-2014.
- ESA-NOAA: Monitoring and mapping of threatened acroporid corals in U.S. jurisdiction: Development of a multi-state conservation program. (1,350,000/3 years) PM 2010-2013.
- SWG, USFWS: Historical and Modern Patterns of Biodiversity in Coral Reefs with an Emphasis on Species of Greatest Conservation Need. (\$63,498.00) PI 2010-2012
- CWT, WFF: Accessing the wealth of data buried in the Fish and Wildlife Research Institute's biological specimen collection. (\$15,000) 2009-2010

Presentations and Invited Lectures (selected)

- West Florida Shelf Asteroidea – 50 years post-Hourglass Cruises. Herrera, J.C., J.C. Cobb and J.M. Lawrence. North American Echinoderm Conference, Pensacola, FL (June, 2014)
- Specimen Information Services research incorporating SEAMAP data. Fisheries Independent Monitoring Annual Meeting, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, St. Petersburg, FL (February, 2013)
- Marine Quest, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, St. Petersburg, FL (Annually 2008-2014)
- Distribution of *Luidia clathrata* and *Luidia lawrencei* (Echinodermata: Asteroidea) in the Gulf of Mexico and the western Caribbean. John Lawrence, Alicia Duran Gonzales, Francisco Solis Marin, and Joan Herrera. First Annual Latin American Echinoderm Congress, Puerto Madryn, Argentina. (Presented by John Lawrence, November, 2011)

Publications (selected)

- Cobb, Janessa.C., John M. Lawrence, Joan C. Herrera, Karen Lopez & Daniel Janies. (in preparation) A new species of *Astropecten* (Echinodermata: Asteroidea: Paxillosida: Astropectinidae) and a new comparison of the *Astropecten* species from the Gulf of Mexico and the East Florida Shelf. *Zootaxa*.
- Lawrence, John M., Janessa C. Cobb and Joan C. Herrera. (accepted with revision) Synonymy of *Astropecten nitidus* Verrill, 1915 with *Astropecten cingulatus* Sladen, 1883 and *Astropecten comptus* Verrill, 1915 with *Astropecten articulatus* (Say, 1825). *Bulletin of the Peabody Museum of Natural History*.
- Lawrence, John M., Janessa Cobb, Joan C. Herrera, Alicia Duran-Gonzalez and Francisco A. Solís-Marín. (in press) Morphological comparison of *Astropecten cingulatus* and a new species of *Astropecten* (Paxillosida, Astropectinidae) from the Gulf of Mexico. *Zootaxa*.
- Herrera J., K. Netchy K. and T. Dix. (2013). Historical and Modern Patterns of Biodiversity in Coral Reefs with an Emphasis on Species of Greatest Conservation Need, Final Report, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, Saint Petersburg, FL, USA: 434.
- Lawrence, John M., Alicia Durán-González, Francisco A. Solís-Marín, Joan Herrera, and Carlos Renato R. Ventura. (2013) Distribution of *Luidia clathrata* and *Luidia lawrencei* (Echinodermata: Asteroidea) along the coast of the western Atlantic Ocean, the Gulf of Mexico and the Caribbean Sea. *Cahiers de Biologie Marine*, 54: 525-529.
- Valdes, Angel, Ulysses Gatlula, Nancy Sheridan and Joan Herrera. (2011) Multi-dataset revision of two uncommon species of Chromodorididae (Mollusca: Nudibranchia from the Gulf of Mexico with the description of a new taxon. (*American Malacological Bulletin*, 29: 51-62).
- Lawrence, J.M., J. Herrera and J. Cobb. (2004). Vertical posture of the clypeasteroid sand dollar *Encope michelini*. (*Journal of the Marine Biological Association*, 84: 407-408).
- Lawrence, J.M. and J. Herrera. (2000). Stress and deviant reproduction in echinoderms. (*Zoological Studies*, 39(3): 151-176).

Biographical Sketch

JOHN M. JAEGER

Associate Professor

Department of Geological Sciences, University of Florida, P.O. Box 112120

Gainesville, FL 32611-2120

Tel: (352) 846-1381

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(a) Professional Preparation

| | | | |
|---------------------------|----------------------|------------------------------------|-------------|
| Humboldt State University | Arcata, CA, USA | Oceanography | B.Sc. 1991 |
| SUNY Stony Brook | Stony Brook, NY, USA | Marine Environmental Science | M.Sc., 1993 |
| SUNY Stony Brook | Stony Brook, NY, USA | Geological Oceanography | Ph.D., 1998 |
| Lehigh University | Bethlehem, PA, USA | Geology Post- Doc. | 1998-1999 |

(b) Appointments

2007-Present, Associate Professor, University of Florida

2000-2007, Assistant Professor, University of Florida

(c) Publications

Five Relevant Papers

Jaeger, J.M., and Koppes, M.N., (2015), The role of the cryosphere in source-to-sink systems: Earth Science Reviews, p. 1–34, doi: 10.1016/j.earscirev.2015.09.011.

Gulick, S.P.S., Jaeger, J.M., Mix, A.C., et al., (2015), Mid-Pleistocene climate transition drives net mass loss from rapidly uplifting St. Elias Mountains, Alaska: Proceedings of the National Academy of Sciences, p. 201512549–6, doi: 10.1073/pnas.1512549112.

Villaseñor, T., Jaeger, J.M., and Foster, D.A., (2016), Linking Late Pleistocene alpine glacial erosion and continental margin sedimentation: Insights from ⁴⁰Ar/³⁹Ar dating of silt-sized sediment, Canterbury Basin, New Zealand: Earth and Planetary Science Letters, v. 433, p. 303–316, doi: 10.1016/j.epsl.2015.11.008.

Villaseñor, T., J.M. Jaeger, K. Marsaglia and G.H. Browne, (2015). Evaluation of the relative roles of global versus local sedimentary controls on Middle - Late Pleistocene formation of continental margin strata, Canterbury Basin, New Zealand. Sedimentology, doi:10.1111/sed.12181.

Montelli, A., Gulick, S.P.S., Worthington, L.L., Mix, A.C., Davies-Walczak, M., Zellers, S.D., and Jaeger, J.M., (2017). Late Quaternary glacial dynamics and sedimentation variability in Bering Trough, Gulf of Alaska. Geology, doi:10.1130/G38836.1.

Five Additional Papers

Mehta, A. J., Jaeger, J. M., Boz, Z., & Khare, Y. P. (2018). Multiphase Layering and Mobility of Suspended Fine Sediment in Lake Apopka, Florida, 6(2), 433–445. doi.org/10.2495/CMEM-V6-N2-433-445.

Marsaglia, K.M., G. H. Browne, S.C. George, D. Kemp, J.M. Jaeger, D. Carson, M. Richaud and IODP Expedition 317 Scientific Party, (2017). The Transformation of Sediment into Rock: Insights from IODP Site U1352, Canterbury Basin, New Zealand. Journal of Sedimentary Research, DOI: 10.2110/jsr.2017.15.

Meridith, L. N., E. J. Sreaton, J. M. Jaeger, S. R. James, and T. Villaseñor (2017), The impact of rapid sediment accumulation on pore pressure development and dehydration reactions during shallow

subduction in the Gulf of Alaska, *Geochem. Geophys. Geosyst.*, 18, 189–203,
doi:10.1002/2016GC006693.

Cui, X., T.S. Bianchi, J.M. Jaeger, R.W. Smith, 2016. Biospheric and petrogenic organic carbon flux along southeast Alaska. *Earth and Planetary Science Letters*, v. 452, p. 238–246.
10.1016/j.epsl.2016.08.002.

Jaeger, J.M. and Kramer, B., 2013. A continental shelf sedimentary record of Little Ice Age to modern glacial dynamics: Bering Glacier, Alaska, 2013. *Continental Shelf Research*. DOI:
10.1016/j.csr.2013.03.011.

(d) Synergistic Activities

- U.S. Advisory Committee for Scientific Ocean Drilling, Member, (2012-2015)
- U.S. Advisory Committee for Scientific Ocean Drilling, Chair, (2013-2016)
- NSF GeoPRISMS Steering and Oversight Committee, 2010-2013
- IODP Science Steering and Evaluation Panel, 2006-2009
- Member of Coastal Community Resiliency Initiative Focus Group, Department of Economic Opportunity, State of Florida, (2012-present)

BIOGRAPHICAL SKETCH

MATTHEW CHARLES SMITH

Senior Lecturer

University of Florida Dept. of Geological Sciences

241 Williamson Hall, Box 112120

Gainesville, FL 32611

(352) 392-2106, mcsmith@ufl.edu

Professional Preparation

- 1999 Ph.D. in Geology/Geochemistry, University of Florida, 1999.
1993 Master of Science in Geology, University of Florida, 1993.
1989 B.S. in Geology (minor in Oceanography), University of New Hampshire, 1989.

Appointments

- 2011-present Senior Lecturer, Dept. of Geological Sciences, University of Florida, Gainesville, FL.
2007- 2011 Lecturer, Department of Geological Sciences, University of Florida, Gainesville, FL.
2003-2007 Visiting Lecturer, Dept. of Geological Sciences, University of Florida, Gainesville, FL.
2001-2003 Education Programs Manager, American Geological Institute, Alexandria, Virginia.
1999-2001 Postdoctoral Researcher in Igneous Petrology and Isotope Geochemistry, University of Hawaii School of Ocean and Earth Science and Technology.

Courses Taught

Introduction to the Geological Sciences (GLY1000), Introduction to Oceanography (OCE1001), Introduction to Earth Science (ESC1000), Geology of Florida Lab (GLY1150L), Physical Geology (GLY2010C), Environmental and Engineering Geology (GLY2030C), Earth Materials Special Topics (GLY4930), Igneous and Metamorphic Petrology (GLY4310C), Introduction to Earth Materials (GLY3202C), Geological Field Methods (GLY4750L), The Geology of Florida (GLY4155C), Topics in Earth and Space Science for Teachers (GLY6932).

Recent Awards and Honors

- 2017 UF Online Education Excellence Award
2017 UF College of Liberal Arts and Sciences Teacher of the Year Award, 2016-2017.
2016 UF Online Education Excellence Award
2014 Nominated for UF College of Liberal Arts and Sciences Teacher of the Year Award
2012 Teacher of the Year (as voted on by UF Geological Sciences graduating Class).

Current Grant Funding-None

Service to Profession (past 10 years)

- 2016-present Advisory board member for NSF-funded Geoscience Engagement and Outreach (GEO-paths) grant (UF-Santa Fe College collaborative grant). PIs-Heidi Lannon (SFC), Kathryn Stofer (UF).
2015-present CLAS Faculty collaborator on MSP Grant *U-FUTuRES 2: University of Florida Unites Teachers to Reform Education in Science*, UF PIs L.F. Hayes and R.M. Pringle, UF College of Education. (<https://education.ufl.edu/science-education/u-futures/>)
2012-2014 CLAS Faculty collaborator on MSP Grant *U-FUTuRES: University of Florida Unites Teachers to Reform Education in Science*, UF PIs L.F. Hayes and R.M. Pringle, UF College of Education. (<https://education.ufl.edu/stem/ufutures/>)
2011 Associate Editor and activity reviewer for *On the Cutting Edge Collection on Teaching Petrology in the 21st Century*
<https://serc.carleton.edu/NAGTWorkshops/petrology/index.html>
2009-2010 CLAS Faculty collaborator on MSP Grant: *Florida PROMiSE: Partners to Rejuvenate & Optimize Mathematics and Science Education*, UF PIs: S.J. Pape and M.J.

Koroly, (<https://vivo.ufl.edu/display/n335099263>,
<http://www.csl.usf.edu/ourwork/data/9Florida-PROMiSE.pdf>)

2007-2008 Supervisory Committee Member and contributing author for “Exploring Science Content”, UF Pls: C. Cavanaugh and K. Dawson, UF College of Education.(
<https://etc.usf.edu/reports/union1/index.html>)

5 Most Recent Refereed Publications (self = bold, graduate student = g, other = &)

- Perfit, M.R., Wanless, V.D., Ridley, W.I., Klein, E., **Smith, M.C.**, Hinds, J.S.^g, Kutza, S.^g, and Fornari, D.J. (2012) EPR ISS Lava Geochemistry –2 decades of comprehensive sampling and 2 eruptions. *Oceanography*, 25-1, 89-93.
- Schmitt, A.K., Perfit, M.R., Rubin, K.H., Stockli, D.F., **Smith, M.C.**, Cotsonika ^g, L.A., Zellmer, G.F., Ridley, W.I., Lovera, O.M. (2011) Rapid cooling rates at an active mid-ocean ridge from zircon thermochronology, *Earth Planet. Sci. Lett.* **302**, 349-358.
- Ridley, W.I., Perfit, M.R. , **Smith, M.C.** and Fornari, D. (2006), Magmatic Processes In Developing Oceanic Crust Revealed In A Cumulate Xenolith Collected At The East Pacific Rise, 9° 50'N., *Geochemistry, Geophysics and Geosystems*, Vol. 7, *Q12004*, DOI 0.1029/2006GC001316, 12 December, 2006, 1-25.
- Zimmerman, A. R. and **Smith, M.C.** (2006), Engaging Today's Students in Earth Science 101, *Eos Trans. AGU*, 87(34), doi: 10.1029/2006EO340003, 339-344.
- Rubin, K.H., van der Zander, I.^p, **Smith, M.C.** and Bergmanis, E.C.^g (2005), Minimum speed limit for ocean ridge magmatism from ²¹⁰Pb-²²⁶Ra-²³⁰Th disequilibria, *Nature*, 437, 534-538, DOI: 10.1038/nature03993.

Field Experience

- 2016 Petrochemist and dive participant aboard the RV Atlantis, Siqueiros Fracture Zone, OASIS (Off-Axis Seamount Investigations at Siqueiros) cruise.
- 1995 Petrochemist and dive participant aboard the RV Atlantis II, Juan de Fuca Ridge (JdFR), NOAA Vents cruise Leg 1 (voyage 132-09).
- 1994 Petrochemist and camera pilot aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 1 (voyage DI-94-03).
- 1994 Petrochemist aboard RV Atlantis II, JdFR, (voyage 131-18).
- 1994 Scientific personnel and dive participant aboard the RV Atlantis II and DSV ALVIN, East Pacific Rise (EPR) at 9°-10°N, AdVenture IV cruise (voyage 131-14).
- 1993 Scientific personnel aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 2.
- 1992 Petrochemist aboard the RV Atlantis II, EPR at 9°-10°N, AdVenture III cruise (voyage 131-11).
- 1991 Petrochemist and dive participant aboard the RV Atlantis II and DSV ALVIN, JdFR, NOAA Vents cruise Leg 2 (voyage 125-29).
- 1991 Scientific personnel and dive participant aboard the RV Atlantis II and DSV ALVIN, EPR at 9°-10°N, AdVenture cruise (voyage 125-24).
- 1990 Scientific personnel RV Atlantis II, NOAA Vents cruise on the Juan de Fuca Ridge, Leg 3 (voyage 125-11).
- 1990 Scientific personnel and camera pilot aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 2 (voyage DI-90-03).
- 1988 Two months field work in intertidal and shallow subtidal zones, Shoals Marine Lab, Appledore Island, NH.
- 1988 One month field work studying sedimentation processes in tidal mud flats, Jackson Estuarine Laboratory, Durham, NH.
- 1988 One month mapping and sampling in Maine for senior thesis.
- 1988 Two weeks mapping and sampling offshore in Maine aboard the R.V. Jere Chase

Biographic Sketch

William F. Patterson III

Contact Information:

Fisheries and Aquatic Sciences Program
School of Forest Resources and Conservation
University of Florida
Gainesville, FL 32611

Tel: (352) 846-0850
Fax: (352) 392-1707
e-mail: will.patterson@ufl.edu

Professional Preparation:

| | | |
|-----------------------------|---------------------|---------------------|
| University of Virginia | History | B.A., 1991 |
| Old Dominion University | Biological Sciences | M.S., 1995 |
| University of South Alabama | Marine Sciences | Ph.D., 1999 |
| Louisiana State University | Oceanography | Post-Doc, 1999-2001 |

Positions Held:

2016- Associate Professor, Fisheries and Aquatic Sciences, University of Florida
2011-2016 Associate Professor, Department of Marine Sciences, University South Alabama
2007-2011 Associate Professor, Department of Biology, University of West Florida
2004-2007 Assistant Professor, Department of Biology, University of West Florida
2001-2003 Asst. Research Professor, Department of Marine Sciences, U. of South Alabama

Selected Publications:

- Chagaris, D.D., S. Binion, A. Bodanoff, K. Dahl, J. Granneman, H. Harris, J. Mohan, M. Rudd, M. Swenarton, R. Ahrens, W.F. Patterson III, J. Morris, and M. Allen. 2017. Modeling management strategies to mitigate invasive lionfish impacts on the West Florida Shelf ecosystem. *Fisheries* 42:421-431.
- Dahl, K.A., W.F. Patterson III, A. Robertson and A.C. Ortmann. 2017. DNA barcoding significantly improves resolution of invasive lionfish diet in the northern Gulf of Mexico. *Biological Invasions* 6:1917-1933.
- Murawski, S.A., J.W. Fleeger, W.F. Patterson III, C. Hu, K. Daly, I. Romero, and G.A. Toro-Farmer. 2016. How did the Deepwater Horizon oil spill affect coastal and continental shelf ecosystems of the Gulf of Mexico? *Oceanography* 293:160-173.
- Dahl, K.A., W.F. Patterson III, and R.A. Snyder. 2016. Experimental assessment of lionfish removals to mitigate reef fish community shifts on northern Gulf of Mexico artificial reefs. *Marine Ecology Progress Series* 558:207-221.
- Barnett, B.K., W.F. Patterson III, T.D. Kellison, S.B. Garner and A.M. Shiller. 2016. Nursery sources of red snapper (*Lutjanus campechanus*) off the southeastern USA simulated with otolith chemical signatures. *Marine and Freshwater Research* 67: 992-1001.
- Addis, D.T., W.F. Patterson III and M.A. Dance. 2016. The potential of unreported artificial reefs to serve as refuges from fishing mortality for Gulf of Mexico reef fishes. *North American Journal of Fisheries Management* 36:131-139.
- Tarnecki, J.H and W.F. Patterson III. 2015. Changes in red snapper diet and trophic ecology in the northern Gulf of Mexico following the Deepwater Horizon Oil Spill. *Marine and Coastal Fisheries* 7:135-147.
- Patterson, W.F., III, J.H. Tarnecki, D.T. Addis, and L.R. Barbieri. 2014. Reef Fish community structure at natural versus artificial reefs in the northern Gulf of Mexico. *Proceedings of the Gulf and Caribbean Fisheries Institute* 66:4-9.
- Patterson III, W.F., J.H. Cowan, Jr., D.A. Nieland, and G.R. Gitzhugh, editors. 2007. *Population*

Ecology and Fisheries of U.S. Gulf of Mexico Red Snapper. American Fisheries Society Symposium 60. Bethesda, Maryland. 361 pp.

Garner, S.B. and W.F. Patterson III. 2015. Direct observation of charterboat effort, catch, and discarding of northern Gulf of Mexico reef fishes. *US Fishery Bulletin* 113:157-166.

Patterson, W.F., III. 2007. A review of Gulf of Mexico red snapper movement studies: Implications for population structure. *American Fisheries Society Symposium* 60:221-236.

Synergistic Activities in the Last 5 Years:

Grant Funding: Florida Institute of Oceanography (FIO), Florida Fish and Wildlife Conservation Commission, Florida Fish and Wildlife Research Institute, Gulf of Mexico Research Initiative; MS/AL Sea Grant, NOAA-NMFS Marine Fisheries Initiative, NOAA-NMFS Cooperative Research Program, National Science Foundation, Pew Oceans-Lenfest, USA Center for Resiliency; Appointed Member, Gulf of Mexico Fishery Management Council's Standing Scientific and Statistical Committee (Chair 2013-15); *ad hoc* reviewer for 18 journals, two book publishers, and seven grant programs; Member, Editorial Board for *Reviews in Fisheries Science and Aquaculture* and Associate Editor for *Gulf of Mexico Science*.

Collaborators in the Last 5 Years:

Mike Allen, UF; Robert Allman, NMFS; Luiz Barbieri, FWRI; Beverly Barnett, NMFS; Jane Caffrey, UWF; Shannon Calay, NMFS; John Carlson, NMFS; Dave Chagaris, UF; Zhongxing Chen, Harvard; Jim Cowan, LSU; Phil Darby, UWF; Doug DeVries, NMFS; Gary Fitzhugh, NMFS; John Gold, TAMU; David Hollander, USF; Walter Ingram, NMFS; Margaret James, UF; Andy Kane, UF; Allan Koenig, USGS; Sue Lowerrie-Barbieri, Behzad Mamoudi, FWRI; FWRI-UF; John Mareska, AL MRD; Steve Murawski, USF; Bill Patterson, University of Saskatchewan; Clay Porch, NMFS; Jay Rooker, TAMU; Alan Shiller, USM; Tom Shirley, TAMU-CC; Richard Snyder, UWF; Dave Wells, TAMU

Graduate and Post-Graduate Advisors:

Ray Birdsong (MS), Cynthia Jones (MS), Jim Cowan (PhD), Chuck Wilson (Post-Doc)

Advisees:

Post-doctoral Fellows: Steven Garner (UF, 2017-)

Graduate Students (Committee Chair): Erin Bohaboy (UF, 2017-); Beverly Barnett (UF, 2016-); Gracie Barnes (USA, 2015-17), Kristen Dahl (UF, 2012-), Steven Garner (USA, 2012-), Justin Lewis (USA, 2012-2016), Michael Norberg (USA, 2012-15), Joshua Neese (UWF, 2010-13), Joseph Tarnecki (UWF, 2010-13), Rachel Scharer (UWF, 2009-12), Carrie Fioramonti (UWF, 2009-12), Cecelia Lounder (UWF, 2006-09), Kate Shepard (UWF, 2006-08), Dustin Addis (UWF, 2005-08), Beverly Barnett (UWF, 2005-2008), Suzanne Gibson (UWF, 2004-08), Michael Dance (UWF, 2004-2007), Nicole Morris (UWF, 2004-07), Sarah Jeffers (UWF, 2004-07), Craig Newton (USA, 2002-07), Todd Clardy (USA, 2002-06)

Graduate Students (Committee Member): Devon Pharo (UF, 2016-), Holden Harris (UF, 2016-), Elizabeth Simpson (USF, 2015-), Kayla DaCosta (USA, 2014-), Kristin Hannan (USA, 2013-16), Trey Spearman (USA, 2013-15), Crystal Hightower (USA, 2010-2013), Meagan Schrandt (USA, 2010-15), Andrea Kroetz (2010-15), Marshall Johnson (USA, 2011-13), Rachel Anderson (NOVA Southeastern, 2007-09), Kelly Robinson (USA, 2008-12), Michelle Zapp (LSU, 2005-2011), Morgan Kilgour (TAMU-CC, 2004-07), David Wells (LSU, 2003-07), Kevan Gregalis (USA, 2003-06)

Undergraduate Students: Mentored 14 undergraduate Directed Studies, NSF Research Experience for Undergraduates, or Honor's Thesis Students since 2010.

CURRICULUM VITAE

GUSTAV PAULAY

a) Professional preparation

B.S. Biology, 1979, Yale University, magna cum laude, with distinction in biology
Ph.D. Zoology, 1988, University of Washington
Postdoctoral Fellow, 1990-1991, Dept. of Paleobiology, National Museum of Natural History

b) Professional appointments

2006- Curator, Florida Museum of Natural History, University of Florida
2006- Adjunct Professor, Dept. of Biology, University of Florida
2007-09 University of Florida Foundation Research Professor
2003-06 Associate Curator, Florida Museum of Natural History, University of Florida
2003-06 Adjunct Associate Professor, Dept. of Biology, University of Florida
2000-03 Assistant Curator, Florida Museum of Natural History, University of Florida
2000-03 Adjunct Assistant Professor, Dept. of Biology, University of Florida
1997-00 Director, Marine Laboratory, University of Guam
1996-00 Associate Professor, Marine Laboratory, University of Guam
1991-96 Assistant Professor, Marine Laboratory, University of Guam

c) Five relevant products

Whelan, N.V., Kocot, K.M., Kohn, A.B., Moroz, T.P., Mukherjee, K., Williams, P., Paulay, G., Moroz, L.M., Halanych, K.M. 2017. Phylogenomics uncovers Evolutionary Transitions in Ctenophora. *Nature Ecology Evolution* DOI: 10.1038/s41559-017-0331-3
Miller, A., Kerr, A., Paulay, G., Reich, M., Carvajal, J., Wilson, N., Rouse, G. 2017. Molecular Phylogeny of Extant Holothuroidea (Echinodermata). *Molecular Phylogenetics and Evolution* 111: 110-131
Kirkendale, L., Paulay, G. 2017. Photosymbiosis in Bivalvia. In: Treatise of Invertebrate Paleontology. Treatise Online Part N, Revised, Volume 1, Chapter 9, No 89: 1-31.
DOI: <https://doi.org/10.17161/to.v0i0.6554>
O'Loughlin, P.M., Harding, C., Paulay, G. 2016. The sea cucumbers of Camden Sound in northwest Australia, including four new species (Echinodermata: Holothuroidea). *Memoirs of Museum Victoria* 75:7-52
Michonneau, F., Paulay, G. 2014. Revision of the genus *Phyrella* (Holothuroidea: Dendrochirotida) with the description of a new species from Guam. *Zootaxa* 3760 (2): 101-140

Five additional products

An, J., Paulay, G. 2017. A new genus and two new species of Argeiinae (Crustacea: Isopoda: Bopyridae) from the Indo-west Pacific. *Journal of Natural History* 51:405-420
DiBattista J.D., Choat, J. H., Gaither, M.R., Hobbs, J-P.A., Lozano-Cortés, D.F., Myers, R.F., Paulay, G., Rocha, L.A., Toonen, R.J., Westneat, M.W., Berumen, M.L., 2016. On the origin of endemic species in the Red Sea. *Journal of Biogeography* 43:13-30
Duffy, J.E., Amaral-Zettler, L.A., Fautin, D. G., Paulay, G., Rynearson, T., Sosik, H.M., Stachowicz, J.J. 2013. Envisioning a National Marine Biodiversity Observation Network. *BioScience* 63: 350-361, DOI: 10.1525/bio.2013.63.5.8
Evans, N., Paulay, G. 2012. Barcoding methods for invertebrates. In: W.J. Kress & D.L. Erickson (eds). DNA barcodes: methods and protocols. Humana Press, New York. pp. 47-77
O'Loughlin, P.M., Paulay, G., Davey, N., Michonneau, F. 2011. The Antarctic Region as a marine biodiversity hotspot for echinoderms: diversity and diversification of sea cucumbers. *Deep Sea Research II* 58: 264-275

d) Synergistic activities

Marine biodiversity surveys: A major long-term goal of my lab and our collection is to document the littoral marine biota, especially of the tropics and coral reefs, in collaboration with a large network of engaged systematists. To this end we pursue field work broadly across the tropics, collect specimens, tissues, and images of most macroinvertebrate phyla, and make these collections and information broadly available through rapid curation, digitization and online access. We are involved in several large-scale (i.e., >500 spp/effort) marine biodiversity surveys. Major surveys include: 1) Guam (Paulay 2003; 5640 species), 2)

BioCode Moorea (<http://www.mooreabiocode.org/>, >4000 species), 3) CoML-CReefs survey of French Frigate Shoals, Lizard Island, Heron Island, and Ningaloo (<http://www.creefs.org/>, >2000 species). 4) BIOTAS survey of SW Indian Ocean (>1000 species). 5) Saudi Red Sea, in collaboration with KAUST (>1500 species). 6) Verde Island Channel Philippines, in collaboration with the California Academy of Sciences (ongoing). 7+) smaller efforts in Oman, Maldives, Ryukyus, Hong Kong, Micronesia, Fiji, N and S Line Islands, New Caledonia, St. Martin, Florida, British Columbia, Washington, Panama, French Guiana, etc.

Collection development: I increase the utility and accessibility of invertebrate collections at the FLMNH, by increasing holdings, soliciting researchers to study and improve identifications, and making collection information broadly available. Holdings are augmented through field surveys (above), and by rescuing and incorporating quality relinquished collections. Collection data are made available over the web (<http://specifyportal.flmnh.ufl.edu/iz/>, also through <https://www.idigbio.org/>); the >580,000 lots accessible electronically represent the third largest such resource globally for non-insect invertebrates. With NSF support we have eliminated all research collection backlog, are fully databased, and currently process ~20,000 lots per year. A Sloan Foundation-funded effort has led to subsampling ~25,000 samples representing many of the sequencable species in the collection, transfer of all subsamples to a cryogenic facility developed with NSF support, sequencing ~15,000 samples for COI, and making these publicly available through Barcode of Life Data Systems (BOLDSystems). The Moorea Biocode project has similarly funded sequencing ~8,000 samples for COI across all invertebrate phyla collected there. The collection is heavily used through visits and loans by traditional and molecular systematists alike (5-10,000 specimens loaned and 30-40 research visitors hosted annually).

Biodiversity informatics: I facilitate the development of online taxonomic resources. I am on the Steering Committee of the World Register of Marine Species, chair their Image and Award working groups, and serve as taxon editor for Holothuroidea (<http://www.marinespecies.org/aphia.php?p=taxdetails&id=123083>). The latter covers all 2500+ described species of sea cucumbers, all based on original descriptions. We are expanding this with the World Register of Deep-Sea Species to include images, distributional, and biological data (<http://www.marinespecies.org/deepsea/>). We have also created an echinoderm project on iNaturalist (<http://www.inaturalist.org/projects/echinoderms>), engaging with the public to assemble image and distributional data. Started two years ago, iNat echinoderms now has >450 members and >4000 observations.

Summary Vitae

NAME: Edward J. Phlips
POSITION: Professor
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E-MAIL: phlips@ufl.edu

PROFESSIONAL ADDRESS:
Dept. of Fisheries and Aquatic Sciences
7922 N.W. 71st Street
Gainesville, Florida 32653

EDUCATION:

| <u>University</u> | <u>Major</u> | <u>Dates</u> | <u>Degree</u> |
|------------------------------|----------------------|--------------|---------------|
| University of Miami, RSMAS | Marine Biology | 1977-81 | PhD |
| University of Miami, RSMAS | Biological Oceanogr. | 1972-76 | MS |
| University of California, SD | Biology | 1968-72 | BA |

PROFESSIONAL EXPERIENCE

(A) Positions:

| <u>Dates</u> | <u>Organization</u> | <u>Position</u> |
|--------------|----------------------------------|--|
| 2004-current | University of Florida | Professor |
| 2001-04 | University of Florida | Professor & Graduate Coordinator |
| 1994-00 | University of Florida | Associate Professor & Graduate Coordinator |
| 1988-93 | University of Florida | Assistant Professor |
| 1983-87 | University of Florida | Assistant Research Scientist |
| 1981-83 | University of Miami (R.S.M.A.S.) | Post-doc |

CURRENT TEACHING: Current graduate level class on Applied Phycology (FAS 6176) and graduate/undergraduate class on Algae Biology and Ecology (FAS4932/6176).

GRADUATE STUDENT ADVISEMENT - Served on 118 graduate student committees, including 38 as Chair (23 MS and 15 PhD).

CONTRACTS AND GRANTS as PI – Total - \$10,817,794.

REPRESENTATIVE RECENT PUBLICATIONS – Of 136 total.

Phlips, E. J., S. Badylak, M. Christman, J. Wolny, J. Garland, L. Hall, J. Hart, J. Landsberg, M. Lasi, J. Lockwood, R. Paperno, D. Scheidt, A. Staples, K. Steidinger, 2011. Scales of variability of harmful algae blooms in the Indian River Lagoon, Florida, USA. *Harmful Algae* 10:277-290.

Havens, K. E., J. R. Beaver, D. A. Casamatta, T. L. East, R. T. James, P. McCormick, E. J. Phlips and A. J. Rodusky. 2011. Hurricane effects on the planktonic food web of a large subtropical lake. *Journal of Plankton Research* 33:1081-1094.

Yilmaz, M. and E. J. Phlips. 2011. Toxicity and genetic diversity of *Cylindrospermopsis raciborskii* in Florida, USA. *Lake and Reservoir Management* 27:235-244.

Phlips, E. J., S. Badylak, J. Hart, D. Haurert, J. Lockwood, H. Manley, K. O'Donnell, D. Sun, P. Viveros and M. Yilmaz. 2012. Climatic influences on autochthonous and allochthonous phytoplankton blooms in a subtropical estuary, St. Lucie Estuary, Florida, USA. *Estuaries and Coasts* 35:335-352.

Foss, A. J., E. J. Phlips, M. Yilmaz and A. Chapman. 2012. Characterization of paralytic shellfish toxins from *Lyngbya wollei* dominated mats collected from two Florida springs. *Harmful Algae* 16:98-107.

Badylak, S., E. J. Phlips and A. L. Mathews. 2014. *Akashiwo sanguinea* (Dinophyceae) blooms in a sub-tropical estuary: An alga for all seasons. *Plankton and Benthos Research* 9:1-9.

Phlips, E. J., S. Badylak, M. Lasi, R. Chamberlain, W. Green, L. Hall, J. Hart, J. Lockwood, J. Miller and J. Steward. 2015. From red tides to green and brown tides: Bloom dynamics in a restricted subtropical lagoon under shifting climatic conditions. *Estuaries and Coasts* 38:886-904 (DOI:10.1007/s12237-014-9874-6).

Mathews, A. L., E. J. Phlips and S. Badylak. 2015. Modeling phytoplankton productivity in a shallow microtidal sub-tropical estuary. *Marine Ecology Progress Series* 531: 63-80.

Hart, J. A., E. J. Phlips, S. Badylak, N. Dix, K. Petrinc, A. L. Mathews, W. Green and A. Srifa. 2015. Phytoplankton biomass and composition in a well-flushed sub-tropical estuary: The contrasting effects of hydrology, nutrient loads and allochthonous influences. *Marine Environmental Research* 112:9-20.

Phlips, E. J. 2015. Phytoplankton blooms. In: M. Kennish (Ed.). *Encyclopedia of Estuaries*. Springer, Dordrecht, The Netherlands. Pp. 493-494. ISBN:978-94-017-8800-7.

Badylak, S., E. J. Phlips, N. Dix, J. Hart, A. Srifa, D. Haurert, Z. He, J. Lockwood, P. Stofella, D. Sun, and Y. Yang. 2016. Phytoplankton dynamics in a subtropical tidal creek: Influences of rainfall and water residence time on composition and biomass. *Marine and Freshwater Research* 67:466-482 (dx.doi.org/10.1071/mf14325).

Srifa, A. E. J. Phlips, M. F. Cichra and J. C. Hendrickson. 2016. Phytoplankton dynamics in a sub-tropical lake dominated by cyanobacteria: Cyanobacteria 'like it hot' and sometimes dry. *Aquatic Ecology* 50:163-174. (dx.DOI.org/10.1007/s10452-016-9565-4).

Nelson, N., R. Muñoz-Carpena and E. J. Phlips. 2017. A novel quantile method reveals spatiotemporal shifts in phytoplankton bloom descriptors between bloom and non-bloom conditions in a subtropical estuary. *Marine Ecology Progress Series* 567:57-78. Doi.org/10.3354/meps12054.

ANDREW R. ZIMMERMAN - CURRICULUM VITAE

Associate Professor, Department of Geological Sciences, University of Florida
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phone: (352) 392-0070 fax: (352)392-9294
e-mail: azimmer@ufl.edu

Professional Preparation

| | | |
|--|----------------------|------------------|
| The University of Chicago | Geological Sciences, | B.A. Honors 1987 |
| The University of Michigan | Marine Geochemistry | M.S. 1989 |
| College of William and Mary-Virginia Institute of Marine Science | Marine Geochemistry | Ph.D. 2000 |

Appointments

| | | |
|---------------------------------|-------------------------------|----------------|
| Associate Professor | University of Florida | 2011 - present |
| Assistant Professor | University of Florida | 2004 - 2011 |
| Postdoctoral Research Associate | Pennsylvania State University | 2002 - 2003 |

Website: <https://people.clas.ufl.edu/azimmer/> [Google Scholar Link](#)

RESEARCH

Research Specialty

Examinations of organic matter-mineral-microbe interactions and carbon cycling in soil, sediments, surface and ground water, in the present and through the geological past. Fire-produced organic matter cycling (black carbon) in the environment, biochar and contaminant sorption and degradation.

Selected Recent Refereed Publications

- Bostick, K.W., Zimmerman, A.R., Hatcher, P., Mitra, S., and A.S. Wozniak (submitted). Production, Composition, and Detection of Pyrogenic Dissolved Organic Matter from Various Biochars and Environmentally-aged Charcoals. *Frontiers in Earth Science: Biogeoscience*.
- Zimmerman, A.R. and S. Mitra (2017). Trial By Fire: On the terminology and methods used in pyrogenic organic matter research. *Frontiers in Earth Science*. 5:95.
- Stubbs, E. A., Zimmerman, A. R., Warner, L. A., and B. E. Myers (2017). Reflection on a Multidisciplinary Collaboration to Design Climate Change Core Curriculum. *Journal of Environmental Studies and Sciences*. DOI 10.1007/s13412-017-0451-8
- Mays, J. L., Brenner, M; Curtis, J, Curtis, K.V., Hodell, D.A., Correa-Metrio, A., Escobar, J., Dutton, A.L., Zimmerman, A. R., and T. P. Guilderson (2017). Stable carbon isotopes ($\delta^{13}\text{C}$) of total organic carbon and long-chain n-alkanes as proxies for climate change in a sediment core from Lake Petén-Itzá, Guatemala. *Journal of Paleolimnology*, 57: 307-319.
- Canuel, E. A., G. Brush, T. M. Cronin, R. Lockwood, A. R. Zimmerman (2017). Paleocology studies in Chesapeake Bay: A model system for understanding interactions between climate, anthropogenic activities and the environment. In, Gibson, Saunders, Gell, and Tibby eds. Chapter 15, Application of Paleoenvironmental Techniques in Estuarine Studies. Volume 20.
- Zengel, S., Jennifer Weaver, Steven C. Pennings, Brian Silliman, Donald R. Deis, Clay L. Montague, Nicolle Rutherford, Zachary Nixon, and Andrew R. Zimmerman (2016). Five Years of Deepwater Horizon Oil Spill Effects on Marsh Periwinkles (*Littoraria irrorata*). *Marine Ecology Progress Series*. doi: 10.3354/meps11827.
- Jin, J., Zimmerman, A.R., Norton, S.B., Annable, M.D. and W.G. Harris (2016). Arsenic release from Floridan Aquifer rock during incubations simulating aquifer storage and recovery operations. Accepted. *Science of the Total Environment* 551–552: 238–245.

- Kupryianchyk, D., Hale, S., Zimmerman, A. R., Harvey, O., Rutherford, D., Abiven, S., Knicker, H., Schmidt, H-P., Rumpel, C., and G. Cornelissen (2016). Sorption of hydrophobic organic compounds to a diverse suite of carbonaceous materials with emphasis on biochar *Chemosphere* 144: 879-887.
- Jin J., Zimmerman, A. R., Martin, J. B., and M.B. Khadka (2015). Spatiotemporal variations in carbon dynamics during a low flow period in a carbonate karst watershed, Florida, USA. *Biogeochemistry*, 122: 131-150.
- Leorri, E., Zimmerman, A.R., Mitra, S., Christian R. R., and A. Cearreta (2014). A 700 year record of combustion-derived pollution in northern Spain. *Science of the Total Environment*; 470–471: 240–247.
- Mukherjee, A., Lal, R., Zimmerman, A.R. (2014). Effects of biochar and other amendments on the physical properties and greenhouse gas emissions of an artificially degraded soil. *Science of the Total Environment*, 487: 26–36.
- Mahmoudi, N., Porter, T.M., Zimmerman, A.R., Fulthorpe, R.R., Kasozi, N., Silliman, B.R. and G.F. Slater (2013). Rapid degradation of *Deepwater Horizon* spilled oil by indigenous microbial communities in Louisiana salt marsh sediments. *Environ. Sci. Technol.* 47: 13303–13312.
- Mukherjee, A., Zimmerman, A.R. (2013). Organic carbon and nutrient release from a range of laboratory-produced biochars and biochar-soil mixtures. *Geoderma*, 193-194: 122–130
- Silliman, B. R., van de Koppel, J., McCoy, M. W., Diller, J., Kasozi, G. N., Earl, K., Adams, P. N., A.R. Zimmerman (2012). Degradation and resilience in Louisiana salt marshes after the BP–Deepwater Horizon oil spill. *Proc. of the Nat. Academy of Sciences*. 109: 11234-11239.

TEACHING

Courses Taught

- OCE 1001: Introduction to Oceanography
 IUF2100: Climate Change Science and Solutions
 GLY 2038: Sustainability and the Changing Earth
 GLY 5255: Organic Geochemistry and Geobiology

HONORS

- 2017-2018 Colonel Allen R and Margaret G. Crow Term Professor Award, University of Florida.
- Award of Commendation for exemplary service to the students of the Alachua County Public Schools. June 9, 2016.

SELECTED ACTIVITIES

Symposia Convener:

- The role of fire in the carbon cycle: quantification and characterization of emissions, fluxes and sequestration potential. American Geophysical Union, Fall 2016 Meeting, San Francisco, CA.
 - Using Paleo- and Modern Observations to Improve Understanding of Climate Projections, Environmental Change, and Biomass Burning. American Geophysical Union Fall 2011 Meeting, San Francisco, CA.
- 2) Department Public School Outreach Coordinator (Geogators: Founder). In the past year we delivered 28 separate earth science lessons, reaching a total of 858 students. More than half of these were at underserved public schools with high proportions of minority students.
 - 3) Developing and researching use of computer-integrated student response systems for use in General Education Earth Science classrooms.
 - 4) University of Florida Oil Spill Task Force – co-chair (2010).
 - 5) International Biochar Initiative (IBI) Biochar Panel: ‘Expert Panel to Develop Stable Biochar Carbon Test Methodology for a Carbon Market Protocol’ (June – November, 2013).

Board of Governors, State University System of Florida

Request to Offer a New Degree Program

(Please do not revise this proposal format without prior approval from Board staff)

| | |
|--|---|
| University of Florida | Fall 2020 |
| University Submitting Proposal | Proposed Implementation Term |
| College of Agricultural and Life Sciences | School of Forest Resources and Conservation |
| Name of College(s) or School(s) Marine Sciences | Name of Department(s)/ Division(s) Marine Sciences |
| Academic Specialty or Field | Complete Name of Degree |
| 30.3201 | |
| Proposed CIP Code | |

The submission of this proposal constitutes a commitment by the university that, if the proposal is approved, the necessary financial resources and the criteria for establishing new programs have been met prior to the initiation of the program.

| | |
|---|---|
| Date Approved by the University Board of Trustees | <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> President </div> <div style="text-align: center;"> 3/2/20 Date </div> </div> |
| Signature of Chair, Board of Trustees | <div style="display: flex; justify-content: space-between;"> <div style="text-align: center;"> Vice President for Academic Affairs </div> <div style="text-align: center;"> 2/28/14 Date </div> </div> |

Provide headcount (HC) and full-time equivalent (FTE) student estimates of majors for Years 1 through 5. HC and FTE estimates should be identical to those in Table 1 in Appendix A. Indicate the program costs for the first and the fifth years of implementation as shown in the appropriate columns in Table 2 in Appendix A. Calculate an Educational and General (E&G) cost per FTE for Years 1 and 5 (Total E&G divided by FTE).

| Implementation Timeframe | Projected Enrollment (From Table 1) | | Projected Program Costs (From Table 2) | | | | |
|--------------------------|-------------------------------------|-----|--|-----------|-------------------------|-----------------|------------|
| | HC | FTE | E&G Cost per FTE | E&G Funds | Contract & Grants Funds | Auxiliary Funds | Total Cost |
| Year 1 | 120 | 120 | \$2997 | \$359,600 | \$0 | \$0 | \$359,600 |
| Year 2 | 128 | 128 | | | | | |
| Year 3 | 137 | 137 | | | | | |
| Year 4 | 141 | 141 | | | | | |

| | | | | | | | |
|---------------|------------|------------|---------------|------------------|------------|------------|------------------|
| Year 5 | 144 | 144 | \$2831 | \$409,103 | \$0 | \$0 | \$409,103 |
|---------------|------------|------------|---------------|------------------|------------|------------|------------------|

Note: This outline and the questions pertaining to each section must be reproduced within the body of the proposal to ensure that all sections have been satisfactorily addressed. Tables 1 through 4 are to be included as Appendix A and not reproduced within the body of the proposals because this often causes errors in the automatic calculations.

INTRODUCTION

I. Program Description and Relationship to System-Level Goals

A. Briefly describe within a few paragraphs the degree program under consideration, including (a) level; (b) emphases, including majors, concentrations, tracks, or specializations; (c) total number of credit hours; and (d) overall purpose, including examples of employment or education opportunities that may be available to program graduates.

a. Level:

Bachelor of Science in Marine Sciences.

b. Emphases, including majors, concentrations, tracks, or specializations:

The B.S. in Marine Sciences degree program replaces the Interdisciplinary Studies-Marine Sciences major specializations that have been offered in parallel since 2012 through the Colleges of Liberal Arts and Sciences (CLAS) and Agricultural and Life Sciences (CALs) at the University of Florida (UF). Presently we have 120 undergraduates who are declared majors in the Interdisciplinary Studies Marine Sciences major between the two colleges. Our collaboratively administered Marine Sciences major is multi-disciplinary and broad in scope; every student takes courses across the fields of biology, chemistry, geology, and physics of marine, estuarine, and coastal environments, as well as the conservation and management of marine resources. Our interdisciplinary approach allows students to tailor a curriculum that suits their interests and career goals by emphasizing the physical or biological sciences (CLAS track) or the fields of ecology, conservation, and management (CALs track).

c. Total number of credit hours:

The total number of credit hours required is 120.

d. Overall purpose, including examples of employment or education opportunities that may be available to program graduates:

The overall purpose of this degree program is to provide a comprehensive marine sciences education at UF and to develop highly qualified leaders who will address critical state, national, and world coastal and marine challenges. Our interdisciplinary approach to marine science education provides students with core scientific and quantitative skills for success and prepares students for a variety of rewarding academic and professional careers related to marine sciences. Employment and education opportunities are available to graduates in a wide variety of fields, including the physical sciences (e.g., marine geology, physical oceanography, ocean and coastal engineering, climatology, non-renewable resource exploration, hydrogeology), the biological sciences (e.g., marine biology, natural resource management, environmental restoration, aquaculture, aquatic animal medicine), human dimensions (e.g., education, outreach, tourism), policy and economics (e.g., hazard mitigation, ocean policy, law, insurance, fisheries economics), and quantitative sciences (e.g., stock assessment, population dynamics).

- B. Please provide the date when the pre-proposal was presented to CAVP (Council of Academic Vice Presidents) Academic Program Coordination review group. Identify any concerns that the CAVP review group raised with the pre-proposed program and provide a brief narrative explaining how each of these concerns has been or is being addressed.**

The Council of Academic Vice Presidents (CAVP) Academic Program Coordination review group discussed the degree program pre-proposal on April 14, 2017. The CAVP review group raised no concerns with the pre-proposed degree program; no official comments were recorded.

- C. If this is a doctoral level program please include the external consultant's report at the end of the proposal as Appendix D. Please provide a few highlights from the report and describe ways in which the report affected the approval process at the university.**

N/A

- D. Describe how the proposed program is consistent with the current State University System (SUS) Strategic Planning Goals. Identify which specific goals the program will directly support and which goals the program will indirectly support (see link to the SUS Strategic Plan on [the resource page for new program proposal](#)).**

The mission of the State University System (SUS) includes the provision of undergraduate education of the highest quality to serve the needs of a diverse state and global society. UF, the flagship institution in the SUS, did not have a Marine Sciences degree program in support of this SUS mission, despite the needs and importance of Florida's diverse ocean economy, until 2012 when the Interdisciplinary Studies Marine Sciences major was introduced. The proposed Marine Sciences degree program develops students' knowledge, skills and aptitudes needed for success in the global society and marketplace and provides qualified graduates to help Florida's ocean economy employers prosper and grow. This degree program directly supports the Teaching and Learning SUS Strategic Planning Goals, including the points of emphasis - excellence, productivity, and strategic priorities, as listed below.

SUS Goal: Strengthen Quality and Reputation of Academic Programs and Universities

Development of the proposed Marine Sciences degree program will help propel UF into the top public undergraduate institutions for marine science education in the state and the nation. This major is in high demand and attracts high performing students. Therefore, the proposed Marine Sciences degree program will contribute toward the excellence performance indicators of national rankings and programs, as well as the proportion of freshmen in the top 10% of their graduating high school class.

SUS Goal: Increase Degree Productivity and Program Efficiency

Development of the proposed Marine Sciences degree program will elevate UF's teaching and learning productivity by attracting top students to UF from the state of Florida, the Southeastern US and the nation, thereby increasing the number of bachelor's degrees awarded. The proposed degree program will also contribute toward other productivity performance indicators, including average time to degree, 4-year graduation rates, and bachelor's degrees awarded to minorities. Since the initiation of the Interdisciplinary Studies - Marine Sciences major in 2012, students admitted as freshmen have completed their degrees in 3.8 years. In addition, the major attracts a high proportion of minority (20% identify as minority, 12% as Hispanic) and female students (75%).

SUS Goal: Increase the number of degrees awarded in STEM areas

When we initially established the Interdisciplinary Studies major in Marine Sciences at UF in 2012, we recruited students from other programs within the university. Many of these students may have already been declared as, or contemplating declaring in, a STEM subject. However, in the past few years, we have noted a surge in the number of students who are being recruited externally and are attracted to coming to UF specifically because of the presence of the Marine Sciences major and in light of the reputation and growth in the major.

E. If the program is to be included in a category within the Programs of Strategic Emphasis as described in the SUS Strategic Plan, please indicate the category and the justification for inclusion.

The Programs of Strategic Emphasis Categories:

1. Critical Workforce:
 - Education
 - Health
 - Gap Analysis
2. Economic Development:
 - Global Competitiveness
3. Science, Technology, Engineering, and Math (STEM)

Please see the Programs of Strategic Emphasis (PSE) methodology for additional explanations on program inclusion criteria at [the resource page for new program proposal](#).

This 30.3201 B.S. in Marine Sciences will directly address the goal of increasing the number of degrees awarded in STEM. The proposed degree program represents a holistic integration of STEM fields including biology, geology, chemistry, and physics, as well as statistics, economics, policy, human dimensions, and resource management. Therefore, this STEM degree program will provide students with the core scientific and quantitative skills necessary for career success and will prepare students for occupations related to marine sciences, including marine geology, marine biology, physical oceanography, ocean engineering, coastal engineering, natural resource management, environmental restoration, climatology, aquaculture, non-renewable resource exploration, hydrogeology, hazard mitigation, tourism, ocean policy, law, and insurance. These are critical STEM areas of interest to the State of Florida. In terms of economic impacts, more than 440,000 jobs are directly created by, or indirectly supported by, ocean resource use activities in Florida. The ocean economy contributes more than \$35 billion (2011) to Florida's economy, or 5% of the state's GDP. The state's tourism, construction, and fisheries industries are all tied to aspects of ocean and coastal resources. Additionally, hundreds of miles of sandy beaches along the Florida coastline are a major draw for tourism, the state's number one industry.

F. Identify any established or planned educational sites at which the program is expected to be offered and indicate whether it will be offered only at sites other than the main campus.

The degree program will be offered at the main campus of UF. Students will have the opportunity to study at marine field stations on both coasts of Florida; at the Nature Coast Biological Station in Cedar Key (Gulf Coast) and at the Whitney Laboratory for Marine Bioscience in Marineland (Atlantic Coast). Students will also have the opportunity to participate in a 4-day research cruise to the West Florida Shelf, onboard the Florida Institute of Oceanography (FIO) *R/V Hogarth*, as part of a 3-credit Field Marine Ecology course (FIO ship time and funding were secured for 2018 and 2019). Plans are underway to increase opportunities for students to study on board this state-of-the-art floating classroom. Study abroad courses in Cuba, Belize, San Salvador, Mexico, and the Bahamas are optional elective courses for the major.

INSTITUTIONAL AND STATE LEVEL ACCOUNTABILITY**II. Need and Demand**

- A. Need: Describe national, state, and/or local data that support the need for more people to be prepared in this program at this level. Reference national, state, and/or local plans or reports that support the need for this program and requests for the proposed program which have emanated from a perceived need by agencies or industries in your service area. Cite any specific need for research and service that the program would fulfill.**

Given the scale of importance of Florida's oceans and coasts to the state economy, training of students to enter the job market in marine science related positions plays a critical role in the vision of Florida's future. Job growth in some of these fields, e.g. marine geology, is expected to be more than 10% in the next decade. Current entry level salaries range from \$35,360 to more than \$70,720. Because of the diversity of jobs that marine science majors will be equipped to tackle, it is difficult to pinpoint specific job growth statistics in that area. Nonetheless, given that more than half of the state population lives in coastal counties, the nexus between the health and sustainability of coastlines, coastal ecosystems, and the coastal economy, this job sector is envisioned to grow significantly along with economic and population growth in the state of Florida.

- B. Demand: Describe data that support the assumption that students will enroll in the proposed program. Include descriptions of surveys or other communications with prospective students.**

The proposed degree program will replace the current Interdisciplinary Studies-Marine Sciences majors that have been offered in parallel through CLAS and CALS since 2012. These coordinated programs have shown impressive growth, with 120 students currently enrolled (20 in CLAS, 100 CALS). Therefore, we have already demonstrated high demand for a Marine Sciences degree program at UF and in the SUS.

- C. If substantially similar programs (generally at the four-digit CIP Code or 60 percent similar in core courses), either private or public exist in the state, identify the institution(s) and geographic location(s). Summarize the outcome(s) of communication with such programs with regard to the potential impact on their enrollment and opportunities for possible collaboration (instruction and research). In Appendix C, provide data that support the need for an additional program.**

The proposed Marine Sciences degree program does not duplicate other degree programs in the SUS. No degrees have been granted in the SUS under the CIP Code 30.3201 Marine Science (searchable data starts in 1991). Related degree programs exist at four SUS institutions: Florida Gulf Coast University BS in Marine Science (03.0205 Water, Wetlands and Marine Resource Management), Florida International University BS in Marine Biology (26.1302 Marine Biology and Biological Oceanography), University of West Florida BS in Marine Biology (26.1302), and Florida Gateway College BAS in Water Resources Management (03.0205). Department chairs and program directors at these institutions have been provided opportunities to submit input; no comments on the potential impact on their enrollment have been forthcoming (See attached documentation).

- D. Use Table 1 in Appendix A (1-A for undergraduate and 1-B for graduate) to categorize projected student headcount (HC) and Full Time Equivalents (FTE) according to primary sources. Generally undergraduate FTE will be calculated as 30 credit hours per year and graduate FTE will be calculated as 24 credit hours per year. Describe the rationale underlying enrollment projections. If students within the institution are expected to change majors to enroll in the proposed program at its inception, describe the shifts from disciplines that will likely occur.**

Please refer to Table 1, Appendix A for the undergraduate projected student headcount and FTE. These numbers are based on the current enrollment in the Interdisciplinary Studies Marine Sciences major as a starting point. Some growth is envisioned as the Interdisciplinary Studies major was originally populated from students in other degree programs who switched over to Marine Sciences, but now we are seeing recruitment of incoming (external) students into the major, based on the initial successes of the program. Modest growth is projected over the next 5 years, to level off at about 150 students.

E. Indicate what steps will be taken to achieve a diverse student body in this program. If the proposed program substantially duplicates a program at FAMU or FIU, provide, (in consultation with the affected university), an analysis of how the program might have an impact upon that university's ability to attract students of races different from that which is predominant on their campus in the subject program. The university's Equal Opportunity Officer shall review this section of the proposal and then sign and date Appendix B to indicate that the analysis required by this subsection has been completed.

It should be noted that the proposed BS degree program does not duplicate programs at FAMU or FIU. Both universities had the opportunity to provide statements of impact at the pre-proposal stage. Recruitment and retention of students in the Marine Sciences degree program will follow the same standard practices and procedures of all programs in both CLAS and CALS to ensure its full availability to the diverse student body at UF. Both colleges are committed to educating a diverse student body and are actively involved in college level and campus-wide programs to ensure this goal. Enrollment in our Interdisciplinary Studies - Marine Sciences major already encompass students of diverse ethnic backgrounds and the major consistently attracts a remarkably high number of female students.

Despite what is an already strong commitment to diversity, we will continue to strengthen our commitment to racial and gender diversity in our classrooms. For example, the School of Forest Resources and Conservation (SFRC), in which the CALS Marine Sciences degree program will be housed, has recently hired a second Undergraduate Academic Advisor and Recruiter. She focuses on engaging with a diverse population of potential freshmen, as well as current UF students interested in pursuing the Marine Sciences major. In addition, the Undergraduate Academic Advisor and Recruiter assists with retention communication, social media, and student tracking.

Faculty in both CLAS and CALS are committed to increasing diversity on campus and in our majors. For example, SFRC has a Diversity Task Force charged with developing methods to support a more diverse faculty and undergraduate student body. This committee actively includes and seeks the input of undergraduate students. Moreover, faculty members in both CLAS and CALS are actively engaged in programs such as UF's Minority Mentor Program, in recognition of the great importance of maintaining and promoting diversity. This type of service is, and will continue to be, actively encouraged and recognized.

III. Budget

A. Use Table 2 in Appendix A to display projected costs and associated funding sources for Year 1 and Year 5 of program operation. Use Table 3 in Appendix A to show how existing Education & General funds will be shifted to support the new program in Year 1. In narrative form, summarize the contents of both tables, identifying the source of both current and new resources to be devoted to the proposed program. (Data for Year 1 and Year 5 reflect snapshots in time rather than cumulative costs.)

In Table 2, we have summarized the funding sources for the degree program. Please note that, since we have already established the Marine Sciences program as an Interdisciplinary Studies major, no new faculty are required, and no reallocation of resources is technically required. This proposal, instead, is to transition this high-enrollment Interdisciplinary Studies major over to its own degree program. Nonetheless, we have

tabulated the costs associated with this degree program in Table 2, where the reallocated base in Year 1 is estimated at \$354,600. The difference between Year 5 and Year 1 reflects 3% increases in salary per year and the addition of some teaching assistants to accommodate extra sections in some of the core courses required by the degree program. The reallocated base in Year 1 reflects a distribution between several different departments and colleges to provide the necessary instructional staff, as shown in Table 3. This reflects participation of faculty from the Departments of Geological Sciences, Biology, Coastal Engineering, FL Museum of Natural History, and the SFRC.

- B. Please explain whether the university intends to operate the program through continuing education, seek approval for market tuition rate, or establish a differentiated graduate-level tuition. Provide a rationale for doing so and a timeline for seeking Board of Governors' approval, if appropriate. Please include the expected rate of tuition that the university plans to charge for this program and use this amount when calculating cost entries in Table 2.**

The degree program will not be offered through continuing education on a cost-recovery basis. It will be a regular state funded UF degree program.

- C. If other programs will be impacted by a reallocation of resources for the proposed program, identify the impacted programs and provide a justification for reallocating resources. Specifically address the potential negative impacts that implementation of the proposed program will have on related undergraduate programs (i.e., shift in faculty effort, reallocation of instructional resources, reduced enrollment rates, greater use of adjunct faculty and teaching assistants). Explain what steps will be taken to mitigate any such impacts. Also, discuss the potential positive impacts that the proposed program might have on related undergraduate programs (i.e., increased undergraduate research opportunities, improved quality of instruction associated with cutting-edge research, improved labs and library resources).**

Funds for the new Marine Sciences degree program will be covered by the annual operating budgets of the participating departments, as provided by CLAS and CALS. There will be no negative impact on existing Interdisciplinary Studies - Marine Sciences majors; The Interdisciplinary Studies - Marine Sciences majors in CLAS and CALS will be closed, and these students moved into the new degree program, once it is approved and in place.

- D. Describe other potential impacts on related programs or departments (e.g., increased need for general education or common prerequisite courses, or increased need for required or elective courses outside of the proposed major).**

The impact of approximately 150 Marine Sciences students at UF by year five will be felt in participating departments. Other UF departments that will be affected include Chemistry, Mathematics, Physics, and Statistics. These departments teach many of the foundation courses in the physical sciences and mathematics for the degree program. Because it is anticipated that students in the Marine Sciences degree program would have otherwise selected a similar science offering at UF, these classes should experience only slightly increased enrollments. We do anticipate a sustained and potentially increased demand for the course "OCE 1001 Introduction to Oceanography," which is taught in the Department of Geological Sciences. OCE 1001 is a core course for the major, and one that serves to attract students to the Marine Sciences major. It is currently offered in the summer (online) and fall semesters, but not in spring.

- E. Describe what steps have been taken to obtain information regarding resources (financial and in-kind) available outside the institution (businesses, industrial organizations, governmental entities, etc.). Describe the external resources that appear to be available to support the proposed program.**

No such resources are specifically required for the degree program, but there are additional external

opportunities that could enhance the undergraduate learning experience, as detailed in Section X. J.

IV. Projected Benefit of the Program to the University, Local Community, and State

Use information from Tables 1 and 2 in Appendix A, and the supporting narrative for “Need and Demand” to prepare a concise statement that describes the projected benefit to the university, local community, and the state if the program is implemented. The projected benefits can be both quantitative and qualitative in nature, but there needs to be a clear distinction made between the two in the narrative.

The proposed Marine Sciences degree program will benefit UF by attracting high performing students. In so doing, the proposed degree program will contribute to national productivity performance indicators, including average time to degree, 4-year graduation rates, and bachelor’s degrees awarded to minorities, helping to propel UF into the top public undergraduate institutions for marine science education in the state and nation.

The proposed Marine Sciences degree program will benefit the State of Florida by producing graduates who are able to compete and succeed in a broad variety of marine science related positions in Florida, the nation, and beyond. Students graduating from this program will be well prepared for positions or pursuit of graduate degrees in marine geology, marine biology, physical oceanography, ocean engineering, coastal engineering, natural resource management, environmental restoration, climatology, aquaculture, non-renewable resource exploration, hydrogeology, hazard mitigation, tourism, ocean policy, law, and insurance. In Florida, more than 440,000 jobs are directly created by, or indirectly supported by, ocean resource use activities. The ocean economy contributes more than \$35 billion (2011) to Florida’s economy; the state’s tourism, construction, and fisheries industries are all tied to aspects of ocean and coastal resources. Job growth in many of these fields is expected to increase nationally by more than 10% in the next decade. Our projected enrollment of approximately 150 students will help meet this demand for students with the necessary core scientific and quantitative skills.

V. Access and Articulation – Bachelor’s Degrees Only

- A. If the total number of credit hours to earn a degree exceeds 120, provide a justification for an exception to the policy of a 120 maximum and submit a separate request to the Board of Governors for an exception along with notification of the program’s approval. (See criteria in Board of Governors Regulation 6C-8.014)

The Bachelor of Science degree in Marine Sciences will require 120 credit hours.

List program prerequisites and provide assurance that they are the same as the approved common prerequisites for other such degree programs within the SUS (see link to the Common Prerequisite Manual on [the resource page for new program proposal](#)). The courses in the Common Prerequisite Counseling Manual are intended to be those that are required of both native and transfer students prior to entrance to the major program, not simply lower-level courses that are required prior to graduation. The common prerequisites and substitute courses are mandatory for all institution programs listed, and must be approved by the Articulation Coordinating Committee (ACC). This requirement includes those programs designated as “limited access.”

If the proposed prerequisites are not listed in the Manual, provide a rationale for a request for exception to the policy of common prerequisites. NOTE: Typically, all lower-division courses required for admission into the major will be considered prerequisites. The curriculum can require lower-division courses that are not prerequisites for admission into the major, as long as those courses are built into the curriculum for the upper-level 60 credit hours. If there are already common prerequisites for other degree programs with the same proposed CIP, every effort must be made to utilize the previously approved prerequisites instead of recommending an additional “track” of prerequisites for that CIP.

Additional tracks may not be approved by the ACC, thereby holding up the full approval of the degree program. Programs will not be entered into the State University System Inventory until any exceptions to the approved common prerequisites are approved by the ACC.

The following list of prerequisites are required of both native and transfer students prior to entrance to the Marine Sciences major in either CLAS or CALS. They are the same as the approved common prerequisites for other STEM degree programs within the SUS.

MAC 2311 Analytic Geometry and Calculus 1
CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory
CHM 2046 & 2046L General Chemistry 2 and general Chemistry 2 Laboratory
BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1
BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2

The UF Marine Sciences curriculum (CIP 30.3201) also requires completion of **OCE 1001 Introduction to Oceanography** by both native and transfer students, prior to entrance to the major in either CLAS or CALS. This course substitutes for **GLY 1000/1000C Physical Geology**, a prerequisite under the CIP 30.0205 Marine Science. The UF Marine Sciences Committee asserts that requirement of **OCE 1001 Introduction to Oceanography** contributes to success in upper division marine sciences courses by providing students with a foundation in not only the physical and geological characteristics of the Earth, but also the biological characteristics of the marine realm, the role of the ocean in shaping the global Earth environment, and an awareness of the ocean influence on human well-being.

The CLAS track requires both **PHY 2053 & 2053L Physics 1 with Laboratory for Physics 1** and **PHY 2054 & 2054L Physics 2 with Laboratory for Physics 2** *or* both **PHY 2048 & 2048L Physics with Calculus 1 and Laboratory for Physics with Calculus 1** and **PHY 2049 & 2049L Physics with Calculus 2 and Laboratory for Physics with Calculus 2** prior to entrance to the Marine Sciences major. **PHY 2053 & 2053L** is an approved common prerequisite for other STEM degree programs within the SUS. The CLAS track requires two semesters of Physics and provides the option of Physics with Calculus, as justified by the track's greater emphasis on the physical, mathematical, and engineering sciences.

The CALS track requires **PHY 2004 & 2004L Applied Physics 1 and Laboratory for Applied Physics 1**. This course serves the CALS students entering the fields of ecology, conservation, and management by emphasizing the practical applications of basic physics, including the mechanics of motion, forces, energy, momentum, wave motion and heat. **PHY 2053 & 2053L Physics 1 with Laboratory for Physics 1** and **PHY 2054 & 2054L Physics 2 with Laboratory for Physics 2** are required for the pre-vet curriculum and will substitute for the CALS track physics requirement.

- B. If the university intends to seek formal Limited Access status for the proposed program, provide a rationale that includes an analysis of diversity issues with respect to such a designation. Explain how the university will ensure that Florida College System transfer students are not disadvantaged by the Limited Access status. NOTE: The policy and criteria for Limited Access are identified in Board of Governors Regulation 6C-8.013. Submit the Limited Access Program Request form along with this document.**

N/A

- C. If the proposed program is an AS-to-BS capstone, ensure that it adheres to the guidelines approved by the Articulation Coordinating Committee for such programs, as set forth in Rule 6A-10.024 (see link to the Statewide Articulation Manual on [the resource page for new program proposal](#)). List the prerequisites, if any, including the specific AS degrees which may transfer into the program.

N/A

INSTITUTIONAL READINESS

VI. Related Institutional Mission and Strength

- A. Describe how the goals of the proposed program relate to the institutional mission statement as contained in the SUS Strategic Plan and the University Strategic Plan (see link to the SUS Strategic Plan on [the resource page for new program proposal](#)).

Our proposed degree program in Marine Sciences supports the UF and SUS missions by providing premier undergraduate education to develop highly qualified leaders who will address critical state, national, and world challenges. This degree program specifically supports the goal of the 2025 System Strategic Plan to increase the number of degrees awarded in STEM disciplines of strategic emphasis. Additionally, this degree program brings together faculty from different departments and colleges within the university, facilitating increased research collaboration and research opportunities for students, another Strategic Priority for a Knowledge Economy of the SUS mission statement.

- B. Describe how the proposed program specifically relates to existing institutional strengths, such as programs of emphasis, other academic programs, and/or institutes and centers.

The proposed interdisciplinary program will be collaboratively administered through CLAS and CALS and efficiently leverages the faculty, courses, and resources of the Departments of Geological Sciences and Biology, and the Fisheries and Aquatic Sciences program of the SFRC to provide a comprehensive marine sciences education at UF. Though UF is strong in the Marine Sciences, the faculty are spread between different colleges and departments. This major will help to better establish this presence on campus by uniting faculty and students engaged in Marine Sciences. This program will also take advantage of multiple UF coastal research stations and has a strong potential to interact with the UF Climate Institute, Water Institute, Emerging Pathogens Institute (EPI), the Land Use and Environmental Change Institute (LEUCI), and the FIO.

- C. Provide a narrative of the planning process leading up to submission of this proposal. Include a chronology in table format of the activities, listing both university personnel directly involved and external individuals who participated in planning. Provide a timetable of events necessary for the implementation of the proposed program.

The planning of this program was thorough and comprehensive and dates to Fall 2010. In response to student interest, the CLAS Departments of Biology and Geological Sciences and the CALS SFRC-Fisheries and Aquatic Sciences independently began working on plans to develop an interdisciplinary marine sciences program. In cross-college discussions, it became evident that we were well-poised to offer a dynamic cross-college major, combining our disciplines and maximizing our teaching resources. Faculty members of the departments formed committees to develop curricula for Interdisciplinary Studies tracks in Marine Sciences. The committees worked quickly and presented plans to their respective faculties and college curriculum committees in Fall 2011, gaining approval. On December 20, 2011, the UF

University Curriculum Committee approved the proposal for the Interdisciplinary Studies - Marine Sciences major in CLAS and CALS. The first students were accepted into the major in Summer 2012.

Enrollment in the Interdisciplinary Studies - Marine Sciences major grew, providing incentive to develop the major into stand-alone degree programs in CLAS and CALS. Accordingly, a reorganized Marine Sciences Committee worked on a pre-proposal document throughout 2016-2017. The Board of Governors Council of Academic Vice Presidents work group discussed the pre-proposal for a BS in Marine Sciences on April 14, 2017, passing it with no concerns.

Planning Process

| Date | Participants | Planning Activity |
|------------|---|---|
| 10-11-10 | CLAS faculty, administrators | Discussed creation of Marine Sciences Interdisciplinary major |
| 10-14-10 | CLAS and CALS faculty | Discussed integration of Marine Sciences Interdisciplinary major curriculum across colleges |
| 3-16-2011 | Faculty of Dept. of Biology and Dept. Geological Sciences | Approve to go ahead with development of the major |
| 4-21-2011 | Fisheries and Aquatic Sciences Program Advisory Committee, Fisheries and Aquatic Sciences faculty | Discussed need for Marine Sciences major |
| 4-25-2011 | CALS and CLAS faculty, staff, administrators | Discussed cross-college Interdisciplinary Studies tracks in Marine Sciences |
| 9-27-11 | School of Forest Resources and Conservation faculty, administrators | SFRC committee formed to develop curriculum for CALS track |
| 10-10-11 | CLAS Curriculum Committee | Approved CLAS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-1-2011 | School of Forest Resources and Conservation Undergraduate Programs Committee | Approved CALS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-10-2011 | School of Forest Resources and Conservation faculty | Approved CALS Marine Sciences Interdisciplinary Studies Major proposal |
| 11-18-2011 | CALS Curriculum Committee | Approved CALS Marine Sciences Interdisciplinary Studies proposal |
| 12-20-2011 | University Curriculum Committee | Approved cross-college Interdisciplinary Studies tracks in Marine Sciences |
| 2-29-2012 | CALS and CLAS faculty, staff | Cross-College Marine Sciences Committee formed |
| 4-22-2013 | Deans of CALs and CLAS | Requested provost place Marine Sciences BS on UF Work Plan |
| 3-24-2017 | Marine Sciences Committee | Submitted Pre-proposal to UF Provost |
| 4-14-2017 | Board of Governors Council of Academic Vice Presidents work group | Discussed and passed Pre-proposal |

Events Leading to Implementation

| Date | Implementation Activity |
|-------------|---|
| Fall 2019 | Submission to Colleges/UCC |
| Winter 2019 | Submission to Senate, Provost |
| Spring 2020 | BOT approval and BOG notification |
| Fall 2020 | First enrollment, Current Interdisciplinary students change to new degree program |

VII. Program Quality Indicators - Reviews and Accreditation

Identify program reviews, accreditation visits, or internal reviews for any university degree programs related to the proposed program, especially any within the same academic unit. List all recommendations and summarize the institution's progress in implementing the recommendations.

Accreditation by an outside agency is not required. Instead, the degree program will be reviewed periodically by external experts and stakeholders and monitored by the UF Marine Sciences Committee, composed of faculty and staff from CLAS and CALS.

VIII. Curriculum

- A. Describe the specific expected student learning outcomes associated with the proposed program. If a bachelor's degree program, include a web link to the Academic Learning Compact or include the document itself as an appendix.

Student Learning Outcomes (SLOs):

1. Demonstrate competence in the basic terminology, concepts, methodologies and theories used within the marine sciences.
2. Analyze information in the marine sciences and develop reasoned solutions to problems using the processes and applications of scientific inquiry.
3. Discriminate ethical behavior from unethical behavior in scientific research.
4. Communicate knowledge, ideas and reasoning clearly, effectively and objectively in written or oral forms appropriate to the marine sciences.

CLAS Academic Learning Compact: https://catalog.ufl.edu/UGRD/colleges-schools/UGLAS/IS_BS07/#academiclearningcompacttext

CLAS Academic Learning Compact: https://catalog.ufl.edu/UGRD/colleges-schools/UGAGL/IDS_BS17/#academiclearningcompacttext

- B. Describe the admission standards and graduation requirements for the program.

There are no admission standards that are different for this particular degree program, relative to the normal admission standards. The degree program requires 60-67 credits of coursework completed with a minimum grade of C. At least 30 credits of coursework must be completed at UF. Students must also meet standard graduation requirements at the university and college levels.

- C. Describe the curricular framework for the proposed program, including number of credit hours and composition of required core courses, restricted electives, unrestricted electives, thesis requirements, and dissertation requirements. Identify the total numbers of semester credit hours for the degree.

The proposed degree program requires 60-67 credits of coursework in the major and 120 total credit hours. The CLAS and CALS tracks were developed in parallel and are complementary; the curriculum provides the core scientific and quantitative skills necessary for success. Lower-division courses build a strong foundation in basic sciences and math while upper-division courses provide opportunity for specialization.

Students in CLAS complete an upper-division core that integrates the physical and biological sciences, mathematics, and engineering. They work closely with a faculty advisor to create an individualized curriculum of at least 12 credits of approved electives.

Students in CALS complete an upper-division core that concentrates on biological and ecological marine

science essentials while also giving students a critical understanding of how statistics and economics are integrated into marine science and resource management. Students work closely with a faculty advisor to create an individualized curriculum plan of at least 18 approved elective credits and 15-16 hours of planned credits. These can include courses on resource management, human dimensions, conservation, quantitative population assessment and others.

D. Provide a sequenced course of study for all majors, concentrations, or areas of emphasis within the proposed program.

Sequenced course of study for the CLAS track in the proposed degree program:

Semester 1

- **CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory (Critical Tracking; State Core Gen Ed Physical Sciences)**
- **IDS 1161 What is the Good Life (Gen Ed Humanities)**
- **Select one: MAC 2311 Analytic Geometry and Calculus 1 (Critical Tracking), MAC 1147 Precalculus Algebra and Trigonometry (State Core Gen Ed Mathematics)**
- **OCE 1001 Introduction to Oceanography (Critical Tracking; Gen Ed Physical Sciences)**

Semester 2

- **CHM 2046 & 2046L General Chemistry 2 and General Chemistry 2 Laboratory (Critical Tracking; Gen Ed Physical Sciences)**
- **Select one: Elective, MAC 2311 Analytic Geometry and Calculus 1 (if needed)**
- **State Core Gen Ed Composition; Writing Requirement**
- **State Core Gen Ed Humanities**
- **State Core Gen Social and Behavioral Sciences**

Semester 3

- **BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 (Critical Tracking; Gen Ed Biological Sciences)**
- **GLY 3083C Fundamentals of Marine Sciences (Gen Ed Physical Sciences)**
- **Select one: MAC 2312 Analytic Geometry and Calculus 2, STA 2023 Introduction to Statistics 1 (Gen Ed Mathematics)**
- **Elective (3000 level or above, not in major)**
- **Gen Ed Humanities**

Semester 4

- **BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2 (Critical Tracking; Gen Ed Biological Sciences)**
- **Select one: PHY 2053 & 2053L Physics 1 and Laboratory for Physics 1 (Critical Tracking; Gen Ed Physical Sciences), PHY 2048 & 2048L Physics with Calculus 1 and Laboratory for Physics with Calculus 1 (Critical Tracking)**
- **Elective (3000 level or above, not in major)**
- **Gen Ed Social and Behavioral Sciences**

Semester 5

- **Select one: PHY 2054 & 2054L Physics 2 and Laboratory for Physics 2 (Critical Tracking; Gen Ed Physical Sciences), PHY 2049 & 2049L Physics with Calculus 2 and Laboratory for Physics with Calculus 2 (Critical Tracking)**

- **ZOO 4926 Special Topics in Zoology (Marine Ecology) or FAS 4270 Marine Ecological Processes**
- Elective
- Foreign language

Semester 6

- **GLY 4726 Geochemical Oceanography**
- **ZOO 4403C Marine Biology**
- Gen Ed Composition: Writing requirement
- Foreign language

Semester 7

- Approved elective
- Electives (3000 level or above, not in major)
- Marine sciences core elective
- Gen Ed Social and Behavioral Sciences

Semester 8

- Approved electives
- Elective
- Elective (3000 level or above, not in major)

Sequenced course of study for the CALS track in the proposed degree program:

Semester 1

- **CHM 2045 & 2045L General Chemistry 1 and General Chemistry 1 Laboratory (Critical Tracking; State Core Gen Ed Biological and Physical Sciences)**
- **IDS 1161 What is the Good Life (Gen Ed Humanities)**
- **OCE 1001 Introduction to Oceanography (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- State Core Gen Ed Social and Behavioral Sciences
- Elective

Semester 2

- **CHM 2046 & 2046L General Chemistry 2 and General Chemistry 2 Laboratory (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- **MAC 2311 Analytic Geometry and Calculus 1 (Critical tracking; State Core Gen Ed Mathematics)**
- State Core Gen Ed Composition; Writing Requirement
- State Core Gen Ed Humanities

Semester 3

- Select one: **AEB 3103 Principles of Food and Resource Economics, ECO 2023 Principles of Microeconomics, ECO 2013 Principles of Macroeconomics (Gen Ed Social and Behavioral Sciences)**
- **BSC 2010 & 2010L Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)**
- Gen Ed Composition; Writing Requirement
- **MAC 2312 Analytic Geometry and Calculus 2 (recommended elective)**

Semester 4

- **BSC 2011 & 2011L Integrated Principles of Biology 2 and Integrated Principles of Biology 2 Laboratory** (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)
- **PHY 2004 & 2004L Applied Physics 1 and Laboratory for Applied Physics 1** (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences)
- **STA 2023 Introduction to Statistics 1** (Gen Ed Mathematics)
- **FAS 2024 Global and Regional Perspectives in Fisheries** (Recommended elective)

Semester 5

- **AEC 3030C Effective Oral Communication or SPC 2608 Introduction to Public Speaking**
- **Select one: FNR 3410C Natural Resource Sampling, STA 3024 Introduction to Statistics 2, STA 4210 Regression Analysis, STA 4222 Sample Survey Design**
- **CHM 2200 & 2200L Fundamentals of Organic Chemistry and Fundamentals of Organic Chemistry Laboratory** (recommended electives)
- **Elective**

Semester 6

- **FAS 4932 Topics in Fisheries and Aquatic Sciences** (Biology and Ecology of Algae)
- **GLY 3083C Fundamentals of Marine Sciences** (Gen Ed Biological and Physical Sciences)
- **ZOO 4205C Invertebrate Biodiversity**
- **Approved electives**

Semester 7

- **Select one: AEC 3033C Research and Business Writing in Agricultural and Life Sciences** (Writing Requirement), **ENC 2210 Technical Writing** (Writing Requirement), **ENC 3254 Professional Writing in the Discipline** (Writing Requirement)
- **FAS 4202 Biology of Fishes**
- **Selection one: FAS 4270 Marine Ecological Processes, ZOO 4926 Special Topics in Zoology** (Marine Ecology)
- **FNR 4660 Natural Resource Policy and Economics**
- **Elective**

Semester 8

- **Approved electives**
- **Electives**

E. Provide a one- or two-sentence description of each required or elective course.

CLAS track**CLAS Required Courses**

BSC 2010 Integrated Principles of Biology 1. The first of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Studies the origin of life systems; of biological molecules and organization of living things at the subcellular, cellular and organismic levels; and of the activities of living forms in obtaining and utilizing energy and materials in growth, maintenance and reproduction.

BSC 2010L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2010.

BSC 2011 Integrated Principles of Biology 2. The second of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Examination in living things of the principles of information storage, transmission and utilization at the cell, organism and population levels; of the mechanisms of evolutionary change in the diversification of living things and their life styles; of population growth and regulation; and of energy flow and biogeochemical cycling in the biosphere.

BSC 2011L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2011.

CHM 2045 General Chemistry 1. Stoichiometry, atomic and molecular structure, the states of matter, reaction rates and equilibria.

CHM 2045L General Chemistry 1 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2045.

CHM 2046 General Chemistry 2. Acids and bases, additional aspects of chemical equilibria, thermodynamics, electrochemistry, complex ions and descriptive chemistry.

CHM 2046L General Chemistry 2 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2046.

FAS 4270 Marine Ecological Processes. The ecology of marine organisms and habitats with focus on how general ecological principles, and those unique to the marine environment, drive patterns and processes.

GLY 3083C Fundamentals of Marine Sciences. Introduces the basic disciplines of marine sciences, including geology, chemistry, physics, biology and conservation, with an emphasis on marine research. Includes three mandatory Saturday field trips.

GLY 4726 Geochemical Oceanography. Focuses on chemical properties and processes in the oceans, exploring the links between chemistry, biology, geology, and global change within a marine context. Topics include elemental composition and speciation, biogeochemical cycles, chemical and isotopic tracers, chemistry of marine sediments, and oceanic uptake of anthropogenic carbon.

IDS 1161 What is the Good Life. Examines the enduring question, "What is the Good Life", from the perspectives of the humanities. Topics include the cost of the good life, how people have chosen to live as members of local and global communities, and conceptions and expressions of beauty, power, love, and health.

MAC 1147 Precalculus algebra and Trigonometry. College algebra, functions, coordinate geometry, exponential and logarithmic functions, and trigonometry.

MAC 2311 Analytic Geometry and Calculus 1. Introduces analytic geometry; limits; continuity; differentiation of algebraic, trigonometric, exponential and logarithmic functions; applications of the derivative; inverse trigonometric functions; differentials; introduction to integration; and the fundamental theorem of calculus.

MAC 2312 Analytic Geometry and Calculus 2. Techniques of integration; applications of integration; differentiation and integration of inverse trigonometric, exponential and logarithmic functions; sequences and series.

OCE 1001 Introduction to Oceanography. Explores the geological, physical, and biological characteristics of Earth's marine realm. Includes discussion of scientific methods, the history of oceanography, and emphasizes understanding of the mutual interactions between humans and the ocean.

PHY 2048 Physics with Calculus 1. The first of a two-semester sequence of physics for scientists and engineers. The course covers Newtonian mechanics and includes motion, vectors, Newton's laws, work and conservation of energy, systems of particles, collisions, equilibrium, oscillations and waves.

PHY 2048L Laboratory for Physics with Calculus 1. Laboratory experience for PHY 2048 illustrating the practical applications of Newtonian mechanics.

PHY 2049 Physics with Calculus 2. The second of a two-semester sequence of physics for scientists and engineers. Content includes Coulomb's law, electric fields and potentials, capacitance, currents and circuits, Ampere's law, Faraday's law, inductance, Maxwell's equations, electromagnetic waves, ray optics, interference and diffraction.

PHY 2049L Laboratory for Physics with Calculus 2. Laboratory experience for PHY 2049 illustrating the practical applications of Coulomb's law, electric fields and potentials, capacitance, currents and circuits, Ampere's law, Faraday's law, inductance, Maxwell's equations, electromagnetic waves, ray optics, interference and diffraction.

PHY 2053 Physics 1. First semester of introductory physics de-emphasizing calculus. Structure and properties of matter; kinematics, dynamics and statics; momentum and energy; rotation, elasticity; vibration; fluids; temperature and expansion, heat transfer, thermal behavior of gases; wave motion and sound.

PHY 2053L Laboratory for Physics 1. Laboratory experience for PHY 2053 illustrating the practical applications of the structure and properties of matter; kinematics, dynamics and statics; momentum and energy; rotation, elasticity; vibration; fluids; temperature and expansion, heat transfer, thermal behavior of gases; wave motion and sound.

PHY 2054 Physics 2. Second semester of introductory physics de-emphasizing calculus. Electric charge, fields and circuits; electromagnetism, applied electricity; geometrical optics, wave optics, applied optics; electrons and photons; atoms and nuclei.

PHY 2054L Laboratory for Physics 2. Laboratory experience for PHY 2054 illustrating the practical applications of electric charge, fields and circuits; electromagnetism, applied electricity; geometrical optics, wave optics, applied optics; electrons and photons; atoms and nuclei.

STA 2023 Introduction to Statistics 1. Graphical and numerical descriptive measures. Simple linear regression. Basic probability concepts, random variables, sampling distributions, central limit theorem. Large and small sample confidence intervals and significance tests for parameters associated with a single population and for comparison of two populations. Use of statistical computer software and computer applets to analyze data and explore new concepts.

ZOO 4403C Marine Biology. Survey of major marine taxa, systematics of local marine fauna and flora, with familiarization of the marine environment. Laboratory emphasizes field work and independent projects.

ZOO 4926 Special Topics in Zoology (Marine Ecology). Provides students with a conceptual understanding of ecology with an emphasis on marine community ecology in tropical coral reefs. Immerses students in field research, from conceptualization to final products including presentations and reports.

CLAS Core Electives

EGN 4932 Special Topics (Physical Oceanography). Covers selected, rotating topics in physical oceanography.

GLY 2010C Physical Geology. Materials, structures and surface features of the earth and processes which have produced them. Related laboratory demonstrations and experiences.

GLY 2100C Historical Geology. Evolution of the earth and its life, including the major physical events and evolutionary changes recorded in the geologic past. Related laboratory, demonstrations and exercises.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 3105C Evolution of Earth and Life. Advanced examination of the geologic history of planet earth with an emphasis on North America.

GLY 3202C Earth Materials. Overview of the origin and occurrence of earth materials with a particular emphasis on the identification and classification of minerals and rocks. Activities involve lecture and a fully integrated laboratory component where students learn to identify and classify minerals and rocks through both macroscopic and microscopic investigation.

CLAS Approved Electives

EGN 4932 Special Topics (Physical Oceanography). Covers selected, rotating topics in physical oceanography.

ESC 3075 Deltas and Humans. Examines the historical relationship between humans and deltas, outlining possible coastal management plans in response to sea level rise.

FAS 4202C Biology of Fishes. The general biology of fishes, with emphasis on trends in their evolution, integrative and sensory biology, physiology, feeding ecology, reproduction, growth and population dynamics as they relate to fisheries.

FAS 4305C Introduction to Fishery Science. Principles of fish management in freshwater and marine systems. Includes field and laboratory techniques for aquatic habitat and fishery resource assessment, aquaculture practices and consideration of contemporary issues pertinent to sport and commercial uses of renewable fisheries resources.

FAS 4405 Aquariums, Water and Aquaculture. Culture methods of fish and shellfish, species selection, biological and environmental principles, case histories and future trends.

FAS 4932 Special Topics in Fisheries and Aquatic Sciences (Marine Adaptations). Examines and compares the physiological adaptations of marine, coastal, and estuarine organisms to environmental conditions.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 3105C Evolution of Earth and Life. Advanced examination of the geologic history of planet earth with an emphasis on North America.

GLY 3202C Earth Materials. Overview of the origin and occurrence of earth materials with a particular emphasis on the identification and classification of minerals and rocks. Activities involve lecture and a fully integrated laboratory component where students learn to identify and classify minerals and rocks through both macroscopic and microscopic investigation.

GLY 3603C Paleontology. Investigation of the history of life on earth, including aspects of invertebrate and vertebrate paleontology, micropaleontology and paleobotany.

GLY 4450 Geophysics. Introduces the basic types of geophysical data used to characterize the subsurface. Learn about seismic refraction and reflection, gravity, magnetics, heat flow and electromagnetic methods.

GLY 4552C Sedimentary Geology. Basic disciplines important in understanding the origin and classification of sedimentary rocks including sedimentary petrology, sedimentology and stratigraphy.

GLY 4734 Coastal Morphology and Processes. Examines the nature and variety of coastal processes, and the origin and modification of environmental changes along coasts, including human activities in the coastal zone.

GLY 4930 Special Topics in Geology (Estuarine Systems). Lecture, conferences, or laboratory sessions covering selected topics of current interest in modern geology.

OCE 3016 Introduction to Coastal and Oceanographic Engineering. Introduces important coastal and oceanographic processes. Geophysical fluid motions; waves and tides; air-sea interaction; pollutant transport; coastal hydraulic and sedimentary processes.

ZOO 4205C Invertebrate Biodiversity. Comparative biology of invertebrates, emphasizing morphology, evolution, ecology and life history.

CLAS Additional Electives, with Instructor Permission

EOC 6196 Littoral Processes. Shoreline developments; nearshore hydrodynamics; sediment transport phenomena by waves and wind; methods of determining littoral transport quantities; effects of groins, jetties, and other coastal structures on littoral processes.

EOC 6934 Advanced Topics in Coastal and Oceanographic Engineering. Waves; wave-structure interaction; coastal structures; ocean structures; sediment transport; instrumentation; advanced data analysis techniques; turbulent flow and its applications.

FAS 5276C Field Ecology of Aquatic Organisms. Understanding principles of fish and shellfish ecology through field studies. Intensive study in lakes, rivers, and coastal marshes to gain understanding of how fish and shellfish interact with their environment. Requires extensive field trips.

FAS 6176 Algae Biology and Ecology. Covers the biology and ecology of aquatic algae, including evolution, classification, structure, photosynthesis, growth, and reproduction. Emphasis on the ecological role of algae in different aquatic ecosystems, their impacts, and their applications.

GLY 5255 Organic Geochemistry and Geobiology. Theory, practice, and methods of organic geochemistry, organic biogeochemistry, and geomicrobiology.

GLY 5558C Sedimentology. Lecture and discussion of major sedimentary processes active in coastal and continental margin settings, focus on relating processes with sedimentary facies. Class work augmented with frequent field trips.

GLY 5736 Marine Geology. Detailed introduction to the origin and evolution of ocean basins, ocean margins, and oceanic sediments and microfossils, including a paleoceanographic history of the marine realm.

GLY 5786L Topics in Field Geology (Bahamas). Visits to selected sites and regions of outstanding geologic value and interest.

GLY 6075 Global Climate Change: Past, Present, and Future. Evolution of the Earth's climate through geologic time, including discussion of modern climatology and methods of paleoclimate interpretations.

GLY 6425 Tectonics. Evolution and formation of mid-ocean ridges, seamounts, hot spots, island arcs, back-arc basins, passive margins, and mountain chains.

GLY 6932 Special Topics in Geology (Chemical Biomarkers in Aquatic Systems). Lectures, conferences, or laboratory sessions covering selected topics of current interest in modern geology.

OCP 6050 Physical Oceanography. Structure of ocean basins; physical and chemical properties of seawater; basic physical laws used in oceanography; ocean current; thermohaline effects; numerical models; heat budget.

OCP 6168 Data Analysis Techniques for Coastal and Ocean Engineers. Data editing, fundamentals of spectral analysis, subsurface and surface signal analysis, directional spectral analysis.

OCP 6295 Estuarine and Shelf Hydrodynamics 1. Kinematics and dynamics of estuaries, small scale motions, tidal hydrodynamics, nontidal circulations, shelf waves, estuary and shelf interactions, mathematical models.

ZOO 6456C Ichthyology. Examines the diversity of fishes in the southeastern U.S. with an emphasis on Florida. In addition to phylogenetic relationships and identification, lectures, labs and research will emphasize the morphological, behavioral, and ecological adaptations of fishes living in different environments.

ZOO 6406 Biology of Sea Turtles. All aspects of biology of sea turtles and how their biology effects their conservation.

CALS track**CALS Required Courses**

AEB 3103: Principles of Food and Resource Economics. Introduces the field of food and resource economics, the principles of economics as applied to agriculture, and the economic problems of the agricultural industry and the individual farmer.

AEC 3030C Effective Oral Communication. Strategies and techniques for effective presentations in the food, agricultural and natural resource professions. Emphasis on oral and visual techniques for formal and informal situations including leadership and group settings.

AEC 3033C Research and Business Writing in Agricultural and Life Sciences. Establishes the importance of effective communication to success in both the educational and professional environments; emphasizes writing as a primary form of communication; examines the elements of effective written communication in organizational and scholarly areas; and explores the causes of ineffective writing and ways to correct them.

BSC 2010 Integrated Principles of Biology 1. The first of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Studies the origin of life systems; of biological molecules and organization of living things at the subcellular, cellular and organismic levels; and of the activities of living forms in obtaining and utilizing energy and materials in growth, maintenance and reproduction.

BSC 2010L Integrated Principles of Biology Laboratory 1. Laboratory experiments designed to accompany BSC 2010.

BSC 2011 Integrated Principles of Biology 2. The second of a two-semester sequence that prepares students for advanced biological sciences courses and allied fields. Examination in living things of the principles of information storage, transmission and utilization at the cell, organism and population levels; of the mechanisms of evolutionary change in the diversification of living things and their life styles; of population growth and regulation; and of energy flow and biogeochemical cycling in the biosphere.

BSC 2011L Integrated Principles of Biology Laboratory 2. Laboratory experiments designed to accompany BSC 2011.

CHM 2045 General Chemistry 1. Stoichiometry, atomic and molecular structure, the states of matter, reaction rates and equilibria.

CHM 2045L General Chemistry 1 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2045.

CHM 2046 General Chemistry 2. Acids and bases, additional aspects of chemical equilibria, thermodynamics, electrochemistry, complex ions and descriptive chemistry.

CHM 2046L General Chemistry 2 Laboratory. Laboratory experiments designed to reflect the topics presented in CHM 2046.

ECO 2013 Principles of Macroeconomics. The nature of economics, economic concepts and institutions; growth, unemployment and inflation; money and banking; economic policies; and the international economy.

ECO 2023 Principles of Microeconomics. Theories of production, determination of prices and distribution of income in regulated and unregulated industries. Attention is also given to industrial relations, monopolies and comparative economic systems.

ENC 2210 Technical Writing. Surveys the forms and methods of communication used in business, industry and government, including nonformal and formal reports, letters, resumes and proposals.

ENC 3254 Professional Writing in the Discipline. A communication course adjusted to a specific professional discipline, the discipline to be determined by need. Covers major elements of organizational communication with emphasis on composition of reports, proposals, letters and memos, manuals, and oral presentations. Course materials and assignments are relevant to the specific discipline.

FAS 4202C Biology of Fishes. The general biology of fishes, with emphasis on trends in their evolution, integrative and sensory biology, physiology, feeding ecology, reproduction, growth and population dynamics as they relate to fisheries.

FAS 4270 Marine Ecological Processes. The ecology of marine organisms and habitats with focus on how general ecological principles, and those unique to the marine environment, drive patterns and processes.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Biology and Ecology of Algae). Management, use, and control of freshwater and marine algae and aquatic microorganisms. Overview of associated products, processes, and problems and economic implications.

FNR 3410C Natural Resource Sampling. Basic concepts of sampling. Design of cost-effective sample surveys. Sampling methodology applicable to natural resources: simple random, stratified, systematic, multi-phase and multi-stage. Cluster sampling, ratio, regression and difference estimation. Line transects. Computer simulation of sampling methods. Introduces remote sensing, geographic information and global positioning systems

FNR 4660 Natural Resource Policy and Economics. Factors in evolution of forest, range, and wildlife natural resources administration and policies in the United States; policy components; policy formation, implementation, change processes; and economic criteria for evaluating the effectiveness of policies

GLY 3083C Fundamentals of Marine Sciences. Introduces the basic disciplines of marine sciences, including geology, chemistry, physics, biology and conservation, with an emphasis on marine research.

IDS 1161 What is the Good Life. Examines the enduring question, "What is the Good Life?" from the perspectives of the humanities. Topics include the cost of the good life, how people have chosen to live as members of local and global communities, and conceptions and expressions of beauty, power, love and health.

MAC 2311 Analytic Geometry and Calculus 1. Introduces analytic geometry; limits; continuity; differentiation of algebraic, trigonometric, exponential and logarithmic functions; applications of the derivative; inverse trigonometric functions; differentials; introduction to integration; and the fundamental theorem of calculus.

OCE 1001 Introduction to Oceanography. Explores the geological, physical, and biological characteristics of Earth's marine realm. Includes discussion of scientific methods, the history of oceanography, and emphasizes understanding of the mutual interactions between humans and the ocean.

PHY 2004 Applied Physics 1. Emphasizes the practical applications of basic physics to a range of professions, including architecture, agricultural sciences, building construction and forest resources. Mechanics of motion, forces, energy, momentum, wave motion and heat.

PHY 2004L Laboratory for Applied Physics 1. Laboratory experience illustrating the practical applications of basic physics, including the mechanics of motion, forces, energy, momentum, wave motion and heat.

SPC 2608 Introduction to Public Speaking. Theory and practice presenting public speeches, determining communication purpose(s) and adapting to organization, evidence, language and other message characteristics for designated audiences.

STA 2023 Introduction to Statistics 1. Graphical and numerical descriptive measures. Simple linear regression. Basic probability concepts, random variables, sampling distributions, central limit theorem. Large and small sample confidence intervals and significance tests for parameters associated with a single population and for comparison of two populations. Use of statistical computer software and computer applets to analyze data and explore new concepts.

STA 3024 Introduction to Statistics 2. An introduction to the analysis of variance. Nonparametric statistical methods and applications. Analysis of count data: chi-square and contingency tables. Simple and multiple linear regression methods with applications.

STA 4210 Regression Analysis. Simple linear regression and multiple linear regression models. Inference about model parameters and predictions, diagnostic and remedial measures about the model, independent variable selection, multicollinearity, autocorrelation and nonlinear regression. SAS implementation of the above topics.

STA 4222 Sample Survey Design. An introduction to the design of sample surveys and the analysis of survey data, the course emphasizes practical applications of survey methodology. Topics include sources of errors in surveys, questionnaire construction, simple random, stratified, systematic and cluster sampling, ratio and regression estimation, and a selection of special topics such as applications to quality control and environmental science.

ZOO 4205C Invertebrate Biodiversity. Comparative biology of invertebrates, emphasizing morphology, evolution, ecology and life history.

ZOO 4926 Special Topics in Zoology (Marine Ecology). Provides students with a conceptual understanding of ecology with an emphasis on marine community ecology in tropical coral reefs. Immerses students in field research, from conceptualization to final products including presentations and reports.

CALS Approved Electives

AEB 3450 Introduction to Natural Resource and Environmental Economics. Introduces natural and environmental resource economics. Emphasizes understanding economic concepts such as resource scarcity, market failure, externality, property rights and common property resources and their application to studies of forest, land, water, energy and coastal resources.

CHM 2200 Fundamentals of Organic Chemistry. An elementary course embracing the more important aspects of organic chemistry. Intended for students in programs requiring only one semester of organic chemistry. Not intended for pre-med, pre-dentistry or pre-vet students.

CHM 2200L Fundamentals of Organic Chemistry Laboratory. Organic laboratory experiments to accompany CHM 2200.

EGN 4932 Special Topics (Physical Oceanography). Structure of ocean basins; physical and chemical properties of seawater; basic physical laws used in oceanography; ocean current; thermohaline effects; numerical models; heat budget.

FAS 2024 Global and Regional Perspectives in Fisheries. Fish biology, ecology and habitats relevant to fisheries on both a global and regional (Florida) scale. Follows the fisheries occurring from cold mountain rivers to the depths of the oceans, with special topics (e.g., artificial reefs, fisheries bycatch and aquaculture). Intended for non-science and science majors.

FAS 4305C: Introduction to Fishery Science. Principles of fish management in freshwater and marine systems. Includes field and laboratory techniques for aquatic habitat and fishery resource assessment, aquaculture practices and consideration of contemporary issues pertinent to sport and commercial uses of renewable fisheries resources.

FAS 4405 Aquariums, Water and Aquaculture. Culture methods of fish and shellfish, species selection, biological and environmental principles, case histories and future trends.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Advanced Open Water SCUBA). Recreational SCUBA training and experience, in accordance with the National Association of Underwater Instructors (NAUI) standards.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Applied Fisheries Statistics). Population sampling and estimation, statistical assumptions and robustness, mark-recapture, growth, and empirical modeling of populations.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Field Ecology of Aquatic Organisms). Understanding principles of fish and shellfish ecology through field studies. Intensive study in lakes, rivers, and coastal marshes to gain understanding of how fish and shellfish interact with their environment.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Invasion Ecology of Aquatic Animals). A comprehensive overview of invasion ecology, highlighting aspects related to aquatic animals, including ecological concepts and debates underlying this developing field.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Marine Adaptations). Compares the physiological adaptations of marine, coastal, and estuarine organisms to environmental conditions across levels of organization, from ecological and organismal to cellular and molecular.

FAS 4932 Topics in Fisheries and Aquatic Sciences (Science Diver). Scientific and research SCUBA training and experience, in accordance with the National Association of Underwater Instructors (NAUI) standards.

FNR 3410C Natural Resource Sampling. Basic concepts of sampling. Design of cost-effective sample surveys. Sampling methodology applicable to natural resources: simple random, stratified, systematic, multi-phase and multi-stage. Cluster sampling, ratio, regression and difference estimation. Line transects. Computer simulation of sampling methods. Introduces remote sensing, geographic information and global positioning systems

FOR 3202 Society and Natural Resources. Local-to-global and individual-to-institutional perspectives on natural resource values, sustainability, diversity, and social change with consideration of potential paths for working with complex human and natural resource systems.

FOR 4941 Internship in Natural Resources. Supervision by a faculty member and a post-internship report are required.

GEO 4300 Environmental Biogeography. Description and explanation of spatial patterns of biodiversity and the underlying biophysical factors of human-environment interactions. Investigates past and present distributions of organisms and how patterns of environmental variation influence organisms. How biogeography is used to design nature reserves and how forecasting climate change may affect organisms and explain human adaptations to environmental variability.

GIS 3072C Geographic Information Systems. Addresses GIS concepts, data sources, spatial references: GIS data modeling, management, and editing; surface modeling; and vector and raster analysis. Provides practical examples, tutorials, and projects serving the geomatics, natural resource management, and planning fields.

GLY 3074 Oceans and Global Climate Change. Examines the role the oceans play in determining climate and regulating global climate change on a range of timescales from decades to millions of years.

GLY 4726 Geochemical Oceanography. Focuses on chemical properties and processes in the oceans, exploring the links between chemistry, biology, geology, and global change within a marine context. Topics include elemental composition and speciation, biogeochemical cycles, chemical and isotopic tracers, chemistry of marine sediments, and oceanic uptake of anthropogenic carbon.

GLY 4734 Coastal Morphology and Processes. Examines the nature and variety of coastal processes, and the origin and modification of environmental changes along coasts, including human activities in the coastal zone.

MAC 2312 Analytical Geometry and Calculus 2. Techniques of integration; applications of integration; differentiation and integration of inverse trigonometric, exponential and logarithmic functions; sequences and series.

OCE 3016 Introduction to Coastal and Oceanographic Engineering. Introduces important coastal and oceanographic processes. Geophysical fluid motions; waves and tides; air-sea interaction; pollutant transport; coastal hydraulic and sedimentary processes.

PCB 4043C General Ecology. Ecological processes and organization in terrestrial and aquatic habitats. Laboratory and field exercises emphasize techniques of ecological analysis.

PCB 4674 Evolution. Processes and mechanisms of evolution, including population genetics, speciation, patterns of evolution and molecular evolution.

STA 3024 Introduction to Statistics 2. An introduction to the analysis of variance. Nonparametric statistical methods and applications. Analysis of count data: chi-square and contingency tables. Simple and multiple linear regression methods with applications.

STA 4210 Regression Analysis. Simple linear regression and multiple linear regression models. Inference about model parameters and predictions, diagnostic and remedial measures about the model, independent variable selection, multicollinearity, autocorrelation and nonlinear regression. SAS implementation of the above topics.

STA 4211 Design of Experiments. The basic principles of experimental design: analysis of variance for experiments with a single factor; randomized blocks and Latin square designs: multiple comparison of treatment means; factorial and nested designs; analysis of covariance; response surface methodology.

STA 4222 Sample Survey Design. An introduction to the design of sample surveys and the analysis of survey data, the course emphasizes practical applications of survey methodology. Topics include sources of errors in surveys, questionnaire construction, simple random, stratified, systematic and cluster sampling, ratio and regression estimation, and a selection of special topics such as applications to quality control and environmental science.

SYD 4510 Environment and Society. Social foundations of environmental problems and social responses to environmental issues, including contestation, conflicts and movements.

VME 4012 Aquatic Animal Conservation Issues. Controversial conservation issues surrounding aquatic species, from invertebrates to marine mammals.

VME 4013 Aquatic Wildlife Health Issues. Introduces the natural history, anatomy, physiology, behavior and health issues of aquatic wildlife: marine mammals, sea turtles, crocodiles and some fish and invertebrates.

WIS 3553C Introduction to Conservation Genetics. Types of molecular polymorphisms found in nature, including how genetic information is organized, what evolutionary and demographic forces act to shape genetic polymorphisms, and how and why genetics are useful in population conservation and management.

WIS 4203C Landscape Ecology and Conservation. Central constructs and methods of landscape ecology are applied to wildlife ecology and conservation.

WIS 4501 Introduction to Wildlife Population Ecology. The dynamics and regulation of biological populations and life-history theory.

WIS 4523 Human Dimensions of Natural Resource Conservation. Local and international models are used to provide an interdisciplinary overview of the theory and practice of conservation education, environmental communication and integrated resource management and conservation.

WIS 4601C Quantitative Wildlife Ecology. Concepts and applications of quantitative techniques in ecology and wildlife management.

ZOO 4403C Marine Biology. Survey of major marine taxa, systematics of local marine fauna and flora, with familiarization of the marine environment. Laboratory emphasizes field work and independent projects.

ZOO 4405 Sea Turtle Biology and Conservation. The biology of sea turtles and their roles in marine ecosystems, focusing on current major issues in sea turtle biology and challenges in their conservation and management.

CALS Additional Electives, with Instructor Permission

FAS 6337C Fish Population Dynamics. Analyzing fish populations for management purposes. Methods for estimating population parameters such as growth, recruitment, and mortality. Using population parameters and computer models to predict yield and catch composition, and bioenergetics approaches for fisheries management problems.

GLY 6075 Global Climate Change: Past, Present, and Future. Evolution of the Earth's climate through geologic time, including discussion of modern climatology and methods of paleoclimate interpretations.

OCP 6295 Estuarine and Shelf Hydrodynamics 1. Kinematics and dynamics of estuaries, small scale motions, tidal hydrodynamics, nontidal circulations, shelf waves, estuary and shelf interactions, mathematical models.

ZOO 6406 Biology of Sea Turtles. All aspects of biology of sea turtles and how their biology effects their conservation.

ZOO 6456C Ichthyology. Examines the diversity of fishes in the southeastern U.S. with an emphasis on Florida. In addition to phylogenetic relationships and identification, lectures, labs and research will emphasize the morphological, behavioral, and ecological adaptations of fishes living in different environments.

F. For degree programs in the science and technology disciplines, discuss how industry-driven competencies were identified and incorporated into the curriculum and indicate whether any industry advisory council exists to provide input for curriculum development and student assessment.

Industry-driven competencies were identified by external boards: The Biology Leadership Circle, the Geological Sciences External Advisory Board, and the Fisheries and Aquatic Sciences Program Advisory Council. Membership on these advisory councils includes industry, state, and federal agency leaders. Our curriculum and Student Learning Outcomes were developed to ensure that students receive exceptional training in the competencies identified by the councils, including professional communication, critical thinking, leadership, and ethical behavior. Annual Academic Assessment Reports evaluate student achievement in these areas and results are discussed within the Marine Sciences Committee (faculty from CLAS and CALS) and with the external boards to ensure that industry-driven competencies are successfully incorporated into the marine sciences curriculum.

G. For all programs, list the specialized accreditation agencies and learned societies that would be concerned with the proposed program. Will the university seek accreditation for the program if it is available? If not, why? Provide a brief timeline for seeking accreditation, if appropriate.

Accreditation by an outside agency is not required. The program will be periodically reviewed by external experts and monitored by the Marine Sciences Committee, composed of faculty from CLAS and CALS.

- H. For doctoral programs, list the accreditation agencies and learned societies that would be concerned with corresponding bachelor's or master's programs associated with the proposed program. Are the programs accredited? If not, why?

N/A

- I. Briefly describe the anticipated delivery system for the proposed program (e.g., traditional delivery on main campus; traditional delivery at branch campuses or centers; or nontraditional delivery such as distance or distributed learning, self-paced instruction, or external degree programs). If the proposed delivery system will require specialized services or greater than normal financial support, include projected costs in Table 2 in Appendix A. Provide a narrative describing the feasibility of delivering the proposed program through collaboration with other universities, both public and private. Cite specific queries made of other institutions with respect to shared courses, distance/distributed learning technologies, and joint-use facilities for research or internships.

The delivery of the proposed degree program will be primarily on the main campus, but will also include field trips and additional off-campus opportunities for study including the [Semester of Immersion](#) offered through the Department of Biology that includes numerous elective courses for the Marine Science degree. Several of the courses will also include online components to the coursework with some optional fully online courses. No new collaborations with other universities will be required to implement this degree program.

IX. Faculty Participation

- A. Use Table 4 in Appendix A to identify existing and anticipated full-time (not visiting or adjunct) faculty who will participate in the proposed program through Year 5. Include (a) faculty code associated with the source of funding for the position; (b) name; (c) highest degree held; (d) academic discipline or specialization; (e) contract status (tenure, tenure-earning, or multi-year annual [MYA]); (f) contract length in months; and (g) percent of annual effort that will be directed toward the proposed program (instruction, advising, supervising internships and practica, and supervising thesis or dissertation hours).

See Table 4, Appendix A.

- B. Use Table 2 in Appendix A to display the costs and associated funding resources for existing and anticipated full-time faculty (as identified in Table 4 in Appendix A). Costs for visiting and adjunct faculty should be included in the category of Other Personnel Services (OPS). Provide a narrative summarizing projected costs and funding sources.

See Table 2 in Appendix A.

- C. Provide in the appendices the abbreviated curriculum vitae (CV) for each existing faculty member (do not include information for visiting or adjunct faculty).

Please see Appendix C.

- D. Provide evidence that the academic unit(s) associated with this new degree have been productive in teaching, research, and service. Such evidence may include trends over time for average course load, FTE productivity, student HC in major or service courses, degrees granted, external funding attracted, as well as qualitative indicators of excellence.

The Department of Geological Sciences (CLAS) has 20 full time teaching and research faculty who are all involved with undergraduate and graduate education at some level. The Department offers BS and BA degrees in Geology and a BA degree in Environmental Geoscience. There are currently 66 residential undergraduate majors and 45 UF Online majors in the Department. The number of undergraduate majors has more than tripled since 2010. Well over half of the faculty in the department currently have external grant funding from state and federal agencies for research that totals about \$5.5 million. Funding at this level has been steady for over 10 years.

The Department of Biology (CLAS) has 28 full time research and teaching faculty in Gainesville who are all involved with undergraduate and graduate education at some level. The Department offers BS and BA degrees in Biology and BS degrees in Botany and Zoology. There are currently 2243 residential undergraduate majors and 60 UF Online undergraduate majors in Biology, 35 in Botany and 87 in Zoology. The number of undergraduate majors in Biology has been climbing steadily, such that it is now the largest undergraduate major at UF. About 75% of the research faculty in the department currently have external grant funding from state and federal agencies for research that totals about \$3.8 million.

The School of Forest Resources and Conservation (SFRC), in CALS, is comprised of three major programs, each with established majors: Forest Resources and Conservation (FRC), Fisheries and Aquatic Sciences (FAS), and Geomatics (GEM). The proposed Marine Sciences degree program is most closely aligned with the FAS program, though key elements of the others are pertinent. The SFRC has 47 tenure-track and 2 non-tenure track faculty who are state-funded and another 24 faculty who are either joint appointments with other UF departments or are grant-funded. Of all these, the FAS program has 24 tenure-track, 3 joint and 5 non-tenure track faculty. All School faculty are engaged in undergraduate and/or graduate education at some level. The School offers B.S. degrees in FRC, GEM and Natural Resource Conservation (NRC), and has been the home of the UF-CALS track of the Marine Sciences (MAR) major since its inception. Undergraduate enrollments in Fall 2017 were FRC=62, GEM=63, NRC=99, and MAR=95. Enrollments in all majors have increased over the past decade, substantially so for NRC and the CALS MAR track. Graduate enrollments (Ph.D., M.S. and non-thesis Masters) have similarly increased over the same period; in Fall 2017 total graduate enrollments were FRC=98, GEM=30, and FAS=80. The School also offers 9 graduate certificates online, with 139 active certificate students. The SFRC is now the second largest producer of student credit hours in UF's College of Agricultural and Life Sciences, among 16 departments and schools, up from ninth highest in 2008-2009. Total School expenditures for FY2017-2018 were \$23.61 million, of which \$13.13 million were appropriated and \$7.43 million were federal and state grants. Grant expenditures since 2012 have varied annually between, \$7.43 and \$11.88 million.

X. Non-Faculty Resources

- A. Describe library resources currently available to implement and/or sustain the proposed program through Year 5. Provide the total number of volumes and serials available in this discipline and related fields. List major journals that are available to the university's students. Include a signed statement from the Library Director that this subsection and subsection B have been reviewed and approved.**

The Libraries of the University of Florida form the largest information resource system in the state of Florida. The libraries hold over 6,000,000 print volumes, 1,400,000 e-books, 170,000 full-text electronic journals, and 1000 electronic databases. The George A. Smathers Libraries of the University of Florida, a system of six research libraries, includes libraries for sciences, humanities & social sciences, architecture & fine arts, education and health sciences. The UF Levin School of Law supports a related, but independent law library. Books and periodicals, related to marine science are located primarily in the Marston Science Library.

Electronic Books, journals and many key databases, such as Web of Science, BIOSIS Citation Index, Proquest SciTech Collection and others, are available via the internet to UF students, faculty and staff. Many relevant databases are multidisciplinary and are funded centrally. The UF libraries expend over \$5

Million yearly on electronic resources. Listed below are some of the important journals available at UF for use by students pursuing a marine science degree:

- Biogeochemistry
- Coral Reefs
- Hydrobiologia
- Journal of Experimental Marine Biology and Ecology
- Marine Biodiversity Records
- Marine Biology
- Marine Biotechnology
- Marine Ecology
- Marine Environmental Research
- Marine Geology
- Nature
- Oceanography
- Paleoceanography
- Progress in Oceanography
- Science

All students, faculty, and staff may use interlibrary loan services. The Libraries hold memberships in a number of consortia, and in institutions such as the Center for Research Libraries, ensuring access to materials not held locally. A service, known as “Uborrow” allows UF patrons to easily borrow materials from any other Florida state university or college library. Library patrons initiate unmediated requests via a union catalog, and materials are delivered to Gainesville within a few days. Uborrow access is often faster (with a longer circulation period) than with traditional interlibrary loan.

With monies allocated through the Provost and the UF budgeting process, the library materials budget is determined by the Dean of Libraries in consultation with the Associate Dean for Scholarly Resources & Research Services and subject specialist librarians. The subject specialist for the biological/life sciences, with input from Department of Biology, the Department of Geological Sciences, and the School of Forest Resources and Conservation faculty, determines acquisition priorities for the year. Standing subscriptions to journal literature and databases make up the majority of purchasing. Online research guides for all UF disciplines and many specific topics are available from the library website <http://library.ufl.edu>. Many online tutorials for specific databases are also available. Additionally, the UF Libraries hosts workshops, lectures and events throughout the year.

B. Describe additional library resources that are needed to implement and/or sustain the program through Year 5. Include projected costs of additional library resources in Table 2 in Appendix A. Please include the signature of the Library Director in Appendix B.

No additional resources beyond the current allocation and normal growth in holdings already in place to support current programs are necessary to implement or sustain the undergraduate degree program in Marine Sciences.

C. Describe classroom, teaching laboratory, research laboratory, office, and other types of space that are necessary and currently available to implement the proposed program through Year 5.

The current Marine Sciences Interdisciplinary Studies major uses classroom space that is available within the participating departments and across campus, as necessary, for instructional purposes. This includes small (~20 people) to large (~200 people) classrooms, as well as instructional laboratory space. There are numerous research laboratories distributed across campus that are relevant to Marine Sciences as well as field-based research stations such as the Whitney Laboratory for Marine Bioscience on the Atlantic coast and the Seahorse Key Marine Laboratory and Nature Coast Biological Station on the Gulf coast. This diversity of strong research programs provides a wealth of opportunities to participate in research at the undergraduate level across a wide spectrum of marine science topics.

- D. Describe additional classroom, teaching laboratory, research laboratory, office, and other space needed to implement and/or maintain the proposed program through Year 5. Include any projected Instruction and Research (I&R) costs of additional space in Table 2 in Appendix A. Do not include costs for new construction because that information should be provided in response to X (E) below.**

N/A

- E. If a new capital expenditure for instructional or research space is required, indicate where this item appears on the university's fixed capital outlay priority list. Table 2 in Appendix A includes only Instruction and Research (I&R) costs. If non-I&R costs, such as indirect costs affecting libraries and student services, are expected to increase as a result of the program, describe and estimate those expenses in narrative form below. It is expected that high enrollment programs in particular would necessitate increased costs in non-I&R activities.**

N/A

- F. Describe specialized equipment that is currently available to implement the proposed program through Year 5. Focus primarily on instructional and research requirements.**

The teaching and research laboratories are well-equipped with the necessary equipment, instrumentation, and computers to carry out the coursework required towards the degree program, as well as providing additional opportunities for more in-depth research experiences. We also have access to vessels to be used for instructional purposes to facilitate field studies. In summary, all major equipment is in place to support the new degree program and no new equipment will be required.

- G. Describe additional specialized equipment that will be needed to implement and/or sustain the proposed program through Year 5. Include projected costs of additional equipment in Table 2 in Appendix A.**

N/A

- H. Describe any additional special categories of resources needed to implement the program through Year 5 (access to proprietary research facilities, specialized services, extended travel, etc.). Include projected costs of special resources in Table 2 in Appendix A.**

N/A

- I. Describe fellowships, scholarships, and graduate assistantships to be allocated to the proposed program through Year 5. Include the projected costs in Table 2 in Appendix A.**

Students in the degree program will be eligible to compete for existing scholarships offered by both colleges.

- J. Describe currently available sites for internship and practicum experiences, if appropriate to the program. Describe plans to seek additional sites in Years 1 through 5.**

Internship programs currently available through the University of Florida, as well as state and federal partners, are ideally suited for undergraduate students in the Marine Sciences degree program. At the University, internships are potentially available through the IFAS Dean of Research Summer Internship program, the UF Whitney Laboratory, and the UF/IFAS Nature Coast Biological Station. In addition to UF sponsored programs, internships are available from:

- NOAA (https://coast.noaa.gov/fellowship/undgrad_opportunities.html), and
- FWC (<http://myfwc.com/research/about/careers/internships-volunteers/opportunities>), and numerous opportunities collated by:
- Sea Grant (<https://www.marinecareers.net/internships-and-fellowships>).

APPENDIX A

**TABLE 1-A
PROJECTED HEADCOUNT FROM POTENTIAL SOURCES
(Baccalaureate Degree Program)**

| Source of Students (Non-duplicated headcount in any given year)* | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|---|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| | HC | FTE | HC | FTE | HC | FTE | HC | FTE | HC | FTE |
| Upper-level students who are transferring from other majors within the university** | 9 | 9 | 6 | 6 | 5 | 5 | 3 | 3 | 3 | 3 |
| Students who initially entered the university as FTIC students and who are progressing from the lower to the upper level*** | 101 | 101 | 111 | 111 | 120 | 120 | 126 | 126 | 129 | 129 |
| Florida College System transfers to the upper level*** | 6 | 6 | 7 | 7 | 7 | 7 | 7 | 7 | 8 | 8 |
| Transfers to the upper level from other Florida colleges and universities*** | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 4 | 4 | 4 |
| Transfers from out of state colleges and universities*** | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| Other (Explain)*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Totals | 120 | 120 | 128 | 128 | 137 | 137 | 141 | 141 | 144 | 144 |

* List projected annual headcount of students enrolled in the degree program. List projected yearly cumulative ENROLLMENTS instead of admissions.

** If numbers appear in this category, they should go DOWN in later years.

*** Do not include individuals counted in any PRIOR CATEGORY in a given COLUMN.

APPENDIX A
TABLE 1-B
PROJECTED HEADCOUNT FROM POTENTIAL SOURCES
(Graduate Degree Program)

| Source of Students (Non-duplicated headcount in any given year)* | Year 1 | | Year 2 | | Year 3 | | Year 4 | | Year 5 | |
|--|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| | HC | FTE | HC | FTE | HC | FTE | HC | FTE | HC | FTE |
| Individuals drawn from agencies/industries in your service area (e.g., older returning students) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Students who transfer from other graduate programs within the university** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who have recently graduated from preceding degree programs at this university | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who graduated from preceding degree programs at other Florida public universities | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Individuals who graduated from preceding degree programs at non-public Florida institutions | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional in-state residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional out-of-state residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Additional foreign residents*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other (Explain)*** | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Totals | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

* List projected annual headcount of students enrolled in the degree program. List projected yearly cumulative ENROLLMENTS instead of admissions.

** If numbers appear in this category, they should go DOWN in later years.

*** Do not include individuals counted in any PRIOR category in a given COLUMN.

APPENDIX A

**TABLE 2
PROJECTED COSTS AND FUNDING SOURCES**

| Instruction & Research Costs (non-cumulative) | Year 1 | | | | | | | | Year 5 | | | | | | | |
|---|-------------------------|-------------------------|---------------------|-------------------------|--------------------------|-------------------------|----------------------------|-------------------------|--------------------------------|-----------------------------|----------------|--------------------------|-------------------------|----------------------------|------------------|----------------------------------|
| | Funding Source | | | | | | | | Subtotal columms 1+...+7 | Funding Source | | | | | | Subtotal columms 9+...+ 14 |
| | Reallocated Base* (E&G) | Enrollment Growth (E&G) | New Recurring (E&G) | New Non-Recurring (E&G) | Contracts & Grants (C&G) | Philanthropy Endowments | Enterprise Auxiliary Funds | Continuing Base** (E&G) | | New Enrollment Growth (E&G) | Other*** (E&G) | Contracts & Grants (C&G) | Philanthropy Endowments | Enterprise Auxiliary Funds | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | | |
| Faculty Salaries and Benefits | 293,102 | 0 | 0 | 0 | 0 | 0 | 0 | \$293,102 | 328,519 | 0 | 0 | 0 | 0 | 0 | \$328,519 | |
| A & P Salaries and Benefits | 32,157 | 0 | 0 | 0 | 0 | 0 | 0 | \$32,157 | 36,192 | 0 | 0 | 0 | 0 | 0 | \$36,192 | |
| USPS Salaries and Benefits | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | |
| Other Personal Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | |
| Assistantships & Fellowships | 29,342 | 0 | 0 | 0 | 0 | 0 | 0 | \$29,342 | 36,082 | 3,309 | 0 | 0 | 0 | 0 | \$39,391 | |
| Library | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | |
| Expenses | 0 | 5,000 | 0 | 0 | 0 | 0 | 0 | \$5,000 | 5,000 | 0 | 0 | 0 | 0 | 0 | \$5,000 | |
| Operating Capital Outlay | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | |
| Special Categories | 0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | 0 | 0 | 0 | 0 | 0 | 0 | \$0 | |
| Total Costs | \$354,600 | \$5,000 | \$0 | \$0 | \$0 | \$0 | \$0 | \$359,600 | \$405,794 | \$3,309 | \$0 | \$0 | \$0 | \$0 | \$409,103 | |

*Identify reallocation sources in Table 3.

**Includes recurring E&G funded costs ("reallocated base," "enrollment growth," and "new recurring") from Years 1-4 that continue into Year 5.

***Identify if non-recurring.

Faculty and Staff Summary

| | Year 1 | Year 5 |
|------------------------|--------|--------|
| Total Positions | | |
| Faculty (person-years) | 2.49 | 2.49 |
| A & P (FTE) | 0 | 0 |
| USPS (FTE) | 0 | 0 |

Calculated Cost per Student FTE

| | Year 1 | Year 5 |
|--------------------|-----------|-----------|
| Total E&G Funding | \$359,600 | \$409,103 |
| Annual Student FTE | 120 | 144 |
| E&G Cost per FTE | \$2,997 | \$2,831 |

Table 2 Column Explanations

| | | |
|-------------------------|---|--|
| Reallocated Base* (E&G) | 1 | E&G funds that are already available in the university's budget and will be reallocated to support the new program. Please include these funds in the Table 3 - Anticipated reallocation of E&G funds and indicate their source. |
|-------------------------|---|--|

| | | |
|-----------------------------------|----|--|
| Enrollment Growth (E&G) | 2 | Additional E&G funds allocated from the tuition and fees trust fund contingent on enrollment increases. |
| New Recurring (E&G) | 3 | Recurring funds appropriated by the Legislature to support implementation of the program. |
| New Non-Recurring (E&G) | 4 | Non-recurring funds appropriated by the Legislature to support implementation of the program. Please provide an explanation of the source of these funds in the budget section (section III. A.) of the proposal. These funds can include initial investments, such as infrastructure. |
| Contracts & Grants (C&G) | 5 | Contracts and grants funding available for the program. |
| Philanthropy Endowments | 6 | Funds provided through the foundation or other Direct Support Organizations (DSO) to support of the program. |
| Enterprise Auxiliary Funds | 7 | Use this column for continuing education or market rate programs and provide a rationale in section III.B. in support of the selected tuition model. |
| Subtotal columns 1+...+7 | 8 | Subtotal of values included in columns 1 through 7. |
| Continuing Base** (E&G) | 9 | Includes the sum of columns 1, 2, and 3 over time. |
| New Enrollment Growth (E&G) | 10 | See explanation provided for column 2. |
| Other*** (E&G) | 11 | These are specific funds provided by the Legislature to support implementation of the program. |
| Contracts & Grants (C&G) | 12 | See explanation provided for column 5. |
| Philanthropy Endowments | 13 | See explanation provided for column 6. |
| Enterprise Auxiliary Funds | 14 | Use this column for continuing education or market rate programs and provide a rationale in section III.B. in support of the selected tuition model. |
| Subtotal columns 9+...+ 14 | 15 | Subtotal of values included in columns 9 through 14. |

APPENDIX A

**TABLE 3
ANTICIPATED REALLOCATION OF EDUCATION & GENERAL FUNDS***

| Program and/or E&G account from which current funds will be reallocated during Year 1 | Base before reallocation | Amount to be reallocated | Base after reallocation |
|---|--------------------------|--------------------------|-------------------------|
| Geological Sciences | 311,450 | 107,293 | \$204,156 |
| Biology | 89,099 | 17,258 | \$71,841 |
| Coastal Engineering | 125,315 | 18,534 | \$106,781 |
| Museum of Natural History | 115,698 | 53,779 | \$61,919 |
| School of Forest Resources and Conservation | 748,231 | 65,226 | \$683,005 |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| Totals | \$1,389,793 | \$262,091 | \$1,127,702 |

* If not reallocating funds, please submit a zeroed Table 3

APPENDIX A

**TABLE 4
ANTICIPATED FACULTY PARTICIPATION**

| Faculty Code | Faculty Name or *New Hire* Highest Degree Held Academic Discipline or Speciality | Rank | Contract Status | Initial Date for Participation in Program | Mos. Contract Year 1 | FTE Year 1 | % Effort for Prg. Year 1 | PY Year 1 | Mos. Contract Year 5 | FTE Year 5 | % Effort for Prg. Year 5 | PY Year 5 |
|--------------|--|-----------------|------------------|---|----------------------------|---------------|--------------------------------|--------------|----------------------------|---------------|--------------------------------|--------------|
| A | Andrea Dutton, PhD Geological Sciences | Asst. Prof. | Tenure track | Fall 2020 | 9 | 0.75 | 0.71 | 0.53 | 9 | 0.75 | 0.71 | 0.53 |
| A | John Jaeger, PhD Geological Sciences | Assoc. Prof. | Tenured | Fall 2020 | 9 | 0.75 | 0.29 | 0.22 | 9 | 0.75 | 0.29 | 0.22 |
| A | Arnoldo Valle-Levinson, PhD Coastal Engineering | Professor | Tenured | Fall 2020 | 9 | 0.75 | 0.15 | 0.11 | 9 | 0.75 | 0.15 | 0.11 |
| A | Andy Zimmerman, PhD Geological Sciences | Assoc. Prof. | Tenured | Fall 2020 | 9 | 0.75 | 0.14 | 0.10 | 9 | 0.75 | 0.14 | 0.10 |
| A | Matt Smith, PhD Geological Sciences | Senior Lecturer | Non-tenure track | Fall 2020 | 9 | 0.75 | 0.07 | 0.05 | 9 | 0.75 | 0.07 | 0.05 |
| A | Gustav Paulay, PhD Marine Biodiversity | Curator | Tenured | Fall 2020 | 12 | 1.00 | 0.46 | 0.46 | 12 | 1.00 | 0.46 | 0.46 |
| A | Joan Herrera, PhD Marine Invertebrate Biology | Adjunct | Non-tenure track | Fall 2020 | 5 | 0.38 | 1.00 | 0.38 | 5 | 0.38 | 1.00 | 0.38 |
| A | Mike Gil, PhD Marine Ecology | Adjunct | Non-tenure track | Fall 2020 | 5 | 0.38 | 0.20 | 0.08 | 5 | 0.38 | 0.20 | 0.08 |
| A | Nicole Gerlach, PhD Biology | Lecturer | Non-tenure track | Fall 2020 | 9 | 0.75 | 0.10 | 0.08 | 9 | 0.75 | 0.10 | 0.08 |
| A | Damian Adams, PhD Marine Policy & Economics | Asst. Prof. | Tenure track | Fall 2020 | 12 | 1.00 | 0.02 | 0.02 | 12 | 1.00 | 0.02 | 0.02 |
| A | Rob Ahrens, PhD Quantitative Marine Fisheries | Asst. Prof. | Tenure track | Fall 2020 | 12 | 1.00 | 0.03 | 0.03 | 12 | 1.00 | 0.03 | 0.03 |
| A | Daryl Parkyn, PhD Biology of Marine Fishes | Research Assoc. | Non-tenure track | Fall 2020 | 12 | 1.00 | 0.15 | 0.15 | 12 | 1.00 | 0.15 | 0.15 |
| A | Ed Philips, PhD Phytoplankton Ecology | Professor | Tenured | Fall 2020 | 12 | 1.00 | 0.06 | 0.06 | 12 | 1.00 | 0.06 | 0.06 |
| A | Don Behringer, PhD Marine Ecology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.09 | 0.09 | 12 | 1.00 | 0.09 | 0.09 |
| A | William Patterson, PhD Marine Fisheries Ecology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.03 | 0.03 | 12 | 1.00 | 0.03 | 0.03 |
| A | Shirley Baker, PhD Invertebrate Biology | Assoc. Prof. | Tenured | Fall 2020 | 12 | 1.00 | 0.10 | 0.10 | 12 | 1.00 | 0.10 | 0.10 |
| | | | | | | | | | | | | |
| | Total Person-Years (PY) | | | | | | | 2.49 | | | | 2.49 |

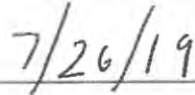
| Faculty Code | Source of Funding | PY Workload by Budget Classification | |
|--------------|---|--------------------------------------|---------------|
| | | Year 1 | Year 5 |
| A | Existing faculty on a regular line | 2.49 | 2.49 |
| B | New faculty to be hired on a vacant line | 0.00 | 0.00 |
| C | New faculty to be hired on a new line | 0.00 | 0.00 |
| D | Existing faculty hired on contracts/grants | 0.00 | 0.00 |
| E | New faculty to be hired on contracts/grants | 0.00 | 0.00 |
| | Overall Totals for | Year 1 | Year 5 |
| | | 2.49 | 2.49 |

APPENDIX B

Please include the signature of the Equal Opportunity Officer and the Library Director.



Signature of Equal Opportunity Officer



Date



Signature of Library Director



Date

This appendix was created to facilitate the collection of signatures in support of the proposal. Signatures in this section illustrate that the Equal Opportunity Officer has reviewed section II.E of the proposal and the Library Director has reviewed sections X.A and X.B.

Catalog Copy 10/07/2019

MARINE SCIENCES | CALS

MAJOR

- [Home](#)
- [Undergraduate Catalog](#)
- [Colleges and Schools](#)
- [Agricultural and Life Sciences, College of](#)
- Marine Sciences CALS

From oceans to coastal wetlands, students will learn about marine organisms and their behaviors and interactions with the environment. Marine Sciences students study oceanography, statistics, fisheries and aquatic sciences, and invertebrate biodiversity. Students can focus elective courses on ecology, organismal biology, economics, human dimensions, and/or quantitative or professional skills.

ABOUT THIS PROGRAM

- **College:** [Agricultural and Life Sciences](#)
- **Degree:** Bachelor of Science
- **Credits for Degree:** 120
- [Additional Information](#)
- [Related Marine Sciences Programs](#)

To graduate with this major, students must complete all university, college, and major requirements.

Overview

The university promotes an interdisciplinary approach to marine science education and research to prepare students for a variety of rewarding academic and professional careers. This major, offered cooperatively with the College of Liberal Arts and Sciences, allows students to tailor a curriculum that suits their interests and career goals.

The curriculum provides students with the core scientific and quantitative skills necessary for success. Lower-division courses build a strong foundation in basic

sciences and math while upper-division courses provide opportunity for specialization. Students in the College of Agricultural and Life Sciences (CALs) complete an upper-division core that concentrates on biological and ecological marine science essentials while also giving students a critical understanding of how statistics and economics are integrated into marine science and resource management.

Students work closely with a faculty advisor to create an individualized curriculum plan of at least 18 approved elective credits and 15-16 hours of planned credits. These can include courses on resource management, human dimensions, conservation, quantitative population assessment and others. Students must complete their plans along with the approval of a faculty advisor before reaching 70 credits.

COURSEWORK FOR THE MAJOR

The major requires 120 credits and at least 30 credits of upper-division coursework in the major must be completed at UF.

Required Coursework

| Code | Title | Credits |
|---|---|---------|
| <u>BSC 2010</u> & <u>2010L</u> | Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 | 4 |
| <u>BSC 2011</u> & <u>2011L</u> | Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2 | 4 |
| <u>CHM 2045</u> & <u>2045L</u> | General Chemistry 1 and General Chemistry 1 Laboratory | 4 |
| <u>CHM 2046</u> & <u>2046L</u> | General Chemistry 2 and General Chemistry 2 Laboratory | 4 |
| <u>FAS 4202C</u> | Biology of Fishes | 4 |
| <u>OCE 1001</u> | Introduction to Oceanography | 3 |
| <u>STA 2023</u> | Introduction to Statistics 1 | 3 |
| Select one: | | 3-4 |

| Code | Title | Credits |
|---|---|--------------|
| <u>FAS 4270</u> | Marine Ecological Processes | |
| <u>PCB 4460</u> | Marine Ecology | |
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Biology and Ecology of Algae) | 3 |
| Select one: | | 3 |
| <u>FNR 3410C</u> | Natural Resource Sampling | |
| <u>STA 3024</u> | Introduction to Statistics 2 | |
| <u>STA 4210</u> | Regression Analysis | |
| <u>STA 4222</u> | Sample Survey Design | |
| <u>FNR 4660</u> | Natural Resource Policy and Economics | 3 |
| <u>GLY 3083C</u> | Fundamentals of Marine Sciences | 3 |
| <u>MAC 2311</u> | Analytic Geometry and Calculus 1 | 4 |
| <u>PHY 2004</u> & <u>2004L</u> | Applied Physics 1 and Laboratory for Applied Physics 1 | 4 |
| <u>ZOO 4205C</u> | Invertebrate Biodiversity | 4 |
| Approved marine sciences electives | | 18 |
| Planned electives, sufficient to reach a total of 60 upper-division credits | | 15-16 |
| Total Credits | | 86-87 |
| Course List | | |

Critical Tracking

Critical Tracking records each student's progress in courses that are required for entry to each major. Please note the critical-tracking requirements below on a per-semester basis.

Equivalent critical-tracking courses as determined by the State of Florida [Common Course Prerequisites](#) may be used for transfer students.

SEMESTER 1

- Complete [OCE 1001](#) and 1 of the following, excluding labs: [BSC 2010/BSC 2010L](#), [BSC 2011/BSC 2011L](#), [CHM 2045/CHM 2045L](#), [CHM 2046/C](#), [HM 2046L](#), [MAC 2311](#), [PHY 2004/PHY 2004L](#)
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

SEMESTER 2

- Complete 2 additional critical-tracking courses, excluding labs
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

SEMESTER 3

- Complete 1 additional critical-tracking course, excluding labs
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

SEMESTER 4

- Complete 2 additional critical-tracking courses, excluding labs
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required

SEMESTER 5

- Complete all critical-tracking courses, including labs
- 2.5 GPA required for all critical-tracking courses
- 2.0 UF GPA required
- 2.0 Upper Division GPA required

Semester 6

- Complete one of the remaining required major courses from STA2023, FAS4202C, FAS4270 or PCB 4460 *Marine Ecology*, FNR3410C or STA3024 or STA4210 or STA4222, FAS4932 *Biology and Ecology of Algae*, GLY3083C, FNR4660, ZOO4205C
- Submit faculty advisor-approved Curriculum Plan
- 2.0 UF GPA required
- 2.0 Upper Division GPA required

Semester 7

- Complete three additional remaining required major courses from STA2023, FAS4202C, FAS4270 or PCB 4460 *Marine Ecology*, FNR3410C or STA3024 or STA4210 or STA4222, FAS4932 *Biology and Ecology of Algae*, GLY3083C, FNR4660, ZOO4205C
- 2.0 UF GPA required
- 2.0 Upper Division GPA required

Semester 8

- Complete all remaining required major courses, including STA2023, FAS4202C, FAS4270 or PCB 4460 *Marine Ecology*, FNR3410C or STA3024 or STA4210 or STA4222, FAS4932 *Biology and Ecology of Algae*, GLY3083C, FNR4660, ZOO4205C
- 2.0 UF GPA required
- 2.0 Upper Division GPA required

Model semester plan

Students are expected to complete the writing requirement while in the process of taking the courses below. Students are also expected to complete the general education international (GE-N) and diversity (GE-D) requirements concurrently with another general education requirement (typically, GE-C, H or S).

To remain on track, students must complete the appropriate critical-tracking courses, which appear in bold. These courses must be completed by the terms as listed above in the Critical Tracking criteria.

This semester plan represents an example progression through the major. Actual courses and course order may be different depending on the student's academic record and scheduling availability of courses. Prerequisites still apply.

Semester One

CHM 2045
& 2045L General Chemistry 1
and General Chemistry 1 Laboratory (**Critical Tracking**; State Core Gen Ed Biological and
Physical Sciences)

IDS 1161 What is the Good Life (Gen Ed Humanities)

OCE 1001 Introduction to Oceanography (**Critical Tracking**; Gen Ed Biological Sciences and Physical
Sciences)

State Core Gen Ed Social and Behavioral Sciences

Elective

Credits

Semester Two

CHM 2046
& 2046L General Chemistry 2
and General Chemistry 2 Laboratory (**Critical Tracking**; Gen Ed Biological Sciences and
Physical Sciences)

MAC 2311 Analytic Geometry and Calculus 1 (**Critical Tracking**; State Core Gen Ed Mathematics)

State Core Gen Ed Composition; Writing Requirement

State Core Gen Ed Humanities

Credits

Semester Three

Select one:

AEB 3103 Principles of Food and Resource Economics

ECO 2023 Principles of Microeconomics

| | |
|---|---|
| <u>ECO 2013</u> | Principles of Macroeconomics (Gen Ed Social and Behavioral Sciences) |
| <u>BSC 2010</u> & <u>2010L</u> | Integrated Principles of Biology 1 and Integrated Principles of Biology Laboratory 1 (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences) |
| Gen Ed Composition; Writing Requirement | |
| <u>MAC 2312</u> | Analytic Geometry and Calculus 2 (recommended elective) |
| Credits | |
| Semester Four | |
| <u>BSC 2011</u> & <u>2011L</u> | Integrated Principles of Biology 2 and Integrated Principles of Biology Laboratory 2 (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences) |
| <u>PHY 2004</u> & <u>2004L</u> | Applied Physics 1 and Laboratory for Applied Physics 1 (Critical Tracking; Gen Ed Biological Sciences and Physical Sciences) |
| <u>STA 2023</u> | Introduction to Statistics 1 (Gen Ed Mathematics) |
| <u>FAS 2024</u> | Sustainable Fisheries (Recommended elective) |
| Credits | |
| Semester Five | |
| <u>AEC 3030C</u> or <u>SPC 2608</u> | Effective Oral Communication or Introduction to Public Speaking |
| Select one: | |
| <u>FNR 3410C</u> | Natural Resource Sampling |

| | |
|-----------------------------------|---|
| <u>STA 3024</u> | Introduction to Statistics 2 |
| <u>STA 4210</u> | Regression Analysis |
| <u>STA 4222</u> | Sample Survey Design |
| <u>CHM 2200</u> & <u>2200L</u> | Fundamentals of Organic Chemistry and Fundamentals of Organic Chemistry Laboratory (recommended electives) |
| Elective | |
| Credits | |
| Semester Six | |
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Critical Tracking) |
| <u>GLY 3083C</u> | Fundamentals of Marine Sciences (Critical Tracking; Gen Ed Biological and Physical Sciences) |
| <u>ZOO 4205C</u> | Invertebrate Biodiversity (Critical Tracking) |
| Approved electives | |
| Credits | |
| Semester Seven | |
| Select one: | |
| <u>AEC 3033C</u> | Research and Business Writing in Agricultural and Life Sciences (Writing Requirement) |
| <u>ENC 2210</u> | Technical Writing (Writing Requirement) |
| <u>ENC 3254</u> | Professional Writing in the Discipline (Writing Requirement) |
| <u>FAS 4202C</u> | Biology of Fishes (Critical Tracking) |

| | |
|-----------------------|---|
| Select one: | |
| <u>FAS 4270</u> | Marine Ecological Processes (Critical Tracking) |
| <u>PCB 4460</u> | Marine Ecology (Critical Tracking) |
| <u>FNR 4660</u> | Natural Resource Policy and Economics (Critical Tracking) |
| Elective | |
| | Credits |
| Semester Eight | |
| Approved electives | |
| Electives | |
| | Credits |
| | Total Credits |

APPROVED ELECTIVES | 18 CREDITS MINIMUM

Students meet with a faculty advisor to establish a curriculum plan for approved electives and planned electives and may focus these toward a specific area or a minor. For a broader program, students should choose a minimum of three credits from each area of approved electives. Other options may include study abroad courses.

Ecology and Organismal Biology

| Code | Title | Credits |
|----------------------------------|--|---------|
| <u>FAS 2024</u> | Sustainable Fisheries | 3 |
| <u>FAS 4305C</u> | Introduction to Fishery Science | 3 |
| <u>FAS 4405</u> | Aquariums, Water and Aquaculture | 3 |
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Marine Adaptations) | 3 |
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Field Ecology of Aquatic Organisms) | 4 |
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Invasion Ecology of Aquatic Animals) | 3 |
| <u>PCB 4043C</u> | General Ecology | 4 |
| <u>PCB 4674</u> | Evolution | 4 |
| <u>VME 4012</u> | Aquatic Animal Conservation Issues | 3 |
| <u>VME 4013</u> | Aquatic Wildlife Health Issues | 3 |
| <u>WIS 3553C</u> | Introduction to Conservation Genetics | 4 |
| <u>WIS 4203C</u> | Landscape Ecology and Conservation | 3 |
| <u>ZOO 4403C</u> | Marine Biology | 4 |
| Course List | | |

Economics and Human Dimensions

| Code | Title | Credits |
|---------------------------------|---|---------|
| <u>AEB 3450</u> | Introduction to Natural Resource and Environmental Economics | 3 |
| <u>FOR 3202</u> | Society and Natural Resources (Gen Ed Social and Behavioral Sciences) | 3 |
| <u>GEO 4300</u> | Environmental Biogeography | 3 |
| <u>SYD 4510</u> | Environment and Society | 3 |
| <u>WIS 4523</u> | Human Dimensions of Natural Resource Conservation | 3 |
| Course List | | |

Physical/Chemical Oceanography

| Code | Title | Credits |
|---------------------------------|---|---------|
| <u>EGN 4932</u> | Special Topics (Physical Oceanography) | 3 |
| <u>GLY 3074</u> | Oceans and Global Climate Change (Gen Ed Physical Sciences) | 3 |
| <u>GLY 4734</u> | Coastal Morphology and Processes | 3 |
| | | 3 |
| <u>GLY 4726</u> | Geochemical Oceanography | 3 |
| <u>OCE 3016</u> | Introduction to Coastal and Oceanographic Engineering | 3 |
| Course List | | |

Professional Skills

| Code | Title | Credits |
|----------------------------------|---------------------------------|---------|
| <u>GIS 3072C</u> | Geographic Information Systems | 3 |
| PEN 2138C | Advanced Scuba Diving | 3 |
| FAS 4932 | Scientific Diver | 2 |
| FOR 4941 | Internship in Natural Resources | 1-4 |
| Course List | | |

Quantitative Ecological Skills

| Code | Title | Credits |
|----------------------------------|---|---------|
| <u>FAS 4932</u> | Topics in Fisheries and Aquatic Sciences (Applied Fisheries Statistics) | 4 |
| <u>FNR 3410C</u> | Natural Resource Sampling ¹ | 3 |
| <u>STA 3024</u> | Introduction to Statistics 2 ¹ | 3 |
| <u>STA 4210</u> | Regression Analysis ¹ | 3 |
| <u>STA 4211</u> | Design of Experiments | 3 |
| <u>STA 4222</u> | Sample Survey Design ¹ | 3 |
| <u>WIS 4501</u> | Introduction to Wildlife Population Ecology | 3 |
| <u>WIS 4601C</u> | Quantitative Wildlife Ecology | 3 |
| Course List | | |

¹ Use as an approved elective if not used to meet the quantitative requirement in semester seven.

Additional Approved Electives | With instructor permission

| Code | Title | Credits |
|-----------------|------------------------|---------|
| | | |
| | | |
| | | |
| <u>ZOO 4926</u> | Biology of Sea Turtles | 3 |
| Course List | | |

Academic Learning Compact

This major provides integrative understanding of the basic concepts, theories and observational findings related to marine materials and processes, geologic time, the diversity of marine life, the structure and function of marine organisms and ecosystems and marine resource management.

The marine sciences major is administered jointly by the College of Agricultural and Life Sciences and the College of Liberal Arts and Sciences and utilizes faculty, courses and resources of the Fisheries and Aquatic Sciences Program (CALs), the Department of Geological Sciences (CLAS), the Department of Biology (CLAS), and the Department of Civil and Coastal Engineering (Herbert Wertheim College of Engineering).

BEFORE GRADUATING STUDENTS MUST

- Achieve a passing score on the subject test. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the analytical skills test. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the bioethics quiz. The content of the examination has been reviewed and approved by the Marine Sciences Committee.
- Achieve a passing score on the scientific literacy paper. This paper is assessed using a rubric that has been reviewed and approved by the Marine Sciences Committee.
- Complete requirements for the baccalaureate degree, as determined by faculty.

STUDENTS IN THE MAJOR WILL LEARN TO

Student Learning Outcomes (SLOs)

Content

1. Demonstrate competence in the basic terminology, concepts, methodologies and theories used within the marine sciences.

Critical Thinking

2. Analyze information in the marine sciences and develop reasoned solutions to problems using the processes and applications of scientific inquiry.
3. Discriminate ethical behavior from unethical behavior in scientific research.

Communication

4. Communicate knowledge, ideas and reasoning clearly, effectively and objectively in written or oral forms appropriate to the marine sciences.

Curriculum Map

I = Introduced; R = Reinforced; A = Assessed

| Courses | SLO 1 | SLO 2 | SLO 3 | SLO 4 |
|---|----------|----------|----------|----------|
| <u>FAS 4202C</u> | R | R | R | R |
| <u>FAS 4932</u> (Biology and Ecology of Algae) | R | R | R | R |
| <u>GLY 3083C</u> | I | I | I | I |
| <u>OCE 1001</u> | I | | I | I |
| <u>ZOO 4205C</u> | R | R | R | R |
| <u>PCB 4460</u> (Marine Ecology) or <u>FAS 4720</u> (Marine Ecological Processes) | A | A | A | A |
| Academic Learning Compact 4 | | | | |

ASSESSMENT TYPES

- Marine sciences subject and analytical skills tests
- Bioethics quiz
- Scientific paper

DAMIAN C. ADAMS

EDUCATION

Ph.D., Food and Resource Economics University of Florida, 2007
 M.Phil., Environmental Policy University of Cambridge, 2004
 J.D./M.A.B., Law & Agribusiness University of Florida, 2001
 B.S. *summa cum laude*, Economics University of Florida, 1997

PROFESSIONAL EXPERIENCE

2016 - present: Associate Professor, Natural Resource Economics and Policy, School of Forest Resources and Conservation, and Food and Resource Economics Department, University of Florida, Gainesville, FL.
Affiliate faculty status: Florida Climate Consortium, School of Natural Resources and the Environment, Tropical Conservation and Development Program, UF Water Institute.

2010 - 2016: Assistant Professor, Natural Resource Economics and Policy, School of Forest Resources and Conservation, and Food and Resource Economics Department, University of Florida, Gainesville, FL. 2010 – 2016.

2007 - 2010: Assistant Professor, Natural Resource and Environmental Economics, Department of Agricultural Economics, Oklahoma State University, Stillwater, OK.

AWARDS

2017 - 2019 UF Term Professorship
 2016 USDA-NIFA Partnership Award for Mission Integration
 2016 NACTA Educator Award
 2015 UF Excellence Award for Assistant Professors (awarded to top 10 Asst. Profs. at UF)
 2015 UF-IFAS Early Career Scientist Award
 2013, 2015 UF-IFAS High Impact Research Publication Award
 2011 Outstanding Faculty Award, Forestry Graduate Student Organization, University of Florida
 2011 1st place poster, Society of American Foresters National Convention
 2008 Outstanding Dissertation Award, American Agricultural Economics Association, Honorable Mention
 2007 Prochaska Outstanding Doctoral Dissertation Award, Food & Resource Economics, University of Florida

SELECT FUNDED PROJECTS (of \$26.7 million total)

| Duration | Short Title | Funding Source | Total Amount | Collaborators | Role |
|-----------|---|---|--------------|------------------------------|-------|
| 2017-2022 | Agricultural Water Security through Sustainable Use of the Floridan Aquifer: An Integrated Assessment of Economic and Environmental Impacts | USDA – NIFA | \$5,000,000 | Graham, Kaplan, et al. | Co-PI |
| 2017-2020 | Ecosystem service tradeoffs, landowner incentives, and optimal policy design to promote sustainable Longleaf Pine agroecosystems | USDA – NIFA | \$499,729 | Dwivedi, Lal, Susaeta | PI |
| 2017-2018 | The emerging Cuba-U.S. plant pest pathway: Assessing Cuban pest threats, institutional capacity, and economic impacts | USDA – APHIS | \$208,274 | Hulcr, Soto, et al. | PI |
| 2017-2018 | Ecosystem service tradeoffs and management dynamics in restored ecosystems | UF – IFAS Ordway Swisher Biological Station | \$116,352 | Vogel, Susaeta, Cohen, Bacon | Co-PI |
| 2016-2017 | Potential tree pest invasions from Cuba: Pest diversity, economic assessment of threat, and Cuban policy analysis | USDA – APHIS | \$228,000 | Hulcr, Soto, et al. | PI |

| | | | | | |
|-----------|--|----------------------------|--------------|---|-------|
| 2016-2017 | Removing a key barrier to the use of a critical climate change mitigation tool: Economic modeling of longleaf pine market value and ecosystem services | UF – IFAS | \$145,660 | Cohen, Ober, et al. | PI |
| 2016-2018 | Manipulating Plant Species Composition and Livestock Grazing to Enhance Ecosystem Services in Southeastern Grasslands | USDA– NIFA | \$500,000 | Dubeux, Mackowiak, Sollenberger, et al. | Co-PI |
| 2015-2016 | Assessment of Feasible Forest Water Yield Program Features and Landowner Preferences | University of Florida-IFAS | \$49,971 | n/a | PI |
| 2015-2016 | Consumer Preferences for Ecosystem Services from Urban Forest Landscapes | USDA – McIntire-Stennis | \$42,695 | Escobedo, Koeser, Khachatryan | Co-PI |
| 2011-2016 | Integrating research, education and extension for enhancing southern pine climate change mitigation and adaptation | USDA–NIFA | \$19,976,825 | Martin, Monroe, Peter, et al. | Co-PI |

SERVICE (EXAMPLES)

Editor-in-Chief (2017 - present), Editorial Board Member (2016 - present), and Guest Editor (2015, 2017), *Forests*; Editorial Advisory Board member, *Global Change Biology Bioenergy*, 2014 - 2017; Associate Editor, *Lake and Reservoir Management*.

Co-director, ProForest (Proactive Forest Health and Resilience) Initiative, 2017-present

Co-director, Conserved Forest Ecosystems: Outreach and Research Cooperative, 2012 - present

Ecosystem Services Working Group, US Forest Service, 2014 - present

Peer review panelist: National Science Foundation – INFEWS, 2017; Netherlands Organisation for Scientific Research – VENI program, 2016; Genome Quebec, 2015, 2016; National Estuarine Research Reserve System Science Collaborative, 2015; USDOE-BPA, 2015; UF-IFAS Opportunity Seed Fund, 2015 - 2016; Swiss Federal Institute of Technology Zurich, 2013; USDA-NIFA Threshold in Agroecosystems, 2011; Management in Agroecosystems, 2011; Southern Sustainable Agriculture Research & Education Grant, 2011

Shared governance: UF Provost Committee on Academic Integrity, 2017; UF Faculty Senate, 2016 - present; CALS Scholarship and Leadership Awards Committee, 2015 - present; UF Sustainability Committee, 2014 - present; SFRC Graduate Student Symposium, organizer and faculty advisor 2014-present; Environmental Science General Education Course Committee, 2014; UF Hydrologic Sciences Academic Cluster Faculty Committee, Hydrologic Policy representative, 2013 - present; Scholarship & Awards Committee, UF-SFRC, 2012 - present; Distance Education Committee, UF-SFRC, 2012 - present; University Curriculum Committee, 2011 - 2014; Undergraduate Programs Committee, UF-SFRC, 2011 - 2013; Faculty Advisory Committee, UF School of Forest Resources & Conservation, 2011 - 2013; University Committee on Committees, chair, 2011; member, 2011 - 2012; Forestry Graduate Student Organization, advisor 2010 - present; Honor Marshall and CALS Banner Bearer, Advanced Degrees and Undergraduate Graduation Ceremonies, 2010-2011

Other committee service: UF Water Institute Symposium Committee, chair *Water security*, 2013; Loop Legislative Internship Selection Committee, 2011 - present; Tropical Conservation and Development Field Grants Selection Committee, 2011-2012; Truman Scholar Finalist Interview Panel, UF, 2011

Reviewer for 44 scholarly journals

TEACHING

AEB3450 Intro. to Natural Resource & Env. Econ., FNR 4623 Integrated Nat. Res. Mgt., FNR4660 Natural Resource Policy & Econ., FOR4905/6905 Nature of Running, FOR6669 Policy & Econ. of Nat. Res.

ADVISING

PhD: Chair (2 current, 4 graduated), Member (7 current, 2 graduated), External (2 graduated); MS: Chair (15 current, 4 graduated), Member (4 current, 4 graduated); Postdoctoral: 4 current

SELECT PUBLICATIONS (OF 58 REFERRED JOURNAL PUBLICATIONS, 75 OTHER PUBLICATIONS) (* Denotes advisee)

Prior, K.M.*, Adams, D.C., Klepzig, K.D., and Hulcr, J. When does invasive species removal lead to ecological recovery? Implications for management success. *Biol. Invasions* (forthcoming).

- Susaeta A.*, Adams, D.C., and Gonzalez-Benecke, C. Economic vulnerability of southern US slash pine forests to climate change. *J. Forest Econ.* 28: 18-32.
- Kreye, M.*, Pienaar, E., Soto, J.*, and Adams, D.C. Creating Voluntary Payment Programs: Effective Program Design and Ranchers' Willingness to Conserve Florida Panther Habitat. *Land Econ.* 93(3): 459-480.
- Johnson, S.A.*, Ober, H.K., and Adams, D.C. 2017. Are Keystone Species Effective Umbrellas for Habitat Conservation? A Spatially Explicit Approach. *J. Nat. Cons.* 37: 47-55.
- Susaeta, A.*, Adams, D.C., Soto, J.R.*, and Hulcr, J. Timber-based economic impacts of a novel invasive wood-boring beetle (*Acanthotomicus* sp.) that kills American sweetgum. *J. Econ. Entom.* 110(4): 1942-1945.
- Susaeta A.*, Adams, D.C., Gonzalez-Benecke, C., and Soto, J.* 2017. Economic feasibility of managing loblolly pine forests for water production under climate change in the Southeastern United States *Forests* 8(3): 83-98
- Susaeta A.*, Soto, J.*, Adams, D.C., and Hulcr, J. 2016. Pre-invasion economic assessment of invasive species prevention: A putative ambrosia beetle in Southeastern loblolly pine forests. *J. Env'l Mgt.* 183(3): 875-881.
- Susaeta A.*, Adams, D.C., Carter, D., Gonzalez-Benecke, C., and Dwivedi, P. 2016. Technical, allocative, and total profit efficiency of loblolly pine forests under changing climatic conditions. *For. Pol. & Econ.* 72: 106-114.
- Kreye, M.*, Adams, D.C., Soto, J.*, and Escobedo, F.J. 2016. Does policy process influence public values for forest-water resource protection in Florida? *Ecol. Econ.* 129: 122-131.
- Soto, J.S.*, Adams, D.C., and Escobedo, F.J. 2016. Landowner Attitudes and Willingness to Accept Compensation from Forest Carbon Offsets: Application of Best-Worst Choice Modeling in Florida USA. *For. Pol. & Econ.* 63: 35-42.
- Susaeta, A.*, Soto, J.R.*, Adams, D.C., and Allen, D.L.* 2016. Economic Sustainability of Payments for Water Yield in Slash Pine Plantations in Florida. *Water* 8: 382-398.
- Susaeta A.*, Carter, D., Adams, D.C., and Dwivedi, P. 2016. Climate Change and Ecosystem Services Output Efficiency in Southern Natural Loblolly Pine Forests. *Env'l Mgt.* 58: 417-430.
- Soto, J.S.*, Escobedo, F.J., Adams, D.C., and Blanco, J. 2016. A Distributional Analysis of the Socio-Ecological and Economic Determinants of Forest Carbon Stocks. *Env. Sci. & Pol.* 60: 28-37.
- Susaeta A.*, Carter, D., Chang, S.J., and Adams, D.C. 2016. A generalized Reed model with application to wildfire risk in even-aged Southern United States pine plantations. *For. Pol. & Econ.* 67: 60-69.
- Nettleman, C. A., Abd-Elrahman, A., Adams, D.C., Fik, T., Ruppert, T., Barnes, G., & Dewitt, B. 2016. A GIS based model of rolling easement policies in Pinellas County and Sarasota County, Florida. *Ocean & Coastal Mgt.* 132: 143-154.
- Penca, C.*, Adams, D.C., and Hulcr, J. 2016. The Cuba-Florida Plant-Pest Pathway. *Insecta Mundi* 6: 485-494.
- Bowers, A., Monroe, M.M., and Adams, D.C. 2016. Finding the common ground of climate change. *Env. Comm.* 10: 656-670.
- Escobedo, F.J., Adams, D.C., and Timilsina, N. 2015 Urban forest structure effects on property value. *Ecos. Services* 12: 209-217.
- Monroe, M.C., Plate, R.R., Adams, D.C., and Wojcik, D.J. 2015. Harnessing Homophily to Improve Climate Change Education. *Env'l Ed. Res.* 21(2): 221-238.
- Susaeta, A.I.*, Carter, D.R., and Adams, D.C. 2014. Sustainability of forest management under changing climatic conditions in the southern United States: Mitigation strategies, economic rents and carbon sequestration. *J. Env'l Mgt.* 139C: 80-87.
- Susaeta, A.I.*, Carter, D.R., and Adams, D.C. 2014. Impacts of Climate Change on Economics of Forestry and Adaptation Strategies in the Southern United States. *J. Ag. & Appl. Econ.* 46(2): 257-272.
- Boyer, C.N., Adams, D.C., and Borisova, T. 2014. Drivers of Price- and Non-Price Conservation: An Application of Predictive Models to the Southern US. *J. Ag. & Appl. Econ.* 46(1): 41-56.

ROBERT N. M. AHRENS

Assistant Professor | UF/IFAS School of Forest Resources and Conservation | Fisheries and Aquatic Sciences | 135
Newins-Ziegler Hall | Gainesville, FL. USA 32611 | rahrens@ufl.edu | +1 (352) 273-3630 | +1 (352) 392-3672 Fax.

Professional Preparation

| | | |
|--------------------------------|---------------------------|--------------------------|
| University of British Columbia | Marine Biology | BSc. 1993 |
| University of British Columbia | Zoology | MSc. 1999 |
| University of British Columbia | Zoology | PhD. 2010 |
| University of British Columbia | Global Ecosystem Modeling | March 2010-December 2010 |

Appointments

| | |
|--------------|---|
| 2011-Present | Associate Professor University of Florida |
| 2004-2010 | Sessional Lecturer University of British Columbia |
| 2001-2003 | Fulltime Lecturer University of British Columbia |

Recent Publications

- Ducharme-Barth, N. D., Shertzer, K. W., & Ahrens, R. N. (2018). Indices of abundance in the Gulf of Mexico reef fish complex: A comparative approach using spatial data from vessel monitoring systems. *Fisheries Research*, 198, 1-13.
- Camp, E.V., Ahrens, R.N.M., Lorenzen, K., and Crandal Chelsey. (2017). Angler travel distances: implications for place based approaches to marine recreational fisheries governance. *Marine Policy*.
- Ducharme-Barth, N. D., & Ahrens, R. N. (2017). Classification and analysis of VMS data in vertical line fisheries: incorporating uncertainty into spatial distributions. *Canadian Journal of Fisheries and Aquatic Sciences*, 74(11), 1749-1764.
- Maite Pons, M., Branch, T.A., Melnychuk, M.C., Jensen, O.P., Brodziak, J., Fromentin, J.M., Harley, S.J., Haynie, A.C., Kell, L.T., Maunder, M.N., Parma, A.M., Restrepo, V.R., Sharma, R., Ahrens, R., and Hilborn, R. (2017). Effects of biological, economic and management factors on tuna and billfish stock status. *Fish and Fisheries*. 18:1-21.
- Camp, E.V., Larkin, S., Lorenzen, K., and Ahrens, R.N.M. (2016). Trade-offs between socioeconomic and conservation management objectives in stock enhancement of marine recreational fisheries. *Fisheries Research*. 186:446-459.
- Jiorle, R.P., Ahrens, R.N.M., and Allen, M.S. (2016). Assessing the utility of a smartphone app for recreational fishery catch data. *Fisheries*. 41:758-766.
- Matthias, B.G., Ahrens, R.N.M., Allen, M.S., Lombardi-Carlson, L.A. and Fitzhugh, G.R. (2016). Comparison of growth models for sequential hermaphrodites by considering multi-phasic growth. *Fisheries Research*, 179, 67-75.
- Camp, E.V., Ahrens, R.N.M., Allen, M.S. and Lorenzen, K. (2016). Relationships between angling effort and fish abundance in recreational marine fisheries. *Fisheries Management and Ecology*. 23:264-275
- Clarke, T.M., Espinoza, M., Ahrens, R., and Wehrmann, I.S. (2016). Elasmobranch bycatch associated with the shrimp trawl fishery off the Pacific coast of Costa Rica, Central America. *Fishery Bulletin*, 114, 1-17.

Synergistic Activities

- 2013, 2015 National Oceanographic and Atmospheric Association Recruitment, Training, and Research Program (NOAA-RTR) Graduate Workshop. A component of the NOAA RTR program to involve exceptional graduate students from across the nation in research related to all facets of marine resource management. As an instructor, I help to structure and teach a two-weeklong intensive workshop that 8 students were invited to. The ultimate goal of the workshop was to expose student to the multi-facets (biology, economics and social impact) inherent in managing natural resources. In 2013 the workshop focused on a research interest of mine the Gulf sturgeon. In 2015 the workshop focused on the refinement of an EwE model to explore option for lionfish management on the West Florida Shelf.
- 2011-2015 National Oceanographic and Atmospheric Association Recruitment, Training, and Research Program (NOAA-RTR) Undergraduate Workshop. A component of the NOAA RTR program is to expose exceptional undergraduate students from across the nation to the role that population dynamic play in the management of marine populations. As an instructor I help to structure and teach a weeklong intensive workshop that 15-17

Robert Ahrens 1/2

students are invited to. The ultimate goal of the workshop is to provide students with a clear picture of what a career as an assessment scientist would be like.

- 2012 Restoration of Gulf sturgeon as potential BP mitigation option. I provided an analysis of the gulf sturgeon population response to management options for habitat restoration on the Pearl and Bougoue-Chitto Rivers to a panel of trustees from state and federal agencies
- 2012 I conducted an intensive one-week course in fisheries ecology and stock assessment for 11 select undergraduate and graduate students from the University of Costa Rica. During the week, students experienced 10-hour days and content that roughly equaled a semester's worth of graduate level fisheries science.

Collaborators & Other Affiliations

Collaborators and Co-Editors

Allen, M.S. (UF), Barbieri, L. (Florida FWRI), Beard, T.D. Jr (USGS), Bolden, S.K. (NOAA-NMFS), Camp, E.V. (UF), Carvalho, F. (NOAA-NMFS), Christensen, V. (UBC), Clarke, T. (Universidad de Costa Rica), Espinoza, M. (Universidad de Costa Rica), Hazin, F. (Departamento de Pesca Brazil), Kerns, J. A. (Wisconsin Cooperative Fishery Research Unit), Leber, K.M. (Mote Marine Laboratory), Lorenzen, K. (UF), Maunder, M. (IATTC), McCallister, M. (UBC), Murie, D. (UF), Netherland, M.D. (US Army Engineer Research and Development Center), Pine, W.E. (UF), Ponciano, J.M. (UF), Rudd, M.B. (UW), Walters, C.J. (UBC), Wehrmann, I. (Universidad de Costa Rica), Crandal, C. (UF), Maite Pons (UW), M., Branch, T.A. (UW), Melnychuk, M.C. (UW), Jensen, O.P. (Rutgers), Brodziak, J. (NOAA), Fromentin, J.M. (Ifremer), Harley, S.J. (SPC-OFP), Haynie, A.C. (NOAA), Kell, L.T. (ICCAT), Maunder, M.N. (IATTC), Parma, A.M. (Centro Nacional Patagonico), Restrepo, V.R. (ISSF), Sharma, R. (IOTC), Hilborn, R. (UW)

Graduate Advisors and Postdoctoral Sponsors

Walters, C.J. (University of British Columbia) - *Graduate Advisors*, Christensen, V. (University of British Columbia) - *Graduate Advisors, Postdoctoral Sponsors*

Thesis Advisor and Postgraduate-Scholar Sponsor

Matthias, B. (University of Minnesota Duluth), Ducharme-Barth, N. (University of Florida), Moreau, C. (DFO-MPO), Jackson, J. (Comcast), Wilson, J. (BTT), Rudd, M. (University of Washington), Siders, Z. (University of Florida), Carvalho, F. (NOAA-NMFS), Olson, E. (NA), Jiorle, R. (Virginia Marine Resources Commission), Melissa Price (University of Florida), Nelly Kadagi (University of Florida), Chris Swanson (UF-FWRI), Claudia Friess (University of Florida), Grant Scholten (University of Florida)

I am or have chaired: 3 PhDs and 11 Masters, Co-chaired 4 PhDs and 1 Masters. I am or have been a member of 9 PhDs and 4 Masters.

Curriculum Vitae
Shirley M. Baker

Professional Preparation:

| College or University | Department and/or Major | Dates Attended | Degree |
|------------------------------|--------------------------------|-----------------------|---------------|
| College of William and Mary | Marine Science | 1988-1994 | Ph.D. |
| University of Oregon | Biology | 1986-1888 | M.S. |
| Seattle Pacific University | Biology | 1982-1986 | B.S. |

Appointments:

| Dates | Organization | Position |
|--------------|--------------------------------------|------------------------------|
| 2008-pres | University of Florida/IFAS | Associate Professor |
| 1999-2008 | University of Florida/IFAS | Assistant Professor |
| 1996-1999 | SUNY Stony Brook | Research Assistant Professor |
| 1993-1996 | Macalester College | Visiting Assistant Professor |
| 1988-1993 | Virginia Institute of Marine Science | Graduate Research Assistant |
| 1986-1988 | University of Oregon | Graduate Teaching Fellow |
| 1986 | BioMed Research Laboratory | Fisheries Biologist |

Selected Publications (of 50 total):

- Lorenzen, K., C. Ainsworth, **S. Baker**, L. Barbieri, E. Camp, J. Dotson, and S. Lester. 2017. Climate Change Impacts on Florida's Fisheries and Aquaculture Sectors and Options for Mitigation. *In Florida's Climate; Changes, Variations, & Impacts*. E.P. Chassignet, J.W. Jones, V. Misra, and J. Obeysekera (eds). Florida Climate Institute, Gainesville. Pages 427-456.
- Lopeztegui-Castillo, A., **S.M. Baker**, Y. Garcés-Rodríguez, R. Castelo-Báez, N. Castro-Graña, and A. Artilles-Valor. 2014. Spatial and temporal patterns of the nonnative green mussel *Perna viridis* in Cienfuegos Bay, Cuba. *Journal of Shellfish Research* 33: 273-278
- McFarland, K., **S. Baker**, P. Baker, M. Rybovich, and A K. Volety. 2014. Temperature, salinity, and aerial exposure tolerance of the invasive mussel, *Perna viridis*, in estuarine habitats: Implications for spread and competition with native oysters, *Crassostrea virginica*. *Estuaries and Coasts* Published online: 25 October. PDF 10 pages.
- Anderson, J.A., **S.M. Baker**, G.L. Graham, M.G. Haby, S.G. Hall, L. Swann, W.C. Walton, and C.A. Wilson. 2013. Effects of Climate Change on Fisheries and Aquaculture in the Southeast USA. *In Climate of the Southeast United States: Variability, Change, Impacts, and Vulnerability*. K.T. Ingram, K. Dow, L. Carter, and J. Anderson (eds). Island Press, Washington DC. Pages 190-209.
- Joyner-Matos, J., J. Andrzejewski, L. Briggs, **S.M. Baker**, C.A. Downs and D. Julian. 2009. Assessment of cellular and functional biomarkers in bivalves exposed to ecologically relevant abiotic stressors. *Journal of Aquatic Animal Health* 21: 104-116.
- Scarpa, J., **Baker, S.**, Sturmer, L., and Laramore, S. 2009. Triploid hard clams evaluated for Florida aquaculture. *Global Aquaculture Advocate Magazine*, Mar/Apr: 48-50.
- Sturmer, L.N., J. Nunez, R. Creswell, and **S.M. Baker**. 2009. The Potential of Blood Ark and Ponderous Ark Aquaculture in Florida. Florida Sea Grant Technical Paper, TP-169, 81 pp.

- Baker, P., J.D. Austin, B.W. Bowen and **S.M. Baker**. 2008. Range-wide population structure and history of the northern quahog (*Merceneria merceneria*) inferred from mitochondrial DNA sequence data. *ICES Journal of Marine Science* 65: 155-163.
- Bergquist, D.C., D. Heuberger, L.N. Sturmer, and **S.M. Baker**. 2008. Continuous water quality monitoring for the hard clam industry in Florida, USA. *Environmental Monitoring and Assessment* 148:409-419.
- Phlips, E.J., **S.M. Baker**, K. Black and N. Dix. 2008. Effects of hard clam (*Merceneria merceneria*) high density culture on water quality in a shallow semi-restricted bay. *Florida Scientist* 71: 330-340.
- Weber K., Sturmer, L. N., Hoover, E., and **Baker, S.** 2007. The role of water temperature in hard clam aquaculture. University of Florida IFAS Extension, Electronic Data Information Source, EDIS FA151:1-9.
- Baker, S. M.**, Baker, P. K., Heuberger, D., and Sturmer, L. N. 2005. Short-term effects of rapid salinity reduction on seed clams. *Journal of Shellfish Research* 24(1):29-34.
- Levinton, J.S., J.E. Ward, S.E. Shumway, and **S.M. Baker**. 2001. Feeding Processes of Bivalves: Connecting the Gut to the Ecosystem. *In Organism-Sediment Interactions*. S. Woodin (ed). University of South Carolina Press, Columbia, South Carolina. Pages 385-400.

Teaching and mentoring:

- 1) Marine Adaptations, 3 credits, offered annually for graduate, undergraduate, and distance education students
- 2) Natural Resources in a Changing Climate, 3 credits, offered annually to graduate and distance education students
- 3) Guest lectures in Advanced Aquaculture, Introduction to Aquaculture, Aquatic Wildlife Health Issues, Invasion Ecology of Aquatic Animals, and Introduction to Fish and Aquatic Invertebrate Histological Interpretation
- 4) Supervision of graduate students: 7 MFAS, 8 MS, 2 PhD
- 5) Student committees: 24 PhD, 17 MS, 5 MFAS
- 6) Faculty advisor, Marine Sciences major, 100+ undergraduate students

Curriculum Vitae Donald C. Behringer

A. Professional Preparation:

| | | |
|----------------------------------|---------------------|--------------------------|
| <u>Undergraduate Institution</u> | <u>Major</u> | <u>Degree & Year</u> |
| University of Florida | Zoology | B.S. 1991 |
| <u>Graduate Institution</u> | <u>Major</u> | <u>Degree & Year</u> |
| Old Dominion University | Ecological Sciences | Ph.D. 2003 |
| <u>Postdoctoral Institution</u> | <u>Area</u> | <u>Inclusive Dates</u> |
| Old Dominion University | Ecology | 2003-2004 |

B. Appointments:

Associate Professor (tenured) (2014 – present), Fisheries and Aquatic Sciences, Univ. of Florida
US-UK Fulbright Scholar (2015 – 2016), Univ. of Exeter, UK
Assistant Professor (2010 – 2014), Fisheries and Aquatic Sciences, Univ. of Florida

C. Peer-reviewed publications:

Recent publications (since 2012):

- Butler IV, M.J., Behringer, D.C., and M.M. Valentine. 2017. Commercial sponge fishery impacts on the population dynamics of sponges in the Florida Keys, FL (USA). *Fisheries Research* 190: 113-121.
- Baeza, J.A. and D.C. Behringer. 2017. Small-scale spatial variation in population- and individual-level reproductive parameters of the blue-legged hermit crab *Clibanarius tricolor*. *PeerJ* 5:e3004; DOI 10.7717/peerj.3004.
- Truelove, N.K., Kough, A.S., Behringer, D.C., Paris, C.B., Box, S.J., Preziosi, R.F., and M.J. Butler IV. 2017. Biophysical connectivity explains population genetic structure in a highly dispersive marine species. *Coral Reefs* 36: 233–244.
- Behringer, D.C. and J.E. Hart. 2017. Competition with stone crabs drives juvenile spiny lobster abundance and distribution. *Oecologia* 184: 205-218.
- Truelove, N.K., Behringer, D.C., Butler IV, M.J., and R.F. Preziosi. 2016. Isolation and characterization of eight polymorphic microsatellites for the spotted spiny lobster, *Panulirus guttatus*. *PeerJ* 4:e1467; DOI 10.7717/peerj.1467.
- Butler, M.J. IV, Behringer, D.C., Dolan, T.W. III, Moss, J., and J. Shields. 2015. Host behavior suppresses a marine epizootic. *PLOS One* DOI: 10.1371/journal.pone.0126374.
- Gutzler, B.C., Butler IV, M.J., and D.C. Behringer. 2015. Casitas: a location-dependent ecological trap for juvenile Caribbean spiny lobsters, *Panulirus argus*. *ICES Journal of Marine Science* 72: i177-i184.
- Spanier, E., Lavalli, K.L., Goldstein, J.S., Groeneveld, J.C., Jordaan, G.L., Jones, C.M., Phillips, B.F., Bianchini, M.L., Kibler, R.D., Díaz, D., Mallol, S., Goñi, R., van der Meeren, G.I., Kleiven, A.R., Agnalt, A., Behringer, D.C., Keegan, W.F., and A. Jeffs. 2015. A concise review of lobster utilization by worldwide human populations from pre-history to the modern era. *ICES Journal of Marine Science* 72: i7-i21.
- Kough, A.S., Paris, C.B., Behringer, D.C., and M.J. Butler IV. 2015. Modeling the spread and connectivity of waterborne marine pathogens: the case of PaV1 in the Caribbean. *ICES Journal of Marine Science* 72: i139-i146.
- Truelove, N., Griffiths, S., Phil, M., Ley-Cooper, K., Azueta, J., Majil, I., Box, S., Behringer, D.C., Butler IV, M.J., and R.F. Preziosi. 2015. Genetic evidence from the spiny lobster fishery supports international cooperation among Central American marine protected areas. *Conservation Genetics* 16: 347-358.
- Baeza, J.A., Dickson, M.D., Squibb, R., Anderson, J.R., and D.C. Behringer. 2014. Aspects of the

- reproductive biology of a heavily traded ornamental shrimp, *Lysmata boggessi* (Crustacea, Decapoda, Caridea), in the southeastern Gulf of Mexico. *Journal of the Marine Biological Association of the United Kingdom* 94: 141-149.
- Moss, J., Behringer, D.C., Shields, J.D., Baeza, J.A., Aguilar-Perera, A., Bush, P.G., Dromer, C., Herrera-Moreno, A., Gittens, L., Matthews, T.R., McCord, M.R., Schärer, M.T., Reynal, L., Truelove, N., Butler IV, M.J. 2013. Distribution, prevalence, and genetic analysis of *Panulirus argus* Virus I from the Caribbean Sea. *Diseases of Aquatic Organisms* 104: 129-140.
- Anderson, J.R. and D.C. Behringer. 2013. Spatial dynamics in the social lobster *Panulirus argus* in response to diseased conspecifics. *Marine Ecology Progress Series* 474: 191-200.
- Anderson, J.R., Spadaro, A.J., Baeza, J.A., and D.C. Behringer. 2013. Ontogenetic resource allocation shifts in defensive structures of the Caribbean spiny lobster, *Panulirus argus* (Latreille, 1804). *Biological Journal of the Linnean Society* 108: 87-98.
- Baeza, J.A., Anderson, J.R., Spadaro, A.J., and D.C. Behringer. 2012. Sexual dimorphism, allometry, and size at first maturity of the Caribbean King Crab, *Mithrax spinosissimus*, in the Florida Keys. *Journal of Shellfish Research* 31: 909-916.
- Behringer, D.C., Butler, M.J. IV, and G.D. Stentiford. 2012. Disease effects on lobster fisheries, ecology, and culture: overview of DAO Special 6. *Diseases of Aquatic Organisms* 100: 89-93.
- Stentiford, G.D., Neil, D.M., Peeler, E., Shields, J.D., Small, H.J., Flegel, T.W., Vlaskin, J., Jones, B., Morado, F., Moss, S., Lotz, J., Bartholomay, L., Reantaso, M., Behringer, D.C., Hauton, C., and D.V. Lightner. 2012. Disease will limit future food supply from the global crustacean fishery and aquaculture sectors. *Journal of Invertebrate Pathology* 110: 141-157.
- Barbour, A.B., Adams, A.J., Yess, T., Behringer, D.C., and R.K. Wolfe. 2012. Comparison and cost-benefit analysis of PIT tag antennae resighting and seine-net recapture techniques for survival analysis of an estuarine-dependent fish. *Fisheries Research* 121-122: 153-160.
- Behringer, D.C. 2012. Diseases of wild and cultured juvenile crustaceans: insights from below the minimum landing size. *Journal of Invertebrate Pathology* 110: 225-233.
- Moss, J., Butler, M.J. IV, Behringer, D.C., and J.D. Shields. 2012. Genetic diversity of the Caribbean spiny lobster virus, *Panulirus argus* virus 1, and the discovery of PaV1 in lobster post-larvae. *Aquatic Biology* 14: 223-232.
- Behringer, D.C., Butler, M.J. IV, Shields, J.D., and J. Moss. 2012. PaV1 infection in the Florida Spiny Lobster Fishery and its Effects on Trap Function and Disease Transmission. *Canadian Journal of Fisheries and Aquatic Sciences* 69: 136-144.

D. Teaching:

1. Marine Ecological Processes (FAS 4270/6272, 3 cr., each Fall, face to face and online)
2. Field Ecology of Aquatic Organisms (FAS 4932/5276C, 4 cr., each Summer A, team-taught)
3. UF in Cuba: Tropical Marine and Island Ecology (FAS 4932/6932, 4 cr, each Summer A)
4. Aquatic Animal Conservation Issues (VME 4906/VME 6934, 3 cr., yearly, team-taught)
5. Aquatic Wildlife Health Issues (VME 4013/6011, 3 cr., yearly, team-taught)

E. Synergistic activities:

1. Organize biennial spiny lobster workshops in the Florida Keys that bring together lobster fishermen, fishery managers, scientists, and the general public. The meetings facilitate a mutual exchange of information and help promote dialogue and instill trust between stakeholder groups.
2. Chair/co-chair of the biennial North Florida Marine Science Symposium (2010-present).
3. Technical advisory committee and advisory panel member for the Southeast Florida Coral Reef Initiative (SEFCRI) (FL Department of Environmental Protection/NOAA partnership).
4. Lead editor of book entitled Marine Disease Ecology to be published by Oxford University Press.

ANDREA DUTTON

Department of Geological Sciences
University of Florida
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Gainesville, FL 32611

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+1 352-392-9294 (fax)
E-mail: adutton@ufl.edu
Citizenship: USA & Australia

Education

2003 **Ph.D.**, Dept. of Geological Sciences, Univ. of Michigan, Ann Arbor, MI, USA
2000 **M.S.**, Dept. of Geological Sciences, Univ. of Michigan, Ann Arbor, MI, USA
1995 **B.A.**, Amherst College, Amherst, MA, USA

Employment

2011 – present **Assistant Professor**, Dept. of Geological Sciences, University of Florida, Gainesville, FL, USA
2006 – 2010 **Research Fellow**, Research School of Earth Sciences, The Australian University, Canberra, ACT, Australia
2004 – 2006 **Postdoctoral Fellow**, Research School of Earth Sciences, The Australian University, Canberra, ACT, Australia
1997 – 2003 **Graduate Research Assistant and Instructor**, Department of Geological Sciences, University of Michigan, Ann Arbor, MI, USA
1995 – 1997 **Science Teacher**, St. Ann's School, Brooklyn Heights, NY, USA

Recent Awards and Honors

2016 **Fellow of the Geological Society of America**
2016 **University of Florida Term Professorship** (3-yr term)
2016 **Editors' Citation for Excellence in Refereeing for Paleooceanography**
2015 **Fellow of the Florida Climate Institute** (3-yr term)
2015 **Excellence Awards for Assistant Professors**
2015 **University of Florida Global Fellow** (1-yr term)

Professional Activities (selected examples from past several years)

2017-present **Contributing Author**, IPCC Special Report on Oceans & Cryosphere, Ch. 3
2017 **Workshop lead organizer**, PALSEA2 workshop, Playa del Carmen, Mexico
2017 **Scientific Organizing Committee**, SCAR workshop, Trieste, Italy
2017 **Session Convenor**, PAGES Open Science Meeting, Zaragoza, Spain
2017-present **Scientific Committee**, Center for Hydro-Generated Urbanism
2016 **Panellist**, NSF Proposal Review Panel
2016 **Organizing Committee**, PALSEA2 and HOLSEA workshop, Mt. Hood, Oregon
2015-present **Editorial Board**, *Quaternary Geochronology*
2015-present **Steering Committee** Quaternary Interglacials (QUIGs), a PAGES working group
2015 **Organizing Committee**, PALSEA2 workshop, Tokyo, Japan
2014-2017 **Editorial board**, *Climate of the Past*

Current Research Funding

NSF-EAR-IF (9/17-9/19) *Early Career: Acquisition of a MC-ICP-MS for Research and Education in U-series Geochemistry and Applications in Geoscience* (**\$693,780**) Role: Lead PI.
NSF-OCE, P2C2 (6/17-5/19), *Collaborative Research: P2C2 - Reconstructing rates and sources of sea-level change over the last ~150 thousand years from a new coral database* (Total Budget: **\$505,294**; Dutton portion: **\$108,538**), Role: Co-PI
NSF-OCE, MGG (5/16-5/18), *Rates, timing, & nature of sub-orbital sea-level change during MIS 5e* (Total Award: **\$503,904**). Role: Lead PI (Sole PI).

Current Research Funding (continued)

NSF-DIBBs (9/14-8/17) *CIF21 DIBBs: Cyberinfrastructure for Interpreting and Archiving U-Series Geochronologic Data* (Total award: **\$579,763**; Dutton subaward: **\$87,121**). Role: Co-PI.

Publications (selected examples from last three years) #denotes student author

1. #Chutcharavan, P.M., **Dutton, A.**, Ellwood, M.J. (2018) Seawater $^{234}\text{U}/^{238}\text{U}$ recorded by modern and fossil corals, *Geochimica et Cosmochimica Acta*, 224, 1-17.
2. Otto-Bliesner, B., Braconnot, P., Harrison, S.P., Lunt, D.J., Abe-Ouchi, A., Albani, S., Bartlein, P.J., Capron, E., Carlson, A.E., **Dutton, A.**, Fischer, H., Goelzer, H., Govin, A., Haywood, A., Joos, F., Legrande, A.N., Lipscomb, W.H., Lohmann, G., Mahowald, N., Nehrbass-Ahles, C., Peterschmidt, J.-Y., Pausata, F.S.-R., Phipps, S., and H. Renssen. (2017) Two Interglacials: Scientific Objectives and Experimental Designs for CMIP6 and PMIP4 Holocene and Last Interglacial Simulations, *Geoscientific Model Dev.*, 10, 1-25.
3. #Skrivanek, A., **Dutton, A.**, Stemman, T., K. Vyverberg, J. Mitrovica (2017) Evidence of tectonism based on differential uplift of the Falmouth Formation of Jamaica, *Geological Society of America Bulletin*, 129, doi: /10.1130/B31796.1
4. #Sanborn, K., Webster, J.M., Yokoyama, Y., **Dutton, A.**, Braga, J.C., Clague, D.A., Paduan, J.B., Wagner, D., Rooney, J.J., Hansen, J.R., Eggins, S.M. (2017) New evidence of Hawaiian coral reef drowning in response to meltwater pulse 1-A, *Quat. Sci. Reviews*, 175, 60-72.
5. Valle-Levinson, A., **Dutton, A.**, Martin, J.B. (2017) Spatial and temporal variability of sea-level rise hotspots over the eastern United States, *Geophysical Res. Lett.*, 44, 7876-7882.
6. Woo, H.B., Panning, M., Adams, P., **Dutton, A.** (2017) Flexural Isostasy of the Carbonate Platform in North central Florida, *Geochemistry, Geophysics, Geosystems*, 18, 1-13.
7. **Dutton, A.**, Rubin, K., McLean, N., Bowring, J., Bard, E., Edwards, R.L., Henderson, G.M., Reid, M., Richards, D.A., Sims, K.W.W., Walker, J.D., Yokoyama, Y. (2017) Data Reporting Standards for Publication of U-series Data for Geochronology and Timescale Assessment in the Earth Sciences, *Quaternary Geochronology*, 39, 142-149.
8. Dechnik, B., Webster, J.M., Webb, G.E., Nothdurft, L., **Dutton, A.**, Braga, J.-C., Zhao, J.-X., Duce, S., Sadler, J., (2017) The evolution of the Great Barrier Reef during the Last Interglacial Period, *Global and Planetary Change*, 149, 53-71.
9. Khan, N. S., Ashe, E., Horton, B.P., **Dutton, A.**, Kopp, R.E., Brocard, G., Engelhart, S., Hill, D., Peltier, W.R., Vane, C.H., Scatena, F.N. (2017) Holocene sea-level database for the Caribbean region, *Quaternary Science Reviews*, 155, 13-36.
10. Petersen, S.V., **Dutton, A.**, Lohmann, K.C (2016) End-Cretaceous extinction in Antarctica linked to both climate change and bolide impact, *Nature Communications*, 7, Article 12079.
11. Hibbert, F.D., Rohling, E.J., **Dutton, A.**, #Chutcharavan, P.M. Zhao, C., Williams, F. (2016) Coral indicators of past sea-level change: a global repository of U-series dated benchmarks, *Quaternary Science Reviews*, 145, 1-56.
12. Puga-Bernabéu, A., Webster, J. M., Braga, J. C., Clague, D.A., **Dutton, A.**, Eggins, S., Fallon, S., Jacobsen, G., Paduan, J.B., Potts, D.C. (2016) Morphology and evolution of drowned carbonate terraces during the last two interglacial cycles, off Hilo, NE Hawaii, *Marine Geology*, 371, 57-81.
13. **Dutton, A.**, Carlson, A., Clark, P.U., DeConto, R., Horton, B. P., Long, A., Milne, G., Rahmstorf, S., Raymo, M. E. (2015) Sea-level rise due to polar ice-sheet mass loss during past warm periods, *Science*, 349.
14. **Dutton, A.**, Webster, J., Zwartz, D., Lambeck, K., and B. Wohlfarth. (2015) Tropical tales of polar ice: Evidence of last interglacial polar ice sheet retreat recorded by fossil reefs of the granitic Seychelles islands, *Quaternary Science Reviews*, 107, 182-196.

Curriculum Vitae: Michael A. Gil

Employment

National Science Foundation (USA) Postdoctoral Research Fellow
Department of Environmental Science & Policy, University of California

Davis, California, USA
March 2016 – present

Education

| | |
|---|------|
| University of Florida (UF), Ph.D., Biology, Advisor: Craig W. Osenberg | 2015 |
| University of Texas at Austin (UT), B.S., Biology, Magna Cum Laude, Honors in Biology | 2008 |
| Sea Education Association (SEA) Semester at Woods Hole, Dean's Scholar | 2007 |

Publications (=co-lead author, *international collaborator, †advised undergraduate student, ^graduate student)

Peer-reviewed, published or in press:

- Gil, M.A.**⁼ and A.M. Hein⁼. 2017. [Social interactions among grazing reef fish drive material flux in a coral reef ecosystem](#). *Proceedings of the National Academy of Sciences*. 114(18):4703-4708. *Featured as issue cover [[Earth.com](#), [International Business Times](#), [Public Now](#), [Axios](#), [ScienceDaily](#)]
- Gil, M.A.**[^] 2017. [YouTube videos of 'research in action' foster diverse public interest in science](#). *Ideas in Ecology & Evolution*. 10(1), ISSN 1918-3178.
- Gil, M.A.**[^], J. Zill[†], and J.M. Ponciano. 2017. [Context-dependent landscape of fear: algal density elicits risky herbivory in a coral reef](#). *Ecology* 98:534–544. [[ScienceDaily](#), [Science Newsline](#), [R&D](#)].
- Zill, J.[†], **M.A. Gil**[^] and C.W. Osenberg. 2017. [When environmental factors become stressors: interactive effects of vermetid gastropods and sedimentation on corals](#). *Biology Letters*, 13, 3.
- Gil, M.A.**[^], Emberts, Z. [^], Jones, H.[^], and St. Mary, C. 2017. [Social information on fear and food drives animal grouping and fitness](#). *The American Naturalist* 189:227–241. [[AmNat News](#), [The Cal Aggie](#)]
- Gil, M.A.**[^], S. Goldenberg^{*^}, A. Ly Thai Bach^{*^}, S.C. Mills^{*}, and J. Claudet^{*}. 2016. [Interactive effects of three pervasive marine stressors in a post-disturbance coral reef](#). *Coral Reefs* 35:1281-1293. [[UC Davis](#), [PeterSaleBooks.com](#)]
- Pfaller, J.B.[^] and **M.A. Gil**[^]. 2016. [Sea turtle symbiosis facilitates social monogamy in oceanic crabs](#). *Biology Letters*. 12, 9. [[Popular Science](#), [New Scientist](#), [Phys Org](#), [mental floss](#), [Nat Sci News](#), [UCD](#)]
- Gil, M.A.**[^] and J.B. Pfaller[^]. 2016. [Oceanic barnacles act as foundation species on plastic debris: implications for marine dispersal](#). *Scientific Reports* 6:19987. [[Science Friday](#), [Discover Magazine](#), [ScienceDaily](#), [Europa Press](#), [Science et Vie Junior](#), [Santa Cruz Sentinel](#)]
- Gil, M.A.**[^], J. Jiao[^], and C.W. Osenberg. 2016. [Enrichment scale determines herbivore control of primary producers](#). *Oecologia*: 180:833-840. [[Huffington Post](#), [Science World Report](#), [Futurity](#), [Phys Org](#), [Tampa Bay Newswire](#), [University of Florida News](#)]
- Gil, M.A.**[^], B. Renfro[†], B. Figueroa-Zavala^{*}, I. Penié^{*}, and K. Dunton. 2015. [Rapid tourism growth and declining coral reefs in Akumal, Mexico](#). *Marine Biology* 162:2225-2233.
- Gil, M.A.**[^] 2013. [Unity through nonlinearity: A unimodal coral-nutrient interaction](#). *Ecology* 94:1871-1877. *Honorable Mention, "Best Student Paper", UF Department of Biology, Spring 2014
- Stier, A. C.^{=^}, **M. A. Gil**^{=^}, C. S. McKeon^{=^}, S. Lemer^{*^}, M. Leray^{*^}, S. C. Mills^{*}, and C. W. Osenberg. 2012. [Housekeeping mutualisms: Do more symbionts facilitate host performance?](#) *PLoS ONE* 7:e32079.

Peer-reviewed, in review:

- Gil, M.A.**[^], A.M. Hein, O. Spiegel[^], M.L. Baskett, and A. Sih. Social information can link individual behavior to ecological dynamics. (In review: *Trends in Ecology & Evolution*).
- Jiao, J.[^], S. Pilyugin, **M.A. Gil** and C.W. Osenberg. Mobility affects consumer-resource interactions across space and time. (in review: *The American Naturalist*).

Thesis and Technical Reports:

- Gil, M.A.** 2015. Context dependence in effects of nutrient enrichment on tropical coral reefs. Ph.D. Dissertation. Department of Biology, University of Florida.
- Mutchler, T., **M.A. Gil**, and K.H. Dunton. 2009. Investigating the response of seagrass meadows to environmental stressors: Quantifying the effect of grazing and nutrient enrichment on seagrass growth & tissue nutrient content. Jobos Bay National Estuarine Research Reserve, Puerto Rico.
- Montagna, P.A., T. Palmer, **M.A. Gil**, E. Hill, B. Nicolau, and K.H. Dunton. 2009. Response of the Nueces estuarine marsh system to freshwater inflow: An integrative data synthesis of baseline conditions for faunal communities. Coastal Bend Bays & Estuaries Program, Inc.

Branco Weiss Society in Science Fellowship
Dr. Michael A. Gil

Curriculum Vitae: Michael A. Gil

- Gil, M.A.**, K. H. Dunton, S. V. Schonberg, K. Jackson, and P. A. Montagna. 2008. Establishment of Wet and Dry Periods in the Nueces Delta for Examination of Temporal and Spatial Patterns in Emergent Vegetation and Benthic Macrofauna. Coastal Bend Bays & Estuaries Program, Inc.
- Gil, M.A.** 2008. Spatial variation in test size of the pteropods *Limacina inflata* and *Limacina trochiformis* in relation to pH across the eastern equatorial Pacific. *In: Student Research Reports: S-214*, Sea Education Association, P.O. Box 6, Woods Hole, MA 02543.
- Gil, M.A.**, K. Jackson, and S. Moorhead. 2007. Little Bay Project Summary. City of Rockport, TX.

Popular articles:

- Gil, M.A.** 2016. Sail away from plastic seas – with science. Ocean Watch Magazine. November issue. Published by Sailors for the Sea. <http://sailorsforthesea.org/programs/ocean-watch/sail-away-plastic-seas-%E2%80%93-science>
- Gil, M.A.** 2016. Sailing, science, and saving the world. Reach: US Sailing's STEM Education Initiative. <http://reach.ussailing.org/sailing-science-and-saving-the-world/>
- Gil, M.A.** and T. Bottenus. 2012. A hitchhiker's guide to the North Pacific Subtropical Gyre. Shipboard Journal article for the Plastics at SEA 2012 Expedition. http://www.sea.edu/plastics/journal/november_3_day_32
- Gil, M.A.** 2012. Science needs you! (really): The importance of critical thinking in the Communication Age. Shipboard Journal article for the Plastics at SEA 2012 Expedition. http://www.sea.edu/plastics/journal/october_10_day_8

Previous Professional Experience

| | |
|--|--|
| University of California Berkeley, Gump Research Station <i>Graduate Researcher, coral reef ecology</i> | Mo'orea, French Polynesia May 2010-Aug. 2015 |
| Centre de Recherches Insulaires et Observatoire de l'Environnement (CRIOBE, French Research Station) <i>Graduate Researcher; Lead on French-American collaboration</i> | Mo'orea, French Polynesia Jan., June-Aug. 2013 |
| Plastics @ SEA 2012: North Pacific Plastics Expedition <i>Volunteer Researcher & Outreach Writer/Photographer</i> | N. Pacific Subtropical Gyre Oct.-Nov. 2012 |
| Ocean Bridges, French-American Workshops 2010 & 2011 <i>Graduate Researcher; participant and collaborator</i> | Mo'orea, French Polynesia Summers 2010 & 2011 |
| Jobos Bay National Estuarine Research Reserve <i>Post-Baccalaureate Researcher, seagrass ecology</i> | Aguirre, Puerto Rico May-June 2009 |
| University of California Berkeley, Gump Research Station <i>Post-Baccalaureate Researcher, coral reef ecology</i> | Mo'orea, French Polynesia April 2009 |
| University of Texas at Austin, Marine Science Institute <i>Post-Baccalaureate Researcher, salt marsh ecology</i> | Port Aransas, Texas, USA June-Sept. 2008 |
| University of Texas at Austin, Department of Integrative Biology <i>Undergraduate Research Assistant, freshwater ecology</i> | Austin, Texas, USA Sept.-Dec. 2006, Jan.-May 2008 |
| SEA Semester at Woods Hole, Expedition: Mexico to Tahiti <i>Undergraduate Researcher, biological oceanography</i> | Woods Hole, USA & South Pacific Oct. 2007-Jan. 2008 |
| University of Texas at Austin, Marine Science Institute <i>Undergraduate Researcher, seagrass ecology</i> | Port Aransas, Texas, USA June-July 2007 |
| University of Texas at Austin & Centro Ecológico Akumal <i>Undergraduate Researcher/Student, seagrass/reef ecology</i> | Akumal, Mexico April-June 2007 |
| Lizard Island Research Station <i>Undergraduate Researcher/Student, coral reef ecology</i> | Lizard Island, Australia May-June 2005 |

Presentations

- 2016-17 24 presentations, including 22 invited oral presentations, 14 delivered to public audiences in Thailand, Aruba, Tanzania (TED Global), and the US
- 2015 2 oral presentations, including PhD exit seminar and invited keynote talk for coral reef stakeholders at the Caribbean Sailing Association meeting in St. Maarten
- 2014 9 presentations, including 3 oral and 2 poster presentations at national conferences (Society of Integrative and Comparative Biology, Gordon Predator-Prey Conference, Benthic Ecology Meeting, Western Society of Naturalists)

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Dr. Michael A. Gil

Curriculum Vitae: Michael A. Gil

- 2013 5 presentations, including 2 invited oral presentations and 1 oral presentation at a national conference (Benthic Ecology Meeting)
- 2007-12 7 presentations, including 4 oral presentations at national conferences (Florida Marine Biology Symposium, Benthic Ecology Meeting, Western Society of Naturalists) and 1 oral presentation at a Southeast Texas regional water management meeting

Teaching

- Marine Ecology in Mo'orea (2014) and in Akumal (2016)** University of Florida
Instructor Summer 2014 & Spring 2016
Research-intensive field-based course for undergraduate and graduate students
- Marine Botany in Akumal, Mexico** University of Texas at Austin
Co-instructor Summers 2011, 2013, 2015, 2017
Research-intensive field-based course for undergraduate and graduate students
- Foundations and Frontiers in Ecology** University of Florida
Co-organizer and Instructor Fall 2012
Graduate discussion on the milestones and cutting-edge works within core topics in ecology
- General Ecology Laboratory** University of Florida
Instructor (3 sections) Fall 2010 & 2015
Teaches upper-division undergrads how to design, carry out and present empirical research
- Integrative Principles of Biology II Laboratory** University of Florida
Instructor (3 sections) Spring 2010
Core biology laboratory for biology majors: organismal physiology & pop./community ecology

MENTORING HIGHLIGHTS

- ◆ Served as primary research mentor for 35 undergraduate students from UT & UF (including 24 female, 4 Hispanic, and 1 Pacific Islander)
- ◆ Advised 6 student conference presentations (UT & UF) and an undergraduate research thesis (UT)
- ◆ Advised students on successful applications for two National Science Foundation (USA) Graduate Research Fellowships, awarded to Julie Zill (U. of Hawai'i at Mānoa) and Corinne Fuchs (U. of California, Santa Barbara); and a UF University Scholarship, awarded to Noah Hackney
- ◆ Delivered 6 discussion panels and presentations on science careers beyond college/university

SCIENCE COMMUNICATION & PUBLIC OUTREACH

- SciAll.org, Mass science communication campaign, Creator** Sept. 2015-present
Website and associated YouTube channel (<http://www.youtube.com/sciallorg>) featuring 'science behind the scenes', intended to popularize science across a broad, international public audience
- MarineBio.org, Conservation Society, Contributing Photographer** Nov. 2016-present
Nonprofit promoting education of ocean science and conservation: <http://marinebio.org/gallery/>
- mikegil.com, Professional research website and blog, Creator** Oct. 2011-present
Connecting the public with my field research through writing, photography, and videography (see associated YouTube channel: <http://www.youtube.com/mikegilofficial>)
- School Exchange & Journal, Plastics @ SEA, Writer and Photographer** Oct.-Nov. 2012
Answered science questions from 11 participating K-12 schools and contributed to North Pacific Expedition Journal to "bring the public along" on the adventure (<http://sea.edu/plastics>)

Service (Community)

- Gator Nation Conservation, Founder/President** Gainesville, Florida, USA
Student service organization: park cleanups, invasive removals
Sept. 2009-Dec. 2010
- Aquarena Spring Diving for Science Program, Volunteer SCUBA Diver** San Marcos, Texas, USA
Maintained habitat at for federally endangered species
March-Aug. 2008
- Tribeta Biological Honor and Service Society, Member** Austin, Texas, USA
Habitat cleanups, charity meal preparation for families
Oct. 2006-May 2008
- 12th Annual Lake Travis Underwater Cleanup, Organizer** Austin, Texas, USA
Largest SCUBA/shoreline cleanup in Texas
Sept. 2006

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SERVICE (UF DEPARTMENT OF BIOLOGY)

2014-15 Biology Graduate Student Association (BGSA) Graduate Representative
2013-14 BGSA Vice President (elected; represented graduate students at faculty meetings)
2012-13 Undergraduate Research Assistantship Program (URAP) coordinator and judge
2010-13 BGSA Green Rep. (liaison between Dept. and UF Office of Sustainability)
2010-11 BGSA Graduate Research Forum Committee (organized weekly graduate seminar)
2010-11 BGSA Welcoming Committee (organized event to welcome Dept. back for new year)

SERVICE (SCIENTIFIC PEER REVIEW)

Ecology ♦ Journal of Ecology ♦ Oikos ♦ Marine Ecology – Progress Series ♦ Science of the Total Environment ♦ Journal of Experimental Marine Biology and Ecology ♦ Journal of Fish Biology

SYNERGISTIC ACTIVITIES

Learning Assistantship Program, Dept. of Biology, University of Florida Gainesville, Florida, USA
Contributed active learning activities in community ecology for UF Spring 2015
undergraduate student-led teaching program for general biology
Connection Storymaker Workshop, Society for Integrative & Comparative Bio. Austin, Texas, USA
[Randy Olson](#)-led group honed storytelling skills for science communication Jan. 2014

HONORS

2017 Named a [TED Fellow](#) [UF, UC Davis, SEA, Fast Company]
2014 Honorable Mention, UF Dept. of Biology "Best Student Paper": Gil, M.A. 2013. *Ecology*.
2013 Science outreach video "[Want to Be a Marine Biologist?](#)" selected 'Best of Winner', Midway Atoll, Papahānaumokuākea Marine National Monument
2012 1st Place, Best Oral Presentation at the 41st Annual Benthic Ecology Meeting in Norfolk, Virginia
2008 UT Dean's Honored Graduate (highest honor awarded by College to <1% of class)
2008 Inducted into Sigma Xi, Scientific Research Society
2008 Second Place in Biology, Best Student Poster at UT Undergraduate Research Forum
2008 UT Distinguished College Scholar for GPA/coursework years 2005-06, 2006-07, 2007-08
2007 Induction into the Phi Beta Kappa Society

FELLOWSHIPS, SCHOLARSHIPS, AND GRANTS

2018 National Geographic Society grant for research in Thailand (\$20,520)
2015 NSF Postdoctoral Research Fellowship in Biology (March 2015-Feb. 2018; \$138,000 USD)
Graduate school (totaling over \$270,000 USD):
2013 Carl Storm Underrepresented Minority Fellowship for Gordon Research Conference (\$600)
2013 NSF award for participation in the 2014 Gordon 'Predator-Prey' Research Conference (\$200)
2012 Chateaubriand Fellowship, Embassy of France for research in French Polynesia (\$10,000)
2011 NSF Graduate Research Fellowship International Travel Award (\$1,000)
2011 Florida Sea Grant Nutrient Dynamics Fellowship (\$19,000)
2011 Ed Stolarz Memorial Fellowship in Marine Biology (\$1,500)
2010 UF Graduate Student Council Travel Awards for Spring 2011-13 (\$750)
2010 Ocean Bridges II Fellowship, for French-American research in French Polynesia (\$5,500)
2010 NSF Southeast Alliance for Graduate Education and the Professorate (\$650)
2010 UF Department of Biology Student Travel Award for Fall 2010 (\$100)
2010 NSF Graduate Research Fellowship (\$122,500)
2009 Ocean Bridges II Fellowship, for French-American research in French Polynesia (\$9,000)
2009 UF Alumni Fellowship (\$100,000)
Undergraduate education (totaling over \$67,000 USD):
2007 SEA Dean's Scholarship and Tuition Award (merit-based awards; \$10,000)
2007 Phi Beta Kappa, Alpha of Texas Award of Distinction (\$500)
2006 Presidential Endowed Scholarship for Natural Sciences (UT; \$2,500)
2005 UT Coop GOES Scholarship for Study Abroad in Australia (2005) & Mexico (2007; each \$1,000)
2004 Haraldson Foundation Scholarship (full, four-year tuition scholarship; \$23,000)
2004 Institute of Hispanic Culture of Houston Scholarship (academic merit based; \$1,000)

Joan C. Herrera, Ph.D.

Employment (recent)

- Instructor, Department of Biological Sciences, University of Florida St. Petersburg (2014-present)
- Adjunct Assistant Professor/Visiting Lecturer, University of Florida (1998-2008; 2015-present)
- Curator of Collections, Fish and Wildlife Research Institute, Florida Fish and Wildlife Conservation Commission (2008–2014)
- Curatorial Assistant, Invertebrate Paleontology, Florida Museum of Natural History (2001-2002)
- Marine Exhibits Consultant, Florida Museum of Natural History (2000-2002)

Education

- Ph.D. August 1998, University of Florida, Zoology
- M.Ed. December 1985, University of Florida, Secondary Science Education and Curriculum
- B.S. August 1978, University of Florida, Animal Science

Scholarships, Awards and Honors (selected)

- Courtesy Assistant Curator, Florida Museum of Natural History, University of Florida (2011-present)
- Full Curator, Encyclopedia of Life (2011-present)
- University of Florida Anderson Scholar Faculty Honoree (2004)
- Yardley Dissertation Fellowship, College of Liberal Arts and Science, University of Florida (1996)
- William W. Behrens, Jr./Florida Institute of Oceanography Award for outstanding student presentation in Marine Science/Oceanography at the Florida Academy of Sciences (1995)

Grants (selected)

- University of South Florida St. Petersburg, Online Course Development for BSC 2010. (\$8,000) 2017-2018.
- NMFS, NOAA: Southeastern Area Monitoring and Assessment Program. (\$1,500,000/5 years) PI 2008-2011, PM 2011-2014.
- ESA-NOAA: Monitoring and mapping of threatened acroporid corals in U.S. jurisdiction: Development of a multi-state conservation program. (1,350,000/3 years) PM 2010-2013.
- SWG, USFWS: Historical and Modern Patterns of Biodiversity in Coral Reefs with an Emphasis on Species of Greatest Conservation Need. (\$63,498.00) PI 2010-2012
- CWT, WFF: Accessing the wealth of data buried in the Fish and Wildlife Research Institute's biological specimen collection. (\$15,000) 2009-2010

Presentations and Invited Lectures (selected)

- West Florida Shelf Asteroidea – 50 years post-Hourglass Cruises. Herrera, J.C., J.C. Cobb and J.M. Lawrence. North American Echinoderm Conference, Pensacola, FL (June, 2014)
- Specimen Information Services research incorporating SEAMAP data. Fisheries Independent Monitoring Annual Meeting, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, St. Petersburg, FL (February, 2013)
- Marine Quest, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, St. Petersburg, FL (Annually 2008-2014)
- Distribution of *Luidia clathrata* and *Luidia lawrencei* (Echinodermata: Asteroidea) in the Gulf of Mexico and the western Caribbean. John Lawrence, Alicia Duran Gonzales, Francisco Solis Marin, and Joan Herrera. First Annual Latin American Echinoderm Congress, Puerto Madryn, Argentina. (Presented by John Lawrence, November, 2011)

Publications (selected)

- Cobb, Janessa.C., John M. Lawrence, Joan C. Herrera, Karen Lopez & Daniel Janies. (in preparation) A new species of *Astropecten* (Echinodermata: Asteroidea: Paxillosida: Astropectinidae) and a new comparison of the *Astropecten* species from the Gulf of Mexico and the East Florida Shelf. *Zootaxa*.
- Lawrence, John M., Janessa C. Cobb and Joan C. Herrera. (accepted with revision) Synonymy of *Astropecten nitidus* Verrill, 1915 with *Astropecten cingulatus* Sladen, 1883 and *Astropecten comptus* Verrill, 1915 with *Astropecten articulatus* (Say, 1825). *Bulletin of the Peabody Museum of Natural History*.
- Lawrence, John M., Janessa Cobb, Joan C. Herrera, Alicia Duran-Gonzalez and Francisco A. Solís-Marín. (in press) Morphological comparison of *Astropecten cingulatus* and a new species of *Astropecten* (Paxillosida, Astropectinidae) from the Gulf of Mexico. *Zootaxa*.
- Herrera J., K. Netchy K. and T. Dix. (2013). Historical and Modern Patterns of Biodiversity in Coral Reefs with an Emphasis on Species of Greatest Conservation Need, Final Report, Florida Fish and Wildlife Conservation Commission, Fish and Wildlife Research Institute, Saint Petersburg, FL, USA: 434.
- Lawrence, John M., Alicia Durán-González, Francisco A. Solís-Marín, Joan Herrera, and Carlos Renato R. Ventura. (2013) Distribution of *Luidia clathrata* and *Luidia lawrencei* (Echinodermata: Asteroidea) along the coast of the western Atlantic Ocean, the Gulf of Mexico and the Caribbean Sea. *Cahiers de Biologie Marine*, 54: 525-529.
- Valdes, Angel, Ulysses Gatdula, Nancy Sheridan and Joan Herrera. (2011) Multi-dataset revision of two uncommon species of Chromodorididae (Mollusca: Nudibranchia) from the Gulf of Mexico with the description of a new taxon. (*American Malacological Bulletin*, 29: 51-62).
- Lawrence, J.M., J. Herrera and J. Cobb. (2004). Vertical posture of the clypeasteroid sand dollar *Encope michelini*. (*Journal of the Marine Biological Association*, 84: 407-408).
- Lawrence, J.M. and J. Herrera. (2000). Stress and deviant reproduction in echinoderms. (*Zoological Studies*, 39(3): 151-176).

Biographical Sketch

JOHN M. JAEGER

Associate Professor

Department of Geological Sciences, University of Florida, P.O. Box 112120

Gainesville, FL 32611-2120

Tel: (352) 846-1381

email: jmjaeger@ufl.edu

(a) Professional Preparation

| | | | |
|---------------------------|----------------------|------------------------------------|-------------|
| Humboldt State University | Arcata, CA, USA | Oceanography | B.Sc. 1991 |
| SUNY Stony Brook | Stony Brook, NY, USA | Marine Environmental Science | M.Sc., 1993 |
| SUNY Stony Brook | Stony Brook, NY, USA | Geological Oceanography | Ph.D., 1998 |
| Lehigh University | Bethlehem, PA, USA | Geology Post- Doc. | 1998-1999 |

(b) Appointments

2007-Present, Associate Professor, University of Florida

2000-2007, Assistant Professor, University of Florida

(c) Publications

Five Relevant Papers

Jaeger, J.M., and Koppes, M.N., (2015), The role of the cryosphere in source-to-sink systems: Earth Science Reviews, p. 1–34, doi: 10.1016/j.earscirev.2015.09.011.

Gulick, S.P.S., Jaeger, J.M., Mix, A.C., et al., (2015), Mid-Pleistocene climate transition drives net mass loss from rapidly uplifting St. Elias Mountains, Alaska: Proceedings of the National Academy of Sciences, p. 201512549–6, doi: 10.1073/pnas.1512549112.

Villaseñor, T., Jaeger, J.M., and Foster, D.A., (2016), Linking Late Pleistocene alpine glacial erosion and continental margin sedimentation: Insights from ⁴⁰Ar/³⁹Ar dating of silt-sized sediment, Canterbury Basin, New Zealand: Earth and Planetary Science Letters, v. 433, p. 303–316, doi: 10.1016/j.epsl.2015.11.008.

Villaseñor, T., J.M. Jaeger, K. Marsaglia and G.H. Browne, (2015). Evaluation of the relative roles of global versus local sedimentary controls on Middle - Late Pleistocene formation of continental margin strata, Canterbury Basin, New Zealand. Sedimentology, doi:10.1111/sed.12181.

Montelli, A., Gulick, S.P.S., Worthington, L.L., Mix, A.C., Davies-Walczak, M., Zellers, S.D., and Jaeger, J.M., (2017). Late Quaternary glacial dynamics and sedimentation variability in Bering Trough, Gulf of Alaska. Geology, doi:10.1130/G38836.1.

Five Additional Papers

Mehta, A. J., Jaeger, J. M., Boz, Z., & Khare, Y. P. (2018). Multiphase Layering and Mobility of Suspended Fine Sediment in Lake Apopka, Florida, 6(2), 433–445. doi.org/10.2495/CMEM-V6-N2-433-445.

Marsaglia, K.M., G. H. Browne, S.C. George, D. Kemp, J.M. Jaeger, D. Carson, M. Richaud and IODP Expedition 317 Scientific Party, (2017). The Transformation of Sediment into Rock: Insights from IODP Site U1352, Canterbury Basin, New Zealand. Journal of Sedimentary Research, DOI: 10.2110/jsr.2017.15.

Meridith, L. N., E. J. Sreaton, J. M. Jaeger, S. R. James, and T. Villaseñor (2017), The impact of rapid sediment accumulation on pore pressure development and dehydration reactions during shallow

subduction in the Gulf of Alaska, *Geochem. Geophys. Geosyst.*, 18, 189–203,
doi:10.1002/2016GC006693.

Cui, X., T.S. Bianchi, J.M. Jaeger, R.W. Smith, 2016. Biospheric and petrogenic organic carbon flux along southeast Alaska. *Earth and Planetary Science Letters*, v. 452, p. 238–246.
10.1016/j.epsl.2016.08.002.

Jaeger, J.M. and Kramer, B., 2013. A continental shelf sedimentary record of Little Ice Age to modern glacial dynamics: Bering Glacier, Alaska, 2013. *Continental Shelf Research*. DOI:
10.1016/j.csr.2013.03.011.

(d) Synergistic Activities

- U.S. Advisory Committee for Scientific Ocean Drilling, Member, (2012-2015)
- U.S. Advisory Committee for Scientific Ocean Drilling, Chair, (2013-2016)
- NSF GeoPRISMS Steering and Oversight Committee, 2010-2013
- IODP Science Steering and Evaluation Panel, 2006-2009
- Member of Coastal Community Resiliency Initiative Focus Group, Department of Economic Opportunity, State of Florida, (2012-present)

BIOGRAPHICAL SKETCH

MATTHEW CHARLES SMITH

Senior Lecturer

University of Florida Dept. of Geological Sciences
241 Williamson Hall, Box 112120
Gainesville, FL 32611
(352) 392-2106, mcsmith@ufl.edu

Professional Preparation

- 1999 Ph.D. in Geology/Geochemistry, University of Florida, 1999.
1993 Master of Science in Geology, University of Florida, 1993.
1989 B.S. in Geology (minor in Oceanography), University of New Hampshire, 1989.

Appointments

- 2011-present Senior Lecturer, Dept. of Geological Sciences, University of Florida, Gainesville, FL.
2007- 2011 Lecturer, Department of Geological Sciences, University of Florida, Gainesville, FL.
2003-2007 Visiting Lecturer, Dept. of Geological Sciences, University of Florida, Gainesville, FL.
2001-2003 Education Programs Manager, American Geological Institute, Alexandria, Virginia.
1999-2001 Postdoctoral Researcher in Igneous Petrology and Isotope Geochemistry, University of Hawaii School of Ocean and Earth Science and Technology.

Courses Taught

Introduction to the Geological Sciences (GLY1000), Introduction to Oceanography (OCE1001), Introduction to Earth Science (ESC1000), Geology of Florida Lab (GLY1150L), Physical Geology (GLY2010C), Environmental and Engineering Geology (GLY2030C), Earth Materials Special Topics (GLY4930), Igneous and Metamorphic Petrology (GLY4310C), Introduction to Earth Materials (GLY3202C), Geological Field Methods (GLY4750L), The Geology of Florida (GLY4155C), Topics in Earth and Space Science for Teachers (GLY6932).

Recent Awards and Honors

- 2017 UF Online Education Excellence Award
2017 UF College of Liberal Arts and Sciences Teacher of the Year Award, 2016-2017.
2016 UF Online Education Excellence Award
2014 Nominated for UF College of Liberal Arts and Sciences Teacher of the Year Award
2012 Teacher of the Year (as voted on by UF Geological Sciences graduating Class).

Current Grant Funding-None

Service to Profession (past 10 years)

- 2016-present Advisory board member for NSF-funded Geoscience Engagement and Outreach (GEO-paths) grant (UF-Santa Fe College collaborative grant). PIs-Heidi Lannon (SFC), Kathryn Stofer (UF).
2015-present CLAS Faculty collaborator on MSP Grant *U-FUTuRES 2: University of Florida Unites Teachers to Reform Education in Science*, UF PIs L.F. Hayes and R.M. Pringle, UF College of Education. (<https://education.ufl.edu/science-education/u-futures/>)
2012-2014 CLAS Faculty collaborator on MSP Grant *U-FUTuRES: University of Florida Unites Teachers to Reform Education in Science*, UF PIs L.F. Hayes and R.M. Pringle, UF College of Education. (<https://education.ufl.edu/stem/ufutures/>)
2011 Associate Editor and activity reviewer for *On the Cutting Edge Collection on Teaching Petrology in the 21st Century*
<https://serc.carleton.edu/NAGTWorkshops/petrology/index.html>
2009-2010 CLAS Faculty collaborator on MSP Grant: *Florida PROMiSE: Partners to Rejuvenate & Optimize Mathematics and Science Education*, UF PIs: S.J. Pape and M.J.

Koroly, (<https://vivo.ufl.edu/display/n335099263>,
<http://www.csl.usf.edu/ourwork/data/9Florida-PROMiSE.pdf>)

2007-2008 Supervisory Committee Member and contributing author for “Exploring Science Content”, UF PIs: C. Cavanaugh and K. Dawson, UF College of Education.(
<https://etc.usf.edu/reports/union1/index.html>)

5 Most Recent Refereed Publications (self = bold, graduate student = g, other = &)

- Perfit, M.R., Wanless, V.D., Ridley, W.I., Klein, E., **Smith, M.C.**, Hinds, J.S.^g Kutza, S.^g, and Fornari, D.J. (2012) EPR ISS Lava Geochemistry –2 decades of comprehensive sampling and 2 eruptions. *Oceanography*, 25-1, 89-93.
- Schmitt, A.K., Perfit, M.R., Rubin, K.H., Stockli, D.F., **Smith, M.C.**, Cotsonika^g, L.A., Zellmer, G.F., Ridley, W.I., Lovera, O.M. (2011) Rapid cooling rates at an active mid-ocean ridge from zircon thermochronology, *Earth Planet. Sci. Lett.* **302**, 349-358.
- Ridley, W.I., Perfit, M.R. , **Smith, M.C.** and Fornari, D. (2006), Magmatic Processes In Developing Oceanic Crust Revealed In A Cumulate Xenolith Collected At The East Pacific Rise, 9° 50'N., *Geochemistry, Geophysics and Geosystems*, Vol. 7, Q12004, DOI 0.1029/2006GC001316, 12 December, 2006, 1-25.
- Zimmerman, A. R. and **Smith, M.C.** (2006), Engaging Today's Students in Earth Science 101, *Eos Trans. AGU*, 87(34), doi: 10.1029/2006EO340003, 339-344.
- Rubin, K.H., van der Zander, I.P, **Smith, M.C.** and Bergmanis, E.C.^g (2005), Minimum speed limit for ocean ridge magmatism from ²¹⁰Pb-²²⁶Ra-²³⁰Th disequilibria, *Nature*, 437, 534-538, DOI: 10.1038/nature03993.

Field Experience

- 2016 Petrochemist and dive participant aboard the RV Atlantis, Siqueiros Fracture Zone, OASIS (Off-Axis Seamount Investigations at Siqueiros) cruise.
- 1995 Petrochemist and dive participant aboard the RV Atlantis II, Juan de Fuca Ridge (JdFR), NOAA Vents cruise Leg 1 (voyage 132-09).
- 1994 Petrochemist and camera pilot aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 1 (voyage DI-94-03).
- 1994 Petrochemist aboard RV Atlantis II, JdFR, (voyage 131-18).
- 1994 Scientific personnel and dive participant aboard the RV Atlantis II and DSV ALVIN, East Pacific Rise (EPR) at 9°-10°N, AdVenture IV cruise (voyage 131-14).
- 1993 Scientific personnel aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 2.
- 1992 Petrochemist aboard the RV Atlantis II, EPR at 9°-10°N, AdVenture III cruise (voyage 131-11).
- 1991 Petrochemist and dive participant aboard the RV Atlantis II and DSV ALVIN, JdFR, NOAA Vents cruise Leg 2 (voyage 125-29).
- 1991 Scientific personnel and dive participant aboard the RV Atlantis II and DSV ALVIN, EPR at 9°-10°N, AdVenture cruise (voyage 125-24).
- 1990 Scientific personnel RV Atlantis II, NOAA Vents cruise on the Juan de Fuca Ridge, Leg 3 (voyage 125-11).
- 1990 Scientific personnel and camera pilot aboard the NOAA ship Discoverer, JdFR, NOAA Vents cruise Leg 2 (voyage DI-90-03).
- 1988 Two months field work in intertidal and shallow subtidal zones, Shoals Marine Lab, Appledore Island, NH.
- 1988 One month field work studying sedimentation processes in tidal mud flats, Jackson Estuarine Laboratory, Durham, NH.
- 1988 One month mapping and sampling in Maine for senior thesis.
- 1988 Two weeks mapping and sampling offshore in Maine aboard the R.V. Jere Chase

Contact Information:

Fisheries and Aquatic Sciences Program
 School of Forest Resources and Conservation
 University of Florida
 Gainesville, FL 32611

Tel: (352) 846-0850
 Fax: (352) 392-1707
 e-mail: will.patterson@ufl.edu

Professional Preparation:

| | | |
|-----------------------------|---------------------|---------------------|
| University of Virginia | History | B.A., 1991 |
| Old Dominion University | Biological Sciences | M.S., 1995 |
| University of South Alabama | Marine Sciences | Ph.D., 1999 |
| Louisiana State University | Oceanography | Post-Doc, 1999-2001 |

Positions Held:

2016- Associate Professor, Fisheries and Aquatic Sciences, University of Florida
 2011-2016 Associate Professor, Department of Marine Sciences, University South Alabama
 2007-2011 Associate Professor, Department of Biology, University of West Florida
 2004-2007 Assistant Professor, Department of Biology, University of West Florida
 2001-2003 Asst. Research Professor, Department of Marine Sciences, U. of South Alabama

Selected Publications:

- Chagaris, D.D., S. Binion, A. Bodanoff, K. Dahl, J. Granneman, H. Harris, J. Mohan, M. Rudd, M. Swenarton, R. Ahrens, W.F. Patterson III, J. Morris, and M. Allen. 2017. Modeling management strategies to mitigate invasive lionfish impacts on the West Florida Shelf ecosystem. *Fisheries* 42:421-431.
- Dahl, K.A., W.F. Patterson III, A. Robertson and A.C. Ortmann. 2017. DNA barcoding significantly improves resolution of invasive lionfish diet in the northern Gulf of Mexico. *Biological Invasions* 6:1917-1933.
- Murawski, S.A., J.W. Fleeger, W.F. Patterson III, C. Hu, K. Daly, I. Romero, and G.A. Toro-Farmer. 2016. How did the Deepwater Horizon oil spill affect coastal and continental shelf ecosystems of the Gulf of Mexico? *Oceanography* 293:160-173.
- Dahl, K.A., W.F. Patterson III, and R.A. Snyder. 2016. Experimental assessment of lionfish removals to mitigate reef fish community shifts on northern Gulf of Mexico artificial reefs. *Marine Ecology Progress Series* 558:207-221.
- Barnett, B.K., W.F. Patterson III, T.D. Kellison, S.B. Garner and A.M. Shiller. 2016. Nursery sources of red snapper (*Lutjanus campechanus*) off the southeastern USA simulated with otolith chemical signatures. *Marine and Freshwater Research* 67: 992-1001.
- Addis, D.T., W.F. Patterson III and M.A. Dance. 2016. The potential of unreported artificial reefs to serve as refuges from fishing mortality for Gulf of Mexico reef fishes. *North American Journal of Fisheries Management* 36:131-139.
- Tarnecki, J.H and W.F. Patterson III. 2015. Changes in red snapper diet and trophic ecology in the northern Gulf of Mexico following the Deepwater Horizon Oil Spill. *Marine and Coastal Fisheries* 7:135-147.
- Patterson, W.F., III, J.H. Tarnecki, D.T. Addis, and L.R. Barbieri. 2014. Reef Fish community structure at natural versus artificial reefs in the northern Gulf of Mexico. *Proceedings of the Gulf and Caribbean Fisheries Institute* 66:4-9.
- Patterson III, W.F., J.H. Cowan, Jr., D.A. Nieland, and G.R. Gitzhugh, editors. 2007. *Population*

Ecology and Fisheries of U.S. Gulf of Mexico Red Snapper. American Fisheries Society Symposium 60. Bethesda, Maryland. 361 pp.

Garner, S.B. and W.F. Patterson III. 2015. Direct observation of charterboat effort, catch, and discarding of northern Gulf of Mexico reef fishes. *US Fishery Bulletin* 113:157-166.

Patterson, W.F., III. 2007. A review of Gulf of Mexico red snapper movement studies: Implications for population structure. *American Fisheries Society Symposium* 60:221-236.

Synergistic Activities in the Last 5 Years:

Grant Funding: Florida Institute of Oceanography (FIO), Florida Fish and Wildlife Conservation Commission, Florida Fish and Wildlife Research Institute, Gulf of Mexico Research Initiative; MS/AL Sea Grant, NOAA-NMFS Marine Fisheries Initiative, NOAA-NMFS Cooperative Research Program, National Science Foundation, Pew Oceans-Lenfest, USA Center for Resiliency; Appointed Member, Gulf of Mexico Fishery Management Council's Standing Scientific and Statistical Committee (Chair 2013-15); *ad hoc* reviewer for 18 journals, two book publishers, and seven grant programs; Member, Editorial Board for *Reviews in Fisheries Science and Aquaculture* and Associate Editor for *Gulf of Mexico Science*.

Collaborators in the Last 5 Years:

Mike Allen, UF; Robert Allman, NMFS; Luiz Barbieri, FWRI; Beverly Barnett, NMFS; Jane Caffrey, UWF; Shannon Calay, NMFS; John Carlson, NMFS; Dave Chagaris, UF; Zhongxing Chen, Harvard; Jim Cowan, LSU; Phil Darby, UWF; Doug DeVries, NMFS; Gary Fitzhugh, NMFS; John Gold, TAMU; David Hollander, USF; Walter Ingram, NMFS; Margaret James, UF; Andy Kane, UF; Allan Koenig, USGS; Sue Lowerrie-Barbieri, Behzad Mamoudi, FWRI; FWRI-UF; John Mareska, AL MRD; Steve Murawski, USF; Bill Patterson, University of Saskatchewan; Clay Porch, NMFS; Jay Rooker, TAMU; Alan Shiller, USM; Tom Shirley, TAMU-CC; Richard Snyder, UWF; Dave Wells, TAMU

Graduate and Post-Graduate Advisors:

Ray Birdsong (MS), Cynthia Jones (MS), Jim Cowan (PhD), Chuck Wilson (Post-Doc)

Advisees:

Post-doctoral Fellows: Steven Garner (UF, 2017-)

Graduate Students (Committee Chair): Erin Bohaboy (UF, 2017-); Beverly Barnett (UF, 2016-); Gracie Barnes (USA, 2015-17), Kristen Dahl (UF, 2012-), Steven Garner (USA, 2012-), Justin Lewis (USA, 2012-2016), Michael Norberg (USA, 2012-15), Joshua Neese (UWF, 2010-13), Joseph Tarnecki (UWF, 2010-13), Rachel Scharer (UWF, 2009-12), Carrie Fioramonti (UWF, 2009-12), Cecelia Lounder (UWF, 2006-09), Kate Shepard (UWF, 2006-08), Dustin Addis (UWF, 2005-08), Beverly Barnett (UWF, 2005-2008), Suzanne Gibson (UWF, 2004-08), Michael Dance (UWF, 2004-2007), Nicole Morris (UWF, 2004-07), Sarah Jeffers (UWF, 2004-07), Craig Newton (USA, 2002-07), Todd Clardy (USA, 2002-06)

Graduate Students (Committee Member): Devon Pharo (UF, 2016-), Holden Harris (UF, 2016-), Elizabeth Simpson (USF, 2015-), Kayla DaCosta (USA, 2014-), Kristin Hannan (USA, 2013-16), Trey Spearman (USA, 2013-15), Crystal Hightower (USA, 2010-2013), Meagan Schrandt (USA, 2010-15), Andrea Kroetz (2010-15), Marshall Johnson (USA, 2011-13), Rachel Anderson (NOVA Southeastern, 2007-09), Kelly Robinson (USA, 2008-12), Michelle Zapp (LSU, 2005-2011), Morgan Kilgour (TAMU-CC, 2004-07), David Wells (LSU, 2003-07), Kevan Gregalis (USA, 2003-06)

Undergraduate Students: Mentored 14 undergraduate Directed Studies, NSF Research Experience for Undergraduates, or Honor's Thesis Students since 2010.

CURRICULUM VITAE

GUSTAV PAULAY

a) Professional preparation

B.S. Biology, 1979, Yale University, magna cum laude, with distinction in biology
Ph.D. Zoology, 1988, University of Washington
Postdoctoral Fellow, 1990-1991, Dept. of Paleobiology, National Museum of Natural History

b) Professional appointments

2006- Curator, Florida Museum of Natural History, University of Florida
2006- Adjunct Professor, Dept. of Biology, University of Florida
2007-09 University of Florida Foundation Research Professor
2003-06 Associate Curator, Florida Museum of Natural History, University of Florida
2003-06 Adjunct Associate Professor, Dept. of Biology, University of Florida
2000-03 Assistant Curator, Florida Museum of Natural History, University of Florida
2000-03 Adjunct Assistant Professor, Dept. of Biology, University of Florida
1997-00 Director, Marine Laboratory, University of Guam
1996-00 Associate Professor, Marine Laboratory, University of Guam
1991-96 Assistant Professor, Marine Laboratory, University of Guam

c) Five relevant products

Whelan, N.V., Kocot, K.M., Kohn, A.B., Moroz, T.P., Mukherjee, K., Williams, P., Paulay, G., Moroz, L.M., Halanych, K.M. 2017. Phylogenomics uncovers Evolutionary Transitions in Ctenophora. *Nature Ecology Evolution* DOI: 10.1038/s41559-017-0331-3
Miller, A., Kerr, A., Paulay, G., Reich, M., Carvajal, J., Wilson, N., Rouse, G. 2017. Molecular Phylogeny of Extant Holothuroidea (Echinodermata). *Molecular Phylogenetics and Evolution* 111: 110-131
Kirkendale, L., Paulay, G. 2017. Photosymbiosis in Bivalvia. In: *Treatise of Invertebrate Paleontology. Treatise Online Part N, Revised, Volume 1, Chapter 9, No 89: 1-31.*
DOI: <https://doi.org/10.17161/to.v0i0.6554>
O'Loughlin, P.M., Harding, C., Paulay, G. 2016. The sea cucumbers of Camden Sound in northwest Australia, including four new species (Echinodermata: Holothuroidea). *Memoirs of Museum Victoria* 75:7-52
Michonneau, F., Paulay, G. 2014. Revision of the genus *Phyrella* (Holothuroidea: Dendrochirotida) with the description of a new species from Guam. *Zootaxa* 3760 (2): 101-140

Five additional products

An, J., Paulay, G. 2017. A new genus and two new species of Argeiinae (Crustacea: Isopoda: Bopyridae) from the Indo-west Pacific. *Journal of Natural History* 51:405-420
DiBattista J.D., Choat, J. H., Gaither, M.R., Hobbs, J-P.A., Lozano-Cortés, D.F., Myers, R.F., Paulay, G., Rocha, L.A., Toonen, R.J., Westneat, M.W., Berumen, M.L., 2016. On the origin of endemic species in the Red Sea. *Journal of Biogeography* 43:13-30
Duffy, J.E., Amaral-Zettler, L.A., Fautin, D. G., Paulay, G., Ryneerson, T., Sosik, H.M., Stachowicz, J.J. 2013. Envisioning a National Marine Biodiversity Observation Network. *BioScience* 63: 350-361, DOI: 10.1525/bio.2013.63.5.8
Evans, N., Paulay, G. 2012. Barcoding methods for invertebrates. In: W.J. Kress & D.L. Erickson (eds). *DNA barcodes: methods and protocols*. Humana Press, New York. pp. 47-77
O'Loughlin, P.M., Paulay, G., Davey, N., Michonneau, F. 2011. The Antarctic Region as a marine biodiversity hotspot for echinoderms: diversity and diversification of sea cucumbers. *Deep Sea Research II* 58: 264-275

d) Synergistic activities

Marine biodiversity surveys: A major long-term goal of my lab and our collection is to document the littoral marine biota, especially of the tropics and coral reefs, in collaboration with a large network of engaged systematists. To this end we pursue field work broadly across the tropics, collect specimens, tissues, and images of most macroinvertebrate phyla, and make these collections and information broadly available through rapid curation, digitization and online access. We are involved in several large-scale (i.e., >500 spp/effort) marine biodiversity surveys. Major surveys include: 1) Guam (Paulay 2003; 5640 species), 2)

BioCode Moorea (<http://www.mooreabiocode.org/>, >4000 species), 3) CoML-CReefs survey of French Frigate Shoals, Lizard Island, Heron Island, and Ningaloo (<http://www.creefs.org/>, >2000 species). 4) BIOTAS survey of SW Indian Ocean (>1000 species). 5) Saudi Red Sea, in collaboration with KAUST (>1500 species). 6) Verde Island Channel Philippines, in collaboration with the California Academy of Sciences (ongoing). 7+) smaller efforts in Oman, Maldives, Ryukyus, Hong Kong, Micronesia, Fiji, N and S Line Islands, New Caledonia, St. Martin, Florida, British Columbia, Washington, Panama, French Guiana, etc.

Collection development: I increase the utility and accessibility of invertebrate collections at the FLMNH, by increasing holdings, soliciting researchers to study and improve identifications, and making collection information broadly available. Holdings are augmented through field surveys (above), and by rescuing and incorporating quality relinquished collections. Collection data are made available over the web (<http://specifyportal.flmnh.ufl.edu/iz/>, also through <https://www.idigbio.org/>); the >580,000 lots accessible electronically represent the third largest such resource globally for non-insect invertebrates. With NSF support we have eliminated all research collection backlog, are fully databased, and currently process ~20,000 lots per year. A Sloan Foundation-funded effort has led to subsampling ~25,000 samples representing many of the sequencable species in the collection, transfer of all subsamples to a cryogenic facility developed with NSF support, sequencing ~15,000 samples for COI, and making these publicly available through Barcode of Life Data Systems (BOLDSystems). The Moorea Biocode project has similarly funded sequencing ~8,000 samples for COI across all invertebrate phyla collected there. The collection is heavily used through visits and loans by traditional and molecular systematists alike (5-10,000 specimens loaned and 30-40 research visitors hosted annually).

Biodiversity informatics: I facilitate the development of online taxonomic resources. I am on the Steering Committee of the World Register of Marine Species, chair their Image and Award working groups, and serve as taxon editor for Holothuroidea (<http://www.marinespecies.org/aphia.php?p=taxdetails&id=123083>). The latter covers all 2500+ described species of sea cucumbers, all based on original descriptions. We are expanding this with the World Register of Deep-Sea Species to include images, distributional, and biological data (<http://www.marinespecies.org/deepsea/>). We have also created an echinoderm project on iNaturalist (<http://www.inaturalist.org/projects/echinoderms>), engaging with the public to assemble image and distributional data. Started two years ago, iNat echinoderms now has >450 members and >4000 observations.

Summary Vitae

NAME: Edward J. Phlips
POSITION: Professor
TELEPHONE: 352-273-3603
FAX: 352-846-1088
E-MAIL: phlips@ufl.edu

PROFESSIONAL ADDRESS:
Dept. of Fisheries and Aquatic Sciences
7922 N.W. 71st Street
Gainesville, Florida 32653

EDUCATION:

| <u>University</u> | <u>Major</u> | <u>Dates</u> | <u>Degree</u> |
|------------------------------|----------------------|--------------|---------------|
| University of Miami, RSMAS | Marine Biology | 1977-81 | PhD |
| University of Miami, RSMAS | Biological Oceanogr. | 1972-76 | MS |
| University of California, SD | Biology | 1968-72 | BA |

PROFESSIONAL EXPERIENCE

(A) Positions:

| <u>Dates</u> | <u>Organization</u> | <u>Position</u> |
|--------------|----------------------------------|--|
| 2004-current | University of Florida | Professor |
| 2001-04 | University of Florida | Professor & Graduate Coordinator |
| 1994-00 | University of Florida | Associate Professor & Graduate Coordinator |
| 1988-93 | University of Florida | Assistant Professor |
| 1983-87 | University of Florida | Assistant Research Scientist |
| 1981-83 | University of Miami (R.S.M.A.S.) | Post-doc |

CURRENT TEACHING: Current graduate level class on Applied Phycology (FAS 6176) and graduate/undergraduate class on Algae Biology and Ecology (FAS4932/6176).

GRADUATE STUDENT ADVISEMENT - Served on 118 graduate student committees, including 38 as Chair (23 MS and 15 PhD).

CONTRACTS AND GRANTS as PI – Total - \$10,817,794.

REPRESENTATIVE RECENT PUBLICATIONS – Of 136 total.

Phlips, E. J., S. Badylak, M. Christman, J. Wolny, J. Garland, L. Hall, J. Hart, J. Landsberg, M. Lasi, J. Lockwood, R. Paperno, D. Scheidt, A. Staples, K. Steidinger, 2011. Scales of variability of harmful algae blooms in the Indian River Lagoon, Florida, USA. *Harmful Algae* 10:277-290.

Havens, K. E., J. R. Beaver, D. A. Casamatta, T. L. East, R. T. James, P. McCormick, E. J. Phlips and A. J. Rodusky. 2011. Hurricane effects on the planktonic food web of a large subtropical lake. *Journal of Plankton Research* 33:1081-1094.

Yilmaz, M. and E. J. Phlips. 2011. Toxicity and genetic diversity of *Cylindrospermopsis raciborskii* in Florida, USA. *Lake and Reservoir Management* 27:235-244.

Phlips, E. J., S. Badylak, J. Hart, D. Haurert, J. Lockwood, H. Manley, K. O'Donnell, D. Sun, P. Viveros and M. Yilmaz. 2012. Climatic influences on autochthonous and allochthonous phytoplankton blooms in a subtropical estuary, St. Lucie Estuary, Florida, USA. *Estuaries and Coasts* 35:335-352.

Foss, A. J., E. J. Phlips, M. Yilmaz and A. Chapman. 2012. Characterization of paralytic shellfish toxins from *Lyngbya wollei* dominated mats collected from two Florida springs. *Harmful Algae* 16:98-107.

Badylak, S., E. J. Phlips and A. L. Mathews. 2014. *Akashiwo sanguinea* (Dinophyceae) blooms in a sub-tropical estuary: An alga for all seasons. *Plankton and Benthos Research* 9:1-9.

Phlips, E. J., S. Badylak, M. Lasi, R. Chamberlain, W. Green, L. Hall, J. Hart, J. Lockwood, J. Miller and J. Steward. 2015. From red tides to green and brown tides: Bloom dynamics in a restricted subtropical lagoon under shifting climatic conditions. *Estuaries and Coasts* 38:886-904 (DOI:10.1007/s12237-014-9874-6).

Mathews, A. L., E. J. Phlips and S. Badylak. 2015. Modeling phytoplankton productivity in a shallow microtidal sub-tropical estuary. *Marine Ecology Progress Series* 531: 63-80.

Hart, J. A., E. J. Phlips, S. Badylak, N. Dix, K. Petrinc, A. L. Mathews, W. Green and A. Srifa. 2015. Phytoplankton biomass and composition in a well-flushed sub-tropical estuary: The contrasting effects of hydrology, nutrient loads and allochthonous influences. *Marine Environmental Research* 112:9-20.

Phlips, E. J. 2015. Phytoplankton blooms. In: M. Kennish (Ed.). *Encyclopedia of Estuaries*. Springer, Dordrecht, The Netherlands. Pp. 493-494. ISBN:978-94-017-8800-7.

Badylak, S., E. J. Phlips, N. Dix, J. Hart, A. Srifa, D. Haurert, Z. He, J. Lockwood, P. Stofella, D. Sun, and Y. Yang. 2016. Phytoplankton dynamics in a subtropical tidal creek: Influences of rainfall and water residence time on composition and biomass. *Marine and Freshwater Research* 67:466-482 (dx.doi.org/10.1071/mf14325).

Srifa, A. E. J. Phlips, M. F. Cichra and J. C. Hendrickson. 2016. Phytoplankton dynamics in a sub-tropical lake dominated by cyanobacteria: Cyanobacteria 'like it hot' and sometimes dry. *Aquatic Ecology* 50:163-174. (dx.DOI.org/10.1007/s10452-016-9565-4).

Nelson, N., R. Muñoz-Carpena and E. J. Phlips. 2017. A novel quantile method reveals spatiotemporal shifts in phytoplankton bloom descriptors between bloom and non-bloom conditions in a subtropical estuary. *Marine Ecology Progress Series* 567:57-78. Doi.org/10.3354/meps12054.

ANDREW R. ZIMMERMAN - CURRICULUM VITAE

Associate Professor, Department of Geological Sciences, University of Florida
241 Williamson Hall, P.O. Box 112120, Gainesville, FL 32611
phone: (352) 392-0070 fax: (352)392-9294
e-mail: azimmer@ufl.edu

Professional Preparation

| | | |
|--|----------------------|------------------|
| The University of Chicago | Geological Sciences, | B.A. Honors 1987 |
| The University of Michigan | Marine Geochemistry | M.S. 1989 |
| College of William and Mary-Virginia Institute of Marine Science | Marine Geochemistry | Ph.D. 2000 |

Appointments

| | | |
|---------------------------------|-------------------------------|----------------|
| Associate Professor | University of Florida | 2011 - present |
| Assistant Professor | University of Florida | 2004 - 2011 |
| Postdoctoral Research Associate | Pennsylvania State University | 2002 - 2003 |

Website: <https://people.clas.ufl.edu/azimmer/> [Google Scholar Link](#)

RESEARCH

Research Specialty

Examinations of organic matter-mineral-microbe interactions and carbon cycling in soil, sediments, surface and ground water, in the present and through the geological past. Fire-produced organic matter cycling (black carbon) in the environment, biochar and contaminant sorption and degradation.

Selected Recent Refereed Publications

- Bostick, K.W., Zimmerman, A.R., Hatcher, P., Mitra, S., and A.S. Wozniak (submitted). Production, Composition, and Detection of Pyrogenic Dissolved Organic Matter from Various Biochars and Environmentally-aged Charcoals. *Frontiers in Earth Science: Biogeoscience*.
- Zimmerman, A.R. and S. Mitra (2017). Trial By Fire: On the terminology and methods used in pyrogenic organic matter research. *Frontiers in Earth Science*. 5:95.
- Stubbs, E. A., Zimmerman, A. R., Warner, L. A., and B. E. Myers (2017). Reflection on a Multidisciplinary Collaboration to Design Climate Change Core Curriculum. *Journal of Environmental Studies and Sciences*. DOI 10.1007/s13412-017-0451-8
- Mays, J. L., Brenner, M; Curtis, J, Curtis, K.V., Hodell, D.A., Correa-Metrio, A., Escobar, J., Dutton, A.L., Zimmerman, A. R., and T. P. Guilderson (2017). Stable carbon isotopes ($\delta^{13}C$) of total organic carbon and long-chain n-alkanes as proxies for climate change in a sediment core from Lake Petén-Itzá, Guatemala. *Journal of Paleolimnology*, 57: 307-319.
- Canuel, E. A., G. Brush, T. M. Cronin, R. Lockwood, A. R. Zimmerman (2017). Paleocology studies in Chesapeake Bay: A model system for understanding interactions between climate, anthropogenic activities and the environment. In, Gibson, Saunders, Gell, and Tibby eds. Chapter 15, Application of Paleoenvironmental Techniques in Estuarine Studies. Volume 20.
- Zengel, S., Jennifer Weaver, Steven C. Pennings, Brian Silliman, Donald R. Deis, Clay L. Montague, Nicolle Rutherford, Zachary Nixon, and Andrew R. Zimmerman (2016). Five Years of Deepwater Horizon Oil Spill Effects on Marsh Periwinkles (*Littoraria irrorata*). *Marine Ecology Progress Series*. doi: 10.3354/meps11827.
- Jin, J., Zimmerman, A.R., Norton, S.B., Annable, M.D. and W.G. Harris (2016). Arsenic release from Floridan Aquifer rock during incubations simulating aquifer storage and recovery operations. Accepted. *Science of the Total Environment* 551–552: 238–245.

- Kupryianchyk, D., Hale, S., Zimmerman, A. R., Harvey, O., Rutherford, D., Abiven, S., Knicker, H., Schmidt, H-P., Rumpel, C., and G. Cornelissen (2016). Sorption of hydrophobic organic compounds to a diverse suite of carbonaceous materials with emphasis on biochar *Chemosphere* 144: 879-887.
- Jin J., Zimmerman, A. R., Martin, J. B., and M.B. Khadka (2015). Spatiotemporal variations in carbon dynamics during a low flow period in a carbonate karst watershed, Florida, USA. *Biogeochemistry*, 122: 131-150.
- Leorri, E., Zimmerman, A.R., Mitra, S., Christian R. R., and A. Cearreta (2014). A 700 year record of combustion-derived pollution in northern Spain. *Science of the Total Environment*; 470–471: 240–247.
- Mukherjee, A., Lal, R., Zimmerman, A.R. (2014). Effects of biochar and other amendments on the physical properties and greenhouse gas emissions of an artificially degraded soil. *Science of the Total Environment*, 487: 26–36.
- Mahmoudi, N., Porter, T.M., Zimmerman, A.R., Fulthorpe, R.R., Kasozi, N., Silliman, B.R. and G.F. Slater (2013). Rapid degradation of *Deepwater Horizon* spilled oil by indigenous microbial communities in Louisiana salt marsh sediments. *Environ. Sci. Technol.* 47: 13303–13312.
- Mukherjee, A., Zimmerman, A.R. (2013). Organic carbon and nutrient release from a range of laboratory-produced biochars and biochar-soil mixtures. *Geoderma*, 193-194: 122–130
- Silliman, B. R., van de Koppel, J., McCoy, M. W., Diller, J., Kasozi, G. N., Earl, K., Adams, P. N., A.R. Zimmerman (2012). Degradation and resilience in Louisiana salt marshes after the BP–Deepwater Horizon oil spill. *Proc. of the Nat. Academy of Sciences*. 109: 11234-11239.

TEACHING

Courses Taught

- OCE 1001: Introduction to Oceanography
 IUF2100: Climate Change Science and Solutions
 GLY 2038: Sustainability and the Changing Earth
 GLY 5255: Organic Geochemistry and Geobiology

HONORS

- 2017-2018 Colonel Allen R and Margaret G. Crow Term Professor Award, University of Florida.
- Award of Commendation for exemplary service to the students of the Alachua County Public Schools. June 9, 2016.

SELECTED ACTIVITIES

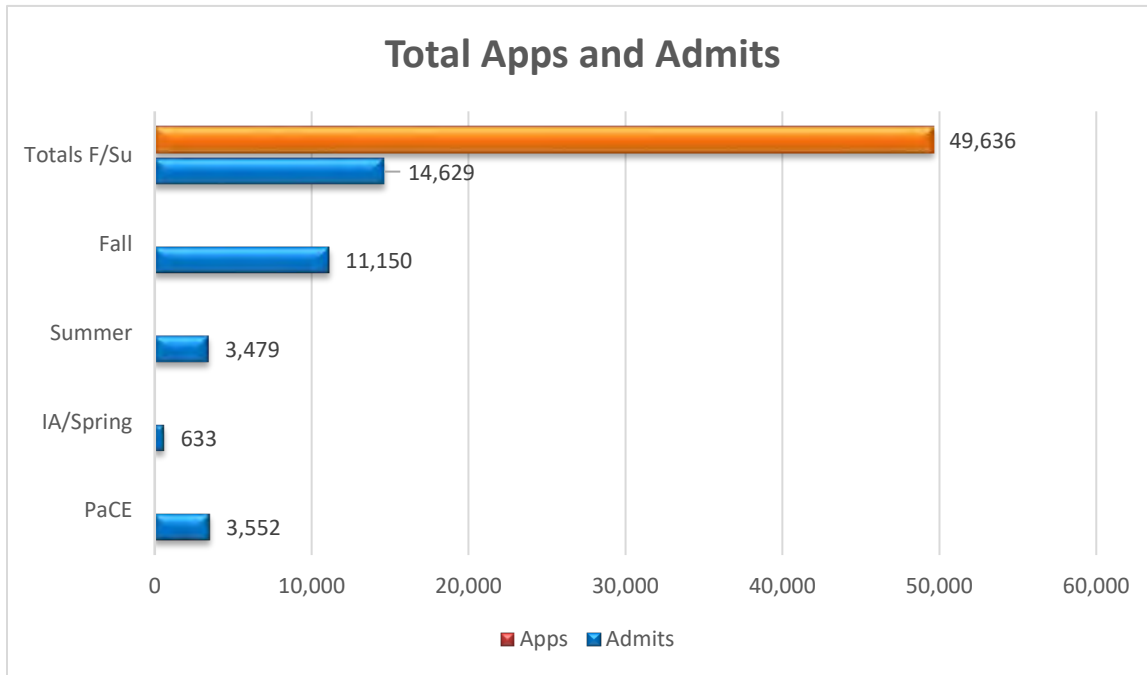
Symposia Convener:

- The role of fire in the carbon cycle: quantification and characterization of emissions, fluxes and sequestration potential. American Geophysical Union, Fall 2016 Meeting, San Francisco, CA.
 - Using Paleo- and Modern Observations to Improve Understanding of Climate Projections, Environmental Change, and Biomass Burning. American Geophysical Union Fall 2011 Meeting, San Francisco, CA.
- 2) Department Public School Outreach Coordinator (Geogators: Founder). In the past year we delivered 28 separate earth science lessons, reaching a total of 858 students. More than half of these were at underserved public schools with high proportions of minority students.
 - 3) Developing and researching use of computer-integrated student response systems for use in General Education Earth Science classrooms.
 - 4) University of Florida Oil Spill Task Force – co-chair (2010).
 - 5) International Biochar Initiative (IBI) Biochar Panel: 'Expert Panel to Develop Stable Biochar Carbon Test Methodology for a Carbon Market Protocol' (June – November, 2013).

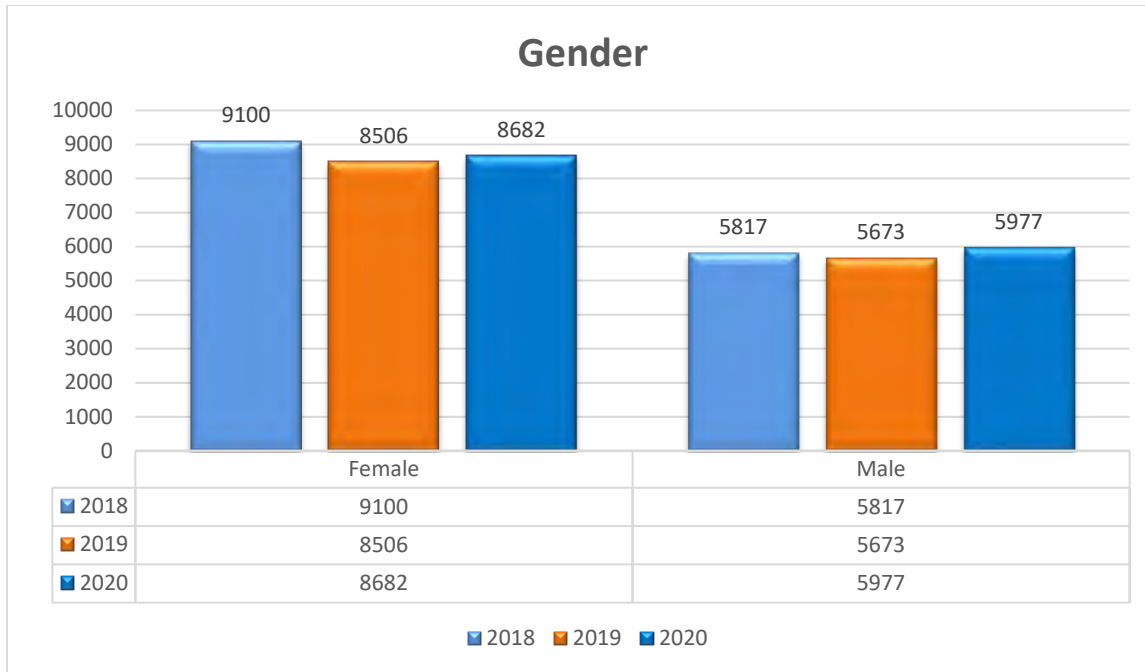
Profile:

Once again we had an extraordinarily well qualified group of applicants and selectivity was high. Space limitations restrict our campus admissions offers to a fraction of the excellent applicants.

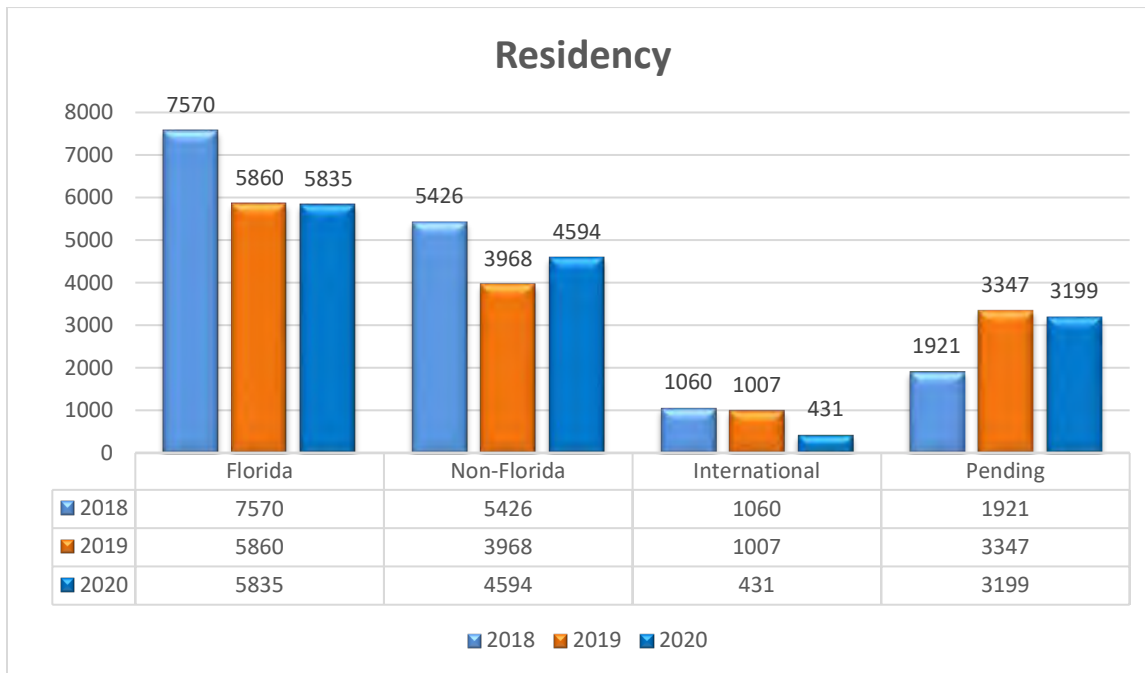
| Fall Admit Profile | GPA | SAT | ACT |
|--------------------|-----------|-------------|---------|
| Mid 50% | 4.4 - 4.6 | 1320 - 1460 | 30 - 33 |
| Average | 4.47 | 1383 | 31 |



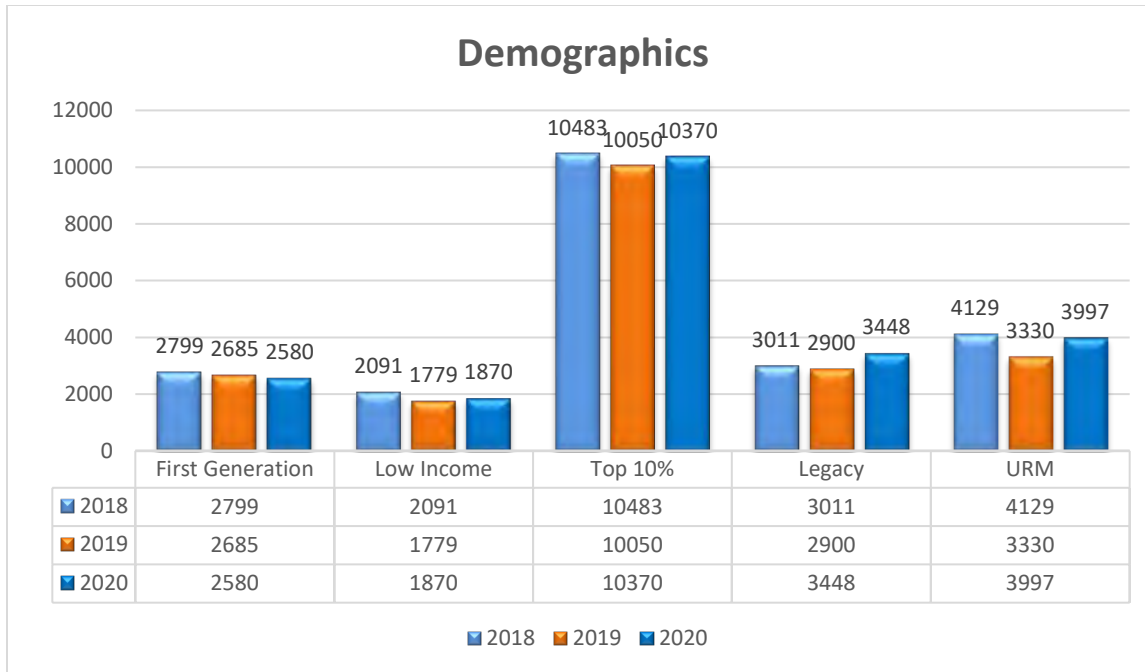
- ✓ Total application increase by 16.4% over this same time last year
- ✓ Admit rate for summer/fall decreased from 34% to 30%



✓ Women accounted for 59% of admits



✓ Out of State admits equal 27%.



- ✓ First Generation admits down by 1% at 18%
- ✓ Low Income admits steady 13%
- ✓ Top 10% up by 1% at 71%
- ✓ Legacy admits increased by 4% at 24%
- ✓ Underrepresented Minority (URM) admits increased by 4% to 27%

Program-Major/|Change_Name for request 14365

Info

Request: Name Change LL.M. Comparative Law

Description of request: Asking to change the LL.M. in Comparative Law degree program to LL.M. in U.S. Law.

Submitter: Joshua Alter joshua.alter@ufl.edu

Created: 10/21/2019 12:33:06 PM

Form version: 1

Responses

Current Degree Program Name

Enter the name of the degree program. A list of approved programs is available at the [SUS Academic Program Inventory](#) database.

Response:

Comparative Law

CIP Code

Enter the six digit Classification of Instructional Programs (CIP) code for the existing degree program. The code has the numerical format XX.XXXX. Contact the [Office of Institutional Planning and Research \(OIPR\)](#) to verify the CIP code for the existing degree program.

Response:

220206

Requested Name Change

Response:

Change the name of the degree program.

Proposed Degree Program Name

Response:

U.S. Law

Effective Term

Enter the term (semester and year) that students would first be admitted to the renamed degree and/or major.

Response:

Earliest Available

Effective Year

Response:



Earliest Available

Pedagogical Rationale/Justification

Describe the rationale for the proposed change.

Response:

The Faculty voted to change the name of the program in order to better reflect the courses students were taking as part of the program. Students enrolled in this program primarily to take courses focused on the U.S. legal system and U.S. laws. The name change aligns with how peer and aspirational law schools title this program and allows our LL.M. students to more accurately reflect their skills and knowledge to be competitive for post-graduation employment.

Assessment Data Review

Describe the Student Learning Outcome and/or program goal data that was reviewed to support the proposed changes.

Response:

N/A; As we discussed, we are only asking to change the name of the degree program.

Academic Learning Compact and Academic Assessment Plan

Describe the modifications to the Academic Learning Compact (for undergraduate programs) and Academic Assessment Plan that result from the proposed change.

Response:

N/A; As we discussed, we are only asking to change the name of the degree program.



Major|New for request 14332

Info

Request: New Data Science major

Description of request: This is the submission of materials for the new data science major (that will be under the current statistics undergraduate program). We have modified the catalog as requested, added the letter from math, and included the consult from computer science, engineering, business, and CALS. We did not include additional electives from the physical and biological sciences. There are a lot of opportunities here, but most, at this time, are special topics courses. From our understanding, most of these will have course #'s in the next year and we will add that elective option later.

Submitter: Michael Daniels daniels@ufl.edu

Created: 10/10/2019 1:40:52 PM

Form version: 1

Responses

Program Level

Indicate the level of the approved, existing degree program. This must be one of the following: B-Bachelor's Degree; M-Master's Degree; D-Doctorate Degree; S-Specialist Degree; E-Engineer Degree; P-Professional Doctorate.

Response:

B - Bachelor's Degree

CIP Code

Enter the six digit Classification of Instructional Programs (CIP) code for the existing degree program and major. The code has the numerical format XX.XXXX. Contact the [Office of Institutional Planning and Research \(OIPR\)](#) to verify the CIP code for the existing degree program and major.

Response:

27.0501

Program or Department Name

Enter the name of the existing degree program.

Response:

Statistics

Major Code, Degree & Name for Existing Majors

Enter the combination of major code, degree and major name for each existing major in the program (e.g., HY, Bachelor of Arts in History; TEL, Bachelor of Science in Telecommunication.)

Response:

STA, Bachelor of Arts in Statistics

STA, Bachelor of Science in Statistics

Major Code

*Enter the existing major code from the preceding item to be linked to the new major. *

Response:

STA

Requested New Major Name

Enter the name of the proposed new major (e.g., Mathematical Modeling).

Response:
Data Science

Degree of Requested Major

Enter the degree of the new major (e.g., BA, BS, MA, MFA, MD, PhD).

Response:
BS

Credits

Enter the number of credits in the new major.

Response:
62

Tracks/Concentrations

If the proposed major would have tracks (for undergraduate programs) or concentrations (for graduate programs), list them here. Note that these must also be explained in the rationale (below) and be included in the proposed catalog copy.

Response:
N/A

Delivery Method

Check all that apply

Response:
On Campus

Students

Enter the expected number of new students enrolled in this major in the first three years.

Response:
100

Effective Term

Enter the term (semester and year) that students would first be admitted.

Response:
Fall

Effective Year

Response:
Earliest Available

Percentage of Credits Available Fully Online

Indicate the percentage of course credits that will be available through full online courses.

Response:
<50%

Percentage of Credits Available Off-Campus

Indicate the percentage of course credits that will be available away from the main Gainesville campus (including courses with onsite – off main campus meetings).

Response:
<25%

Rationale for the Proposed Major

Describe the curriculum and rationale for the new major, what distinguishes it from the existing major(s) in the degree program, the extent of its overlap with the existing major(s) in the degree program and in other programs at the university, and a justification for any such overlap.

Response:

With the advent of big data in biology, engineering, the humanities, and the social sciences, there is a need for graduates trained to properly manage and draw valid scientific inferences from such data. Problems range from trying to make causal discoveries from large observational databases to predicting future neurological diseases from brain images. It is essential for these graduates to have sufficient training in mathematics, statistics, computer science, and a subject matter area (e.g., geography or political science). The University of Florida is uniquely positioned nationally and internationally through the creation of multiple statewide databases that integrate data from humans and their environment. Given the plan to put big data-oriented disciplines together in one building, we are creating the opportunity to explore the intersections of data science to many problems from different perspectives. Our undergraduate majors will benefit from their association with this research as they acquire the skills to use these innovative approaches in their careers as data scientists.

This new major will require additional mathematical foundations as well as a series of courses from computer science. The major has overlap with the current BS in Statistics. This overlap involves three mathematics courses and four statistics courses (as part of the core). However, there are four required mathematics courses, three required (new) statistics courses, four required computer science courses (as well as a philosophy course and three subject matter elective sequence) that are not part of the current BS or BA in statistics. The major has minimal overlap with other majors at the university.

Impacts on Other Programs

Describe any potential impact on other programs or departments, including increased need for general education or common prerequisite courses, or increased need for required or elective courses outside of the existing program.

Response:

There will be a need for additional courses from the Department of Mathematics and new required courses from the Department of Mathematics and the Department of Computer and Information

Systems Engineering. The chairs of both departments are aware of the additional demand this major will require.

Form 1

Proposal for

Warren B. Nelms Institute for the Connected World

Proposed Implementation Date: January 1, 2019

The submission and signing of a proposal to initiate a State of Florida institute/center or the establishment of a University institute/center constitutes a commitment by the university(ies) to ensure that the institute/center's activities support the stated mission(s) and goals of the institution(s).

University of Florida
University Submitting Proposal

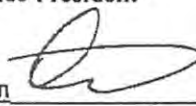
Dr. Kent Fuchs 
President Date

Dr. Joseph Glover 
Provost Date


University of Florida
Type of Institute/Center

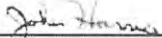
Senior Vice President Date

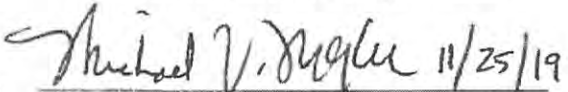
Proposed Implementation Date

Dr. David Norton  4/17/19
Vice President for Research Date

Associated Discipline (2-digit CIP)

Dr. Cammy Abernathy  2/18/19
Dean of School or College Date

Dr. John Harris 
Proposed Institute/Center Date
Interim Director

Michael V. Doyle  11/25/19
Vice President and Chief Date
Financial Officer
(as appropriate)

Other President(s)/ Date
Administrator(s) (as appropriate)

Institute/Center Data

Directory Information

| | | |
|--|--|---|
| I/C Name: Nelms Institute for the Connected World | | |
| I/C Code: | University: University of Florida | I/C Type: |
| I/C Director: Dr. John G. Harris (Interim) | | Discipline(s) (2-Digit CIPs): 14 |
| 968 Center Dr. I/C Address: 216 Larsen Hall, P.O. Box 116200 Gainesville, FL 32611-6200 | | |
| I/C Telephone: 352-392-0913 | I/C E-Mail Address: | Nelms-Institute-admin@ufl.edu |
| I/C SUNCOM: | I/C Web Site Address: | http://iot.institute.ufl.edu/ |
| I/C FAX: | Affiliated Universities: | |

Mission and Areas of Focus

| | | |
|---|--|--|
| <p>Mission Statement: (No more than 120 words)</p> | <p>The Warren B. Nelms Institute for the Connected World was established to lead research and education in all aspects of the intelligent connection of things, processes, people, and data that address major world challenges including health, energy, transportation, and manufacturing. Together with industry, university, and government partners, the Nelms Institute will develop broad, interdisciplinary Internet-of-Things (IoT) technologies, applications, and policies to create more secure and connected communities. To fuel the next industrial revolution, the Institute will promote tech transfer, entrepreneurship, policy, education and outreach in IoT and its integral components of sensors, low-power embedded processing, communication, networking, cloud computing, data analytics, machine learning, security, privacy and trust.</p> | |
| Key Terms: | Internet of Things (IoT) | Internet of Everything (IoE) smart and connected communities intelligent connectivity |

Form 3

| | | | |
|---------------------------------|--|--------------------------------|--|
| I/C Code: | I/C Name: Warren B. Nelms Institute for the Connected World | | |
| Prepared By: Terry Moore | Date: 11/22/2019 | Telephone: 352-846-3309 | |

| Estimated Expenditures for the Institute/Center | | FISCAL YEAR: FY2018 | | | | |
|--|-----------------------------------|--|-----------------------------|--------------------------|--------------------------------------|--------------|
| | | Budgetary Unit:* University E&G | | | | |
| | | SUS Appropriated Funds | Contracts and Grants | Fees for Services | Private & Other (Specify) | Total |
| Salaries & Benefits | Faculty, TEAMS, & USPS | 854,181 | 402,494 | 0 | 43,133 | 1,299,808 |
| Other | Housestaff | 0 | 0 | 0 | 0 | 0 |
| Personal | Graduate Assistants | 99,809 | 521,351 | 0 | 15,241 | 636,401 |
| Services | Other | 16,718 | 106,421 | 0 | 0 | 123,139 |
| Expenses | | 1,384 | 871,312 | 0 | 68,219 | 940,916 |
| Operating Capital Outlay | | 0 | 0 | 0 | 0 | 0 |
| Total Expenditures | | 972,092 | 1,901,578 | 0 | 126,594 | 3,000,264 |

| Positions and Rate | SUS Appropriated Funds | Contracts and Grants | Fees for Services | Private & Other (Specify) | Total |
|---|-------------------------------|-----------------------------|--------------------------|--------------------------------------|--------------|
| Faculty Positions (FTE in Personyears) | 3.250 | 1.530 | 0.000 | 0.080 | 4.86 |
| TEAMS and USPS Positions (FTE in Personyears) | 0.12 | 0.00 | 0.00 | 0.29 | 0.41 |
| Total Positions (FTE in Personyears) | 3.37 | 1.53 | 0.00 | 0.37 | 5.27 |
| Sum of Salary Rates for These Faculty Positions | \$637,484 | \$316,943 | 0 | 13,356 | 967,783 |
| Sum of Salary Rates for These TEAMS and USPS Positions | \$8,334 | \$0 | 0 | 19,403 | 27,737 |
| Sum of Salary Rates for Faculty, TEAMS, and USPS Positions | \$645,818 | \$316,943 | 0 | 32,759 | 995,520 |

* Budgetary Unit: Specify E&G, IFAS, or UF-HSC

Projected Space Requirements (in square feet)

| Projected Space Required by Source | Office | Laboratory | Conference Rooms | Other |
|---|---------------|-------------------|-----------------------------|--------------|
| From Existing Inventory | 0 | 0 | 0 | 0 |
| Rented | 0 | 0 | 0 | 0 |
| New Construction | 2,000 | 12,000 | 500 | 1,000 |

Proposal for Warren B. Nelms Institute for the Connected World

Mission Statement and Goals

The Warren B. Nelms Institute for the Connected World (hereinafter referred to as “The Nelms Institute”) was established to lead research and education in all aspects of the intelligent connection of things, processes, people, and data that address major world challenges including health, energy, transportation, and manufacturing. Together with industry, university, and government partners, the Nelms Institute will develop broad, interdisciplinary Internet-of-Things (IoT) technologies, applications, and policies to create more secure and connected communities. To fuel the next industrial revolution, the Institute will promote tech transfer, entrepreneurship, policy, education and outreach in IoT and its integral components of sensors, low-power embedded processing, communication, networking, cloud computing, data analytics, machine learning, security, privacy and trust.

Plan, Direction, and Proposed Activities

The Nelms Institute will cover activities in research, education, and outreach that will align well with the mission of UF as follows:

Interdisciplinary Research

The uniqueness of our Nelms Institute, in comparison with other institutes/centers focusing on the Internet of Things (IoT) and smart systems technologies in the nation is the fact that we aim to cover from device to systems and to system of systems in our research activities. We also focus on building systems (hardware and software) and the IoT Makerspace (as shown in Fig. 2) with a strong synergistic collaboration with other colleges and research centers within UF such as the NSF Center for Big Learning (CBL), Florida Institute for Cybersecurity Research (FICS), Florida Applied research in Engineering (FLARE), Multi-functional Integrated System Technology (MIST) Center, UF Transportation Institute (UFTI), Digital Worlds Institute and College of Education, to leverage our strength. Nelms research focus is summarized in Fig. 1.

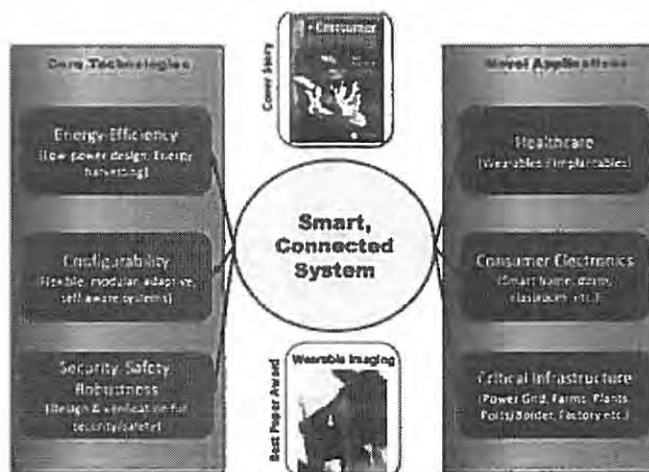


Fig. 1: Nelms institute research activities will cover both developing core IoT technologies as well as novel applications.

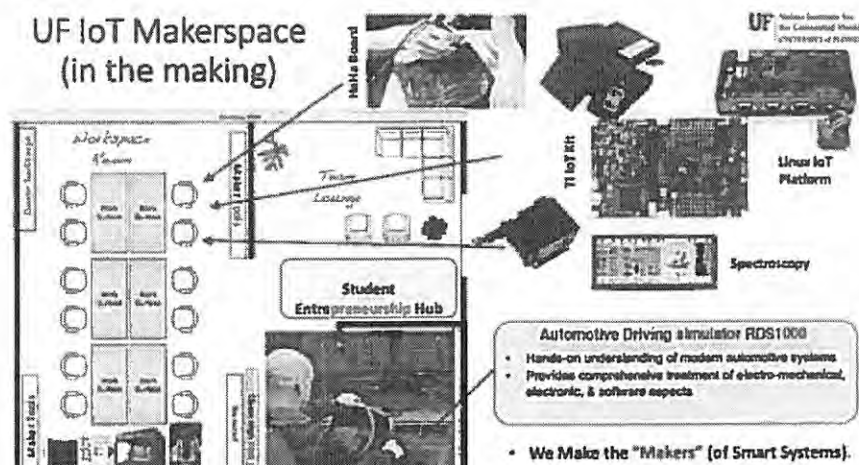


Fig. 2: IoT Makerspace which will provide students and community members develop and experiment with IoT technologies for diverse applications domains. It will also potentially be a strong platform for incubating start-ups on IoT.

The Nelms Institute stays at the forefront of research, education and outreach activities on core IoT technologies, including security, safety, machine intelligence, and interoperability, and their innovative applications in solving global problems.

Proposed Activities

We have planned to engage Nelms Institute members and collaborators from number of colleges at UF and their expertise in cross-disciplinary components of IoT research at the Annual IoT conference and in between, as well as external collaborators' participation. Along with our "10 Big Center-scale Initiatives" proposed below, and Nelms Distinguished Seminar Series, the Nelms Institute is uniquely suited for facilitating large-scale synergistic research and education programs that help maximize UF's diverse, robust academic and interdisciplinary areas of excellence.

10 Big Center-scale Initiatives by Nelms Institute

Nelms Institute envisions 10 big center-scale initiatives that align acutely with the vision of the Institute in particular, and with UF's Strategic Plan in general. These initiatives crosscut many research areas, including the key fields such as Machine Learning, Artificial Intelligence (AI), Data Science, and Security with a vast array of applications in healthcare, food safety, smart environment, agriculture, and coastal eco-system. The initiatives will involve over 60 faculties from 5 colleges and 10 departments in UF, while engaging with several institutes inside UF (e.g., FLARE, UFTI) and universities in Florida (e.g., U. of South Florida, Florida International University) and outside (e.g., Purdue University, Georgia Tech, U. of Cincinnati). Efforts on designing new cutting-edge IoT courses, creating lecture series, establishing a core facility, obtaining extramural funding, developing partnerships and outreach program related to these 10 initiatives are underway. Specifically, the 10 big initiatives are as follows:

1. Self-Aware Smart Infrastructure
2. iEducation or IoT Enhanced Education (including iClassroom + IoT Maker Space)
3. Food Security and Safety
4. Applied Artificial Intelligence (AI)
5. SARC: Smart, Adaptive, and Robust Communications for IoT
6. IoT for Environment (Water, Soil, Air)
7. Applied Quantum Computing
8. IoT for Extreme Environments
9. Smart Energy
10. IoT for Public Health

Interoperability and security are the key features that will span across all these 10 Big Initiatives.

Nelms Distinguished Seminar Series

Nelms Institute will hold a bi-weekly seminar series where the distinguished professors in the field and program directors will deliver a talk at each seminar.

Annual IoT Conference

We will also host an annual IoT conference. The first one will be on Dec 3-4, 2019 at UF, with focus on the following topics while not limited to, and their innovative applications in solving global problems:

- IoT Security & Trust on sensor, communication and systems
- Safety: from Automotive to Food, Medicine and Materials
- Application of Smart Systems for Better Environment and Health
- Edge Intelligence, Analytics and Interoperability

The two-day conference will be organized into the following four tracks:

Track 1: IoT Security & Trust, with focus on sensor, communication, and system (Hardware, Firmware, and Software) security & trust

Track 2: Safety: From Automotive to Food/Medicine/Materials

Track 3: Environment, Energy, & Health: Emerging Application of Smart Systems

Track 4: Edge Intelligence, Analytics, and Interoperability

- **Panels:**
PANEL 1. Security, safety, and reliability of smart systems: Are we smart enough to address them?
PANEL 2. IoT for Solving Global Problems: What are the Prospects and Challenges?
- **Student Demo & Poster Session:**
 We expect to have a large (~60) diverse body of students, including undergraduates, interested in technical careers in IoT, presenting posters and demo on their research projects spanning various aspects of smart connected system. The student poster and demo sessions would be great avenues to connect with our excellent students and potentially recruit them.

Industry Engagement

The Nelms Institute builds on strong industry connections. We are currently working with more than 20 companies (Intel, TI, IBM, Raytheon, Draper, Edaptive, Cisco, EYL, Discover, GreyLind Software...) and more than 10 Federal agencies (e.g., NSF, DARPA, AFRL, NIST, etc.). We will follow a consortium model to engage with large number of companies based on membership (shared projects). The industry engagement will also provide a great environment for training students such as internship.

Reporting Structure

The Nelms Institute Director and Associate Director reports monthly to the Department Chair of Electrical and Computer Engineering, Associate Dean and Faculty Dean of the Herbert Wertheim College of Engineering (HWCOE), and bi-monthly to the Dean of HWCOE. In addition, the Director and Associate Director will provide annual written reports on the progress made towards the mission of the institute.

Form Ia
Indirect Cost Return for Proposed Center

For UF Internal Use Only

The indirect cost return for a center in a college is subtracted from that received by the college. This is because all indirect costs are now returned to the colleges, minus costs of running central programs. This form is to establish what percentage (7.5% maximum), if any, the proposed center or institute will receive in indirect cost return.

INDIRECT COST ASSIGNMENT

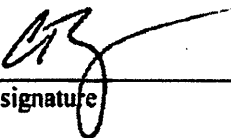
Date: October 31, 2018

Institute or Center Name: Warren B. Nelms Institute for the Connected World

College: Herbert Wertheim College of Engineering

Indirect Cost Return: YES _____ % Return (max 7.5%) _____ %
NO X

Dean's Agreement:
(Use separate form for each college)



Dean's signature

EDC/cl



COMMITTEE ON MARKETING, PUBLIC RELATIONS AND STRATEGIC COMMUNICATIONS

AGENDA

Thursday, March 26, 2020

~12:00 p.m.

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

Committee Members:

Robert G. Stern (Chair), Leonard H. Johnson, Daniel T. O’Keefe, Rahul Patel, Marsha D. Powers, Anita G. Zucker

- 1.0 Call to Order and Welcome Robert G. Stern, Chair
2.0 Verification of Quorum Vice President Liaison
3.0 Review and Approval of Minutes..... Robert G. Stern, Chair
June 6, 2019
June 25, 2019
December 6, 2019
January 23, 2020
March 4, 2020
4.0 Discussion Items.....Nancy Paton, Vice President for Strategic Communications and Marketing
4.1 Brand and Positioning Strategy Update.. Renee Daly and Marguerite Moore, Simpson Scarborough
4.2 Key Performance Indicators Nancy Paton
5.0 New Business Robert G. Stern, Chair
6.0 Adjourn Robert G. Stern, Chair



**COMMITTEE ON MARKETING, PUBLIC RELATIONS
AND STRATEGIC COMMUNICATIONS**

Meeting Minutes

June 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Time Convened: 11:05 a.m.

Time Adjourned: 11:54 a.m.

Committee and Board members present:

Robert G. Stern (Committee Chair), David L. Brandon, James W. Heavener, Morteza Hosseini (Board Chair), Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Michael C. Murphy, Daniel T. O'Keefe, Rahul Patel, Marsha D. Powers, Jason J. Rosenberg, Robert G. Stern, Ray G. Thomas, Anita 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; Jodi Gentry, Vice President For Human Resources; Antonio Farias, Chief Diversity Officer and Senior Advisor to the President; Jodi Gentry, Vice President for Human Resources; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; Curtis Reynolds, Vice President for Business Affairs; Scott Stricklin, Director of Athletics; other members of the University of Florida community, and other members of the public and the media.

1.0 Verification of Quorum

Vice President Liaison Paton verified a quorum with all members in attendance.

2.0 Call to Order and Welcome

Committee Chair Stern welcomed everyone in attendance and called the meeting to order at 11:05 a.m.

3.0 Review and Approval of Minutes

Committee Chair Stern asked for a motion to approve the minutes from the March 28, 2019, April 30, 2019 and May 28, 2019 meetings, which was made by Trustee Zucker and a second, which was made by Trustee Johnson. Committee Chair Stern asked for further discussion, and then for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Discussion Item

Chair Stern stated this board will recall that at our last meeting in March, the university's strategic communications and marketing plan was presented. It was well-received and generated many positive comments from members of this board. Chair Stern thanked the board.

Since the meeting in March, Strategic Communications and Marketing (SCM) has been working on creating the key performance indicators or metrics to present these detailed KPIs to you today.

These KPIs will serve to ensure progress in achieving the five strategic goals that will advance our reputation and rankings.

In addition, SCM has moved forward to establish a powerful, best-in-class digital analytics platform—a demonstration of which we will show the board today.

Following the presentation, the timelines for creation of and implementation of tactics that will drive successful achievement of the strategic goals will be reviewed.

Chair Stern stated he was thrilled with the quality of initiatives being shown today. He was also impressed with the speed in which the plan is coming to life. We didn't wait 6-7 months to come back to the board with the KPIs, timelines and our all-important digital analytics tool. Not only did SCM achieve these important milestones quickly, but with the highest of quality—befitting a top five public university.

Chair Stern stated he was very impressed with the speed this plan is coming to light.

Vice President Paton outlined the timelines for the tactics brought forward in the plan that will drive the goals.

The tactical implementation will span the next six quarters and beyond. While the timelines focus on the creation and launch of these critical tactics, full maturation of these initiatives will occur over the next few years.

The timelines support and drive successful attainment of the five strategic imperatives or major goals. These goals will advance UF's reputation and rankings and help us reach UF's aspiration - as expressed in the Decade Ahead Strategy—to be the premier university that the state, nation and world look to for leadership.

Vice President Paton referred to the March meeting, stating we will use the strategic marketing and communications strategic plan, to advance our UF Reputation and Rankings by successful achievement of the five goals expressed in the plan:

1. Build a distinctive national brand
2. Propel UF's thought leadership reputation
3. Safeguard the UF brand and reputation
4. Transform and innovate through technology
5. Establish internal brand strategy

Vice President Paton then reviewed the timelines which will guide resource allocations to the critical initiatives that are directly aligned to overall goal attainment and success.

Vice President Paton discussed Timeline 1, Building a Distinctive National Brand will advance the university's reputation and rankings.

Vice President Paton stated plans will be moving forward in the next two quarters to launch the brand strategy development—a critical foundational strategy to the SCM plan overall aspirational attainment. The next two quarters SCM will engage in market research which will determine baseline KPIs and provide important information to gauge the universities brand health position.

Vice President Paton discussed Timeline 2, Propel UF's Thought Leadership Reputation by currently identifying opportunities to create deeper and stronger relationships with news organizations state, nation-wide, and international.

Vice President Paton stated Timeline 3, Safeguard the UF Brand and Reputation featured in today's presentation on digital analytics, is indicative of progress on this goal. Of note, SCM is in the final stages of building the university's key issues/information portal as outlined in the second tactic listed.

Vice President Paton reviewed Timeline 4, Tech-based Innovation Vital to Engage Audiences stating progress is underway on the first two tactics, outlined for implementation this quarter. Already, Instagram TV—an important emerging channel—has been embraced, and SCM has created two long-form video series (i.e. short tv shows) to tell stories. IGTV shows average 20,000 views-- an uptick against the performance of Instagram feed. This is an important emerging and engaging story platform.

Vice President Paton announced Timeline 5, Engage and Activate 500k Brand Ambassadors by revealing the SCM web site redesign is already underway. Vice President Paton's team is partnering with the Information Technology department. Vice President Paton will be reporting on this important initiative in greater detail at a future committee meeting.

Chair Stern introduced the demonstration of a new digital analytics platform that will create a functionality to understand, analyze, and learn from public conversations occurring about our university and establish further digital metrics.

The analytics platform advances our Goal 1: Build a Distinctive National Brand, Goal 2: Propel UF's Thought Leadership Reputation and Goal 3: Safeguard the UF Brand and Reputation. We outlined this tactic most directly under Goal 3: Establish and implement functionality to understand and analyze online conversations.

Vice President Paton explained the digital analytics platform will identify opportunities to amplify our stories, to reach new and influential audiences who may choose to elect to partner with us as brand advocates, to help our community members receive answers or attention on matters of importance to them and to understand emerging issues that may be relevant to us.

Vice President Paton stated she is pleased to partner with Brandwatch, a firm that was selected after review of other organizations due to their expertise in this field, their work with national brands and their expertise in higher education.

Vice President Paton introduced Sean Chauhan, Sales Engineer, Brandwatch, and Gator alumnus who will conduct the demonstration.

Mr. Chauhan presented the platform and explained its capabilities.

Vice Chair Kuntz asked Mr. Chauhan if he thought that the depth and breadth of the data available would cause staff to become distracted on data rather than focusing on key leading opportunities?

Vice President Paton replied that her team is focusing on important metrics and narrowing the data down to align with the metrics on the Dashboards.

Vice President Paton also informed the board that Todd Sanders, Director of Social Media and Digital Communications, is being trained on the Brandwatch program to be able to generate the necessary data reporting.

Chair Stern said he is impressed with this program and how it can help us gauge our projects against our top-10 peers.

Vice President Paton emphasized that this is a powerful tool that will provide university - wide benefits. What this can provide under One UF for us as communicators across campus is exciting. This will be another opportunity for us to come together and amplify our strategy.

Chair Stern shared with the Board of Trustees an overall executive dashboard which will measure, track, and analyze key performance indicators vital to ensuring a successful impact on strengthening the national reputation and rankings. An example of the activity dashboards which are designed to measure the nuts and bolts of what the team works on every day will also be reviewed today.

Chair Stern indicated the five TBDs highlighted on the executive dashboard as well as the indicators that illustrate performance compared to peers. Unlike other areas, higher education

marketing and communications comparative data is not easily available nor in many important indicators does not exist.

Chair Stern stated even though the metrics were difficult to obtain, Vice President Paton and her team created these dashboards strategically, quickly, and enthusiastically.

Vice President Paton gave an overview of the metrics and definitions represented on the Executive Dashboard.

Chair Hosseini and Provost Glover discussed how close we are to raising our reputation score higher than UNC Chapel Hill. Provost Glover stated we are closing fundraising campaigns and developing moonshots to maintain momentum to raise the university's reputation score.

Chair Hosseini stated Vice President Paton has done her job to help the reputation score. Vice President Paton added partnership with the provost is key.

Vice President Paton reviewed the Paid Media Activity Dashboards. Activity dashboards will be also created for social media, earned media, owned web channels, paid media, internal communications and issues management. These dashboards will serve to inform the strategic communications and marketing team in real time so even the smallest details can be adjusted to the plan as needed to amplify upward momentum.

Vice President Paton explained Paid Media is an important way to drive awareness with the university's stories, as well as direct people to institutional channels like social media to establish deeper engagement with the university.

Chair Stern believes we can be in the Top 5 and is very impressed with Vice President Paton and her staff 's ability to produce this document showcasing metrics, which is hard to do.

5.0 New Business

There was no new business to come before the committee.

6.0 Adjourn

There being no further discussion, Committee Chair Stern adjourned the meeting at 11:54 a.m.

**COMMITTEE ON MARKETING, PUBLIC RELATIONS
AND STRATEGIC COMMUNICATIONS**

Meeting Minutes

Telephone Conference Call

June 25, 2019

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 2:03 p.m.

Time Adjourned: 2:41 p.m.

Committee and Board members present:

Robert G. Stern (Chair), Leonard Johnson, Daniel T. O’Keefe, Rahul Patel, Marsha D. Powers, and Anita G. Zucker

Others present:

Nancy Paton, Vice President for Strategic Communications and Marketing, Ray G. Thomas, Incoming Faculty Senate President and other members of the university community.

1.0 Roll Call

Board Staff called the roll and noted those Trustees that were in attendance.

2.0 Call to Order and Welcome

Committee Chair Stern welcomed everyone to the meeting. It was noted that this is an informal meeting to give an update on the brand strategy invitation to negotiate (ITN), and the research and crisis & issue management planning. The strategic plan and timelines were presented at the March meeting and were concurred by the Board of Trustees. Chair Stern stated the dashboards were shared at the Board of Trustees Meeting in June and they were well received by the board. Now that we have the three fundamental elements in place; the committee and Vice President Paton will move forward to focus on advancing the brand ITN and building the SCM team. Relatedly, an update on the AVP Searches will be discussed. The chair reminded the committee the July pre-meeting is cancelled.

3.0 Discussion Items

3.1 AVP Searches Update

Vice President Paton stated the searches are being conducted on a parallel basis for these two positions. These two positions are book ends to our strategy and will create a cultural fit and collaboration that is key.

- The application process is closed for both the AVP Communications and the AVP Marketing positions
- Both search committees reflect a diverse university representation of members
- The AVP Communications position received 88 resumes. The AVP Marketing position received 82 resumes.
- Both roles attracted a diverse and large pool of national candidates

- Interviews in August will be held for both positions
- Incumbents slated to be onboard in October

3.2 Invitation to Negotiate (ITN) Brand Strategy

Vice President Paton provided an update on progress surrounding the university development for brand strategy. The critical initial step is to select a firm to partner with the university to conduct research and create the university's brand positioning platform. We have targeted national firms that have worked in national higher education universities; for example, the Berkeleys and the Michigans of the world. We are expecting firms that provide the highest quality of work and believe this is an opportunity to work with UF.

- Brand Strategy Initiative aligns with Imperative # 1, Build a Distinctive National Brand
- Timeline:
 - 7/24 ITN Closes/Opening of Proposals
 - 7/25 Proposals delivered to selection committee
 - 8/6 First Committee Meeting scheduled
 - Week of 8/19 Vendor Presentations
 - Week of 8/26 Final Selection

When Vice President Paton finished her presentation, Trustee Patel asked how the Brand Strategy fits into other UF marketing campaigns. Vice President Paton shared this will be an umbrella strategy for the university. There will still be individual campaigns, but this brand strategy is going to be long term providing an alignment of the messaging strategy and creating important consistency within the university colleges and units. Trustee Zucker asked if Tom Mitchell from Advancement was involved. Vice President Paton replied Mr. Mitchell will be involved and so will the other presidential cabinet members. In addition, UF Health, IFAS and Athletics will all be involved and represented. Trustee Patel referenced the moonshot and capital campaigns provide opportunity to be aligned with the brand strategy.

3.3 Invitation to Negotiate (ITN) Crisis and Issues Management

Vice President Paton stated a firm has been selected after bids from several companies for this project.

- Ready to move forward on critical initiative, to assess and strengthen issue management and crisis planning
- Aligns with Strategic goal # 3 Safeguard the UF Brand and Reputation

Chair Stern stated developing key messaging is critical for not if, but when a crisis occurs and how well we will monitor the situation. Trustee O'Keefe would like General Counsel, Amy Hass and her team involved on the crisis plan for students to keep consistency. Trustee Patel asked if the crisis management firm has been selected. Vice President Paton will discuss with him offline.

3.4 Essential Position Hires

Vice President Paton discussed currently hiring for the two AVP positions as well as the Digital and Social Media Relations role and a Communications Strategist. The addition of these two positions will help build and strengthen our team.

4.0 New Business

Chair Stern mentioned to the committee Vice President Paton receiving praise at the Board of Governors meeting from Chair Hosseini. He also mentioned Melissa Orth doing a wonderful job sending the slides to the Board of Governors so quickly after Chair Hosseini stating the slides would be shared.

5.0 Adjourn

Committee Chair Stern adjourned the meeting at 2:41 p.m.

DRAFT



**COMMITTEE ON MARKETING, PUBLIC RELATIONS
AND STRATEGIC COMMUNICATIONS**

Meeting Minutes

December 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, Florida

Time Convened: 9:16 a.m.

Time Adjourned: 10:03 a.m.

Committee and Board members present:

Robert G. Stern (Chair), Leonard H. Johnson, Daniel T. O'Keefe, Rahul Patel, Marsha D. Powers, and Anita G. Zucker. Board Chair Morteza Hosseini, Board Vice Chair Thomas G. Kuntz, Trustee Jason J. Rosenberg, Trustee Ray Thomas

Others present:

President Kent Fuchs, Winfred Phillips, Executive Chief of Staff and Interim Vice President for Student 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; Antonio Farias, Chief Diversity Officer and Senior Advisor to the President; Jodi Gentry, Vice President for Human Resources; Mark Kaplan, Vice President for Government and Community Relations; Mike McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; David Norton, Vice President for Research; Nancy Paton, Vice President for Strategic Communications and Marketing; Curtis Reynolds, Vice President for Business Affairs and other members of the University community.

1.0 Verification of Quorum

Vice President Liaison Paton verified a quorum with all Trustees in attendance.

2.0 Call to Order and Welcome

Committee Chair Stern welcomed everyone in attendance and called the meeting to order at 9:16 a.m.

3.0 Review and Approval of Minutes

Committee Chair Stern asked for a motion to approve the minutes from the August 20, 2019, September 24, 2019, October 22, 2019 and November 18, 2019, which was made by Trustee Zucker and a second, which was made by Trustee Powers. Committee Chair Stern asked for further discussion, and then for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Discussion Item

The committee received an update on the key performance indicators, implementation and performance to date, and the fall reputation campaign. Finally, in advancement of our strategic goal to advance the university's reputation and rankings, the committee was presented with an update on the brand and positioning strategy development progress.

The committee's focus and that of the board's endorsed university communications and marketing strategic plan is to advance our reputation. Chair Stern stated if we want to get to the top 5, we must improve the university's reputation score.

Chair Stern attributed that the U.S. News & World Report rankings are achieved through high levels of performance attainment on several metrics. The committee's focus and advocacy are to positively affect our peer assessment or reputation score which comprises 20% of the weighting for our US News ranking. Strengthening our reputation is vital and correlated to our successful advancement of our ranking.

Chair Stern stated he was thrilled that we moved our ranking up from 8 to 7 this year. Correlated to this rise was our strengthening in the reputation score from 3.7 to 3.8. The reputation strengthening is an achievement this committee celebrates, but to reach the top 5, it will be imperative to strengthen our national reputation and move the reputation score from 3.8 to 4.1 and above.

Chair Stern stated our peers will also concentrate on strengthening their national reputations.

4.1 Key Performance Indicators

Vice President Paton thanked the committee for their continued support, guidance and advocacy of the strategic efforts to advance the university's reputation and rankings.

She provided a review of the YTD Key Performance Indicator Progress (KPI).

UF social accounts continue to be strong communication assets for the university, and followers have grown rapidly in 2019. After starting the year ranked 4th among top 5 peers (in terms of followers), UF seems poised to move into 2nd place before the end of 2019.

When comparing Q1 to Q3, UF has seen the most significant growth in organic search volume. Athletics success certainly plays a role in the increase, but academics and research also saw a significant quarterly boost. UF now has the second highest search volume when compared to top 5 peers.

Board Vice Chair Thomas G. Kuntz asked if Athletics data can be separated out of the chart. Vice President Paton stated she would try and have the data updated excluding the Athletics data.

Q2 tends to be the time of the year with the lowest website traffic, but media campaigns and brand traffic propelled UF to stronger-than-average website engagement. Building on that momentum, UFL.edu had an even better Q3, capturing more traffic than it has had in a single quarter since the beginning of 2018.

Vice President Paton then reviewed the 3rd quarter performance against the second quarter indicators, stating improvements have been made in many areas.

Earned media share of voice increased, and UF is now on the heels of UC Berkeley in terms of performance. The Strategic Communications and Marketing team captured the interest of national and statewide media through their successful media coverage of important scientific/scholarly research. Through an aggressive earned media plan to amplify our rise in rankings, our team generated a great deal of coverage.

Our reach numbers indicate the high-level influential media outlets in which we're seeing success in telling our stories. Our reach increased from Q2 to Q3 with 675.7M in Q2 and 699.6M in Q3.

We are currently in fourth position in earned media share of voice and are within proximity of UC Berkeley. Earned Media Share of Voice from Q2 to Q3 went up 2.6%.

For the social media dashboard, the performance on each of the owned social media channels against peers is strong. UF has moved from number three to number two on all fronts: Facebook, Twitter, LinkedIn and Instagram.

On the web dashboard, website visitors went up by 12.8% in Q3 and out-of-state users generate 68.4% of the traffic while in-state users generate 31.6%. California is currently above Georgia for a higher usage of out-of-state website traffic. In Q2 California had 17.2K and Georgia has 24.4K unique users.

4.2 Fall Reputation Campaign

Vice President Paton updated the committee with a detailed performance review of the paid media campaign efforts from Q1-Q3. She also reviewed the current fall campaign strategy. The goal of these efforts is to strengthen national awareness, engagement and reputation among U.S. News voters and influencers.

Chair Stern stated that 100 universities have been added as rankings voters. He stated UF has implemented both a fall and spring campaign to ensure constant presence nationally with the voters; most universities only implement a spring campaign.

With UF's rise in the U.S. News & World Report Top Public Schools rankings to number 7, UF launched a reputation campaign consisting of digital banners and NPR sponsorships in key regions across the state of Florida. The goal was to amplify their earned and social media efforts among influencers in the state and around the country.

Vice President Paton discussed the Q1-Q3 Campaign Performance details demonstrate: Our click-thru rate also far outpaced national benchmarks. This level of high performance is indicative of impactful storytelling efforts which engaged state and national audiences. UF's stories concentrated on rankings rise, research impact and student achievement.

President Fuchs asked if this includes college efforts. Vice President Paton said it does not, but this could be an opportunity to extend KPIs to colleges for them to measure their own metrics.

Vice President Paton reviewed the fall campaign strategy which lead through to generate engagement, build reputation, and boost awareness of the University of Florida in preferred markets while engaging nationally on unique and important channels that reach our demographically varied audiences.

She detailed the following strategies:

Mobile geo-fencing reaches peers based on demographic information and past visitation behaviors.

NPR delivers podcasts to 16.8 million users a month. Listeners are educated and affluent and 79% of the podcast audience have acted in response to a sponsorship announcement in an NPR podcast.

LinkedIn is the #1 social network for professional networking and the platform with the highest average user net worth.

The American Society for Engineering Education (ASEE) is the oldest largest engineering society in the U.S. This is a new strategy we're investigating this year to directly target peer influencers in the engineering and education market. First Bell reaches 37K higher ed engineers every day and is the most well-read publication for this discipline. If this tactic is successful, we will start utilizing for other disciplines, like business.

Conference Support: APLU

At APLU, UF secured the Chronicle of Higher Education's weekly edition cover wrap that gets delivered to all attendees and sponsored the attendee lanyards that resulted in approximately 1500 higher education colleagues sporting the UF logo.

Provost Glover stated the APLU conference is a very important conference. Next year's conference is in November in Orlando. Board Chair Morteza Hosseini requested a calendar invite for this conference be sent to the BOT members. Provost Glover suggested sponsoring a UF reception at the conference or scheduling a Gator Club event in Orlando during the conference time period.

Chair Stern thanked Vice President Paton and her team for working hard to increase the rankings and reputation of the university. Chair Stern also offered his congratulations to Board Chair Morteza Hosseini and Vice President Paton and her team for the creation of the recent video shown to the Board of Governors, fellow university trustees and the governor and first lady.

4.3 Brand and Positioning Strategy

Chair Stern stated to advance our success in building a national reputation we have launched a very critical initiative to achieve our goal, which is number 1 in our plan—which is to build a

distinctive national brand. He then stated as the board is aware, the university engaged a very prominent and nationally known research and strategy firm to partner with.

Vice President Paton discussed the university is embarking on a 5-stage strategy development process that will culminate in a brand strategy and positioning approach that will drive efforts to increase reputation over the next several years.

She stated the university is currently immersed in phase one and starting phase two — both comprising our research framework. In this phase, it is about finding critical information from the market research efforts that will set the framework for brand development work.

Campus immersion meetings, review/analysis and external peer group assessment efforts will form the basis of the quantitative market research phase which will begin shortly after the first of the year. The campus immersion meetings to date have yielded a few key observations:

- Students, faculty, and staff/administrators provided candid insights about their experiences at the university, as well as their perception of UF's brand strengths, challenges, and opportunities.
- Supportive of the brand and positioning strategy initiative: particularly the data-driven approach to strategy development.
- There was broad consensus that UF needs a university-wide brand strategy to guide marketing and communications efforts/activities.
- The UF brand is largely undefined: There is confusion about the UF brand due to the multitude of marketing/fundraising campaigns, strategic initiatives, and inconsistent messaging.

When we complete the research phases, the university will be able to answer the critical questions about UF: who we are, what do we do, and why does it matter in a compelling/distinctive/differentiated position that will serve to align the entire organization. And drive the key attributes that are statistically correlated to reputational rise.

Provost Glover stated we need to be careful between brand and tag lines.

Board Chair Morteza Hosseini stated there needs to be lots of thoughtful discussion regarding how we are viewed.

Provost Glover stated there are interesting perceptions across the state and a lot of universities have chosen an area to focus on to give the illusion they are the leader in that area. This is a real challenge.

Chair Stern stated that every day is game day.

5.0 New Business

There was no new business to come before the committee.

6.0 Adjourn

Committee Chair Stern adjourned the meeting at 10:03 a.m.

DRAFT



**COMMITTEE ON MARKETING, PUBLIC RELATIONS
AND STRATEGIC COMMUNICATIONS**

Meeting Minutes

Telephone Conference Call

January 23, 2020

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 2:00 p.m.

Time Adjourned: 2:56 p.m.

Committee and Board members present:

Robert G. Stern (Chair), Leonard H. Johnson, Daniel T. O’Keefe, Rahul Patel, Marsha D. Powers, and Anita G. Zucker. Trustee Ray Thomas and Trustee David Brandon

Others present:

Nancy Paton, Vice President for Strategic Communications and Marketing, and other members of the university community.

1.0 Roll Call

Board Staff called the roll and noted those Trustees who were in attendance.

2.0 Call to Order and Welcome

Committee Chair Stern welcomed everyone to the meeting. He introduced the following agenda items for discussion: Key Performance Indicators for the fourth quarter of 2019; Brand and Positioning Strategy progress review and assessment of the Orange Bowl marketing and communications campaign.

3.0 Discussion Items

3.1 Key Performance Indicators

Vice President Paton thanked the committee for their continued support, guidance and advocacy of the strategic efforts to advance the university’s reputation and rankings.

She provided a review of the fourth quarter Key Performance Indicators (KPIs) dashboard.

Organic search volume decreased from 1.2M in Q3 to 1.1M in Q4. Vice President Paton stated this is a very minor change and UF still retains its number three, third quarter position. In review, the university’s agency thinks this is most likely a seasonal phenomenon.

Earned media share of voice decreased .9 from Q3 to Q4. UF remains in fourth position. Of note, there was a shuffling of the top four. Michigan saw a decrease from 25.5 to 18.6; UCLA remained steady 22.3 vs. 23.3 and UC Berkeley saw an increase from 18.4 to 23.3.

The Conversation reach decreased 542,111 in Q3 to 457,661 in Q4. This is likely due to seasonal fluctuations resulting from the end of the academic and calendar year.

UF recorded an increase in earned media sentiment due to a higher number of favorable UF stories.

Due to an increase in neutral posts/mentions, not an increase in negative posts, there was a very slight decrease in positive social media sentiment.

Social media share of voice is up 1.1% from Q3. UF retains its 3rd place position.

Website visitors increased from Q4 2019. This is due to our paid and earned media efforts.

Vice President Paton stated that she was very pleased with the performance results on the KPI.

She then reviewed the detailed KPI dashboards for earned media, social media and web performance.

Earned media each decreased from 699.6M in Q3 to 558.6M in Q4 due to seasonal fluctuations associated with the level of activity commensurate with the university's academic calendar, i.e. faculty and students having completed the semester.

Top stories for this quarter:

- The end of Florida orange juice? A lethal disease is devastating the state's citrus industry.
- Researcher helped create meningitis vaccine.
- Big Mother is watching you.
- Media value generated indicates the advertising value of the articles. In Q4 earned media efforts resulted in a value of \$3M, a very slight 98K decrease from Q3.
- UF remains in fourth position in earned media share of voice. Earned media share of voice decreased a slight 2.6% from Q3 to Q4.

The Conversation reach decreased slightly from 542.1K to 457.7K. However, UF has moved up to second place among peers.

On social media platforms, UF continues to be a lead higher education. This dominant presence indicates that the university is relevant to younger audiences—significant in a rapidly changing media landscape. UF also remains a leader in the social space outside the higher education sector.

Vice President Paton explained that in the fourth quarter UF institutional channels focused heavily on "Gator spirit" messages to amplify the university's top national rankings for both academic and football programs. For a second year, the Strategic Communications and

Marketing team once again partnered with colleagues in athletics to propel academic and athletic prowess through the opportunity presented by the Orange Bowl appearance.

Performance on each of the owned social media channels against peers is strong. UF remains number two on Facebook, Twitter, LinkedIn and Instagram.

Website metrics indicated a visitor decrease of 10.5% in Q4 — a seasonal fluctuation.

The year-over-year session decrease of 4.3% on UFL.EDU was driven primarily by direct traffic, which saw a 6.2% session decrease when compared to the fourth quarter of 2018, as well as Google organic traffic which saw a 19.1% session decrease compared to previous year. Sessions are decreasing as these visitors quickly move to conduct their transaction or fulfill their research needs on other pages/sites. Direct traffic and Google organic traffic drove the most sessions overall in Q4 2019, which relates to the decreases in the overall sessions.

There are two reasons as to why there is a decline in overall traffic:

- Google algorithm updates. Google answers questions directly in the search engine as opposed to sending the user to a content-centric page
- Traffic may be going to other ufl.edu subdomains that aren't included within the dashboard.

Bounce rates are up this quarter by 11%, most likely due to moving from the homepage to search and access other areas of the site.

Average time on page went from 2:23 in Q3 to 2:15 in Q4 — not a large difference. It decreased by 6.2%.

Out-of-state users generate 63.7% of the traffic while in-state users generate 36.3%.

Vice President Paton stated at the March meeting she will review the year-end paid media campaign with the committee.

3.2 Brand Positioning Strategy

Chair Stern thanked Vice President Paton. He stated the team's performance is strengthening on important platforms that amplify our university's awareness, engagement with stakeholders and national recognition.

Chair Stern reinforced the importance of the recently launched brand and positioning strategy. He said the goal of the strategic marketing and communications' plans number one initiative is to strengthen national reputation to advance rankings.

Vice President Paton reviewed progress on the brand and positioning strategy initiative.

Critical to success of the strategy is the engagement of internal stakeholders. As such, two new councils are being formed.

Vice President Paton reviewed with the committee the three primary groups and respective charters.

- University Brand Council
- Brand Strategy Core Team
- Senior Communicators (existing)

These groups will focus on the following:

University Brand Council

- Reviews engagement analyses, strategic plans/recommendations
- Provides input on brand strategy elements at periodic meetings
- Participates in quantitative/qualitative research studies and positioning/platform development meetings
- Serves as brand strategy advocates

University Brand Core Team

- Provides counsel on the project deliverables
- Directs and manages the brand strategy engagement initiatives
- Delivers initial input at critical milestones of the engagement
- Will design and lead platform launch

University Senior Communicators (F-16)

- Regularly provides counsel on strategic communications and marketing efforts
- Receives briefings on progress at established monthly meetings
- Provides input at critical junctures of the brand strategy process
- May be asked to participate in input/feedback sessions
- Will lead and manage day-to-day platform launch

Vice President Paton reviewed the research stage of the strategy development.

To date, there have been individual and small group informational meetings with UF students, faculty, staff, and administrators. Additional discussion sessions with key UF Stakeholders will be conducted throughout the month of January and beginning of February.

When this phase is completed, we will have talked with more than 100 internal stakeholders. The campus immersion meetings to date have yielded consistent key observations:

- Campus stakeholders are supportive of the brand and positioning strategy initiative. There was broad consensus that UF needs a university-wide brand strategy to guide marketing and communications efforts/activities.

- Outside of athletics, the UF brand is largely undefined: There is confusion about the UF brand due to the multitude of marketing/fundraising campaigns, strategic initiatives, and inconsistent messaging.
- UF needs to leverage and amplify its strengths among its peers.
- Internal audiences desire to understand their individual roles in advancing the Top 5 ranking goal for the long-term vision.

Vice President Paton shared with the committee a case study created by the university's partner firm detailing a similar strategy which resulted in institutional success for one of their national university clients.

3.3 Orange Bowl Update

Chair Stern stated last month's Orange Bowl propelled us onto the national stage for a second major bowl appearance in two years. Even more special was that we played in our home state which created an opportunity for us to amplify our university's academic and athletic rankings.

Vice President Paton shared the implemented communications strategy which focused on fan engagement.

The performance of the social media engagement and storytelling campaign demonstrated success. In a little over one day, the story of the university academic ranking and spirit created high levels of reach and engagement:

- Twitter, 1.1M impressions
- Facebook, 678K people reached
- Instagram, 135K video views
- Giphy, 500K GIF views

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

Committee Chair Stern adjourned the meeting at 2:56 p.m.

**COMMITTEE ON MARKETING, PUBLIC RELATIONS
AND STRATEGIC COMMUNICATIONS**

Meeting Minutes

Telephone Conference Call

March 4, 2020

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 2:02 p.m.

Time Adjourned: 3:08 p.m.

Committee and Board members present:

Robert G. Stern (Chair), Leonard H. Johnson, Daniel T. O’Keefe, Rahul Patel, and Marsha D. Powers. Trustee Ray Thomas and Board Vice Chair Thomas G. Kuntz

Others present:

Nancy Paton, Vice President for Strategic Communications and Marketing, Renee Daly from Simpson Scarborough, and other members of the university community.

1.0 Roll Call

Board Staff called the roll and noted those Trustees who were in attendance.

2.0 Call to Order and Welcome

Committee Chair Stern welcomed everyone to the meeting. He reviewed the meeting agenda which included : an update of the performance metrics regarding the fall reputation campaign; a review of select performance indicators highlighting Q2-4 performance; an overview of the 2019-20 reputation campaign; and update on the university’s strategy brand and positioning strategy research.

Presenting to the committee was Renee Daly, Director, Strategy and Accounts from the partner firm Simpson Scarborough.

3.0 Discussion Items

3.1 Campaign Dashboard

Vice President Paton thanked the committee for their continued support, guidance and advocacy of the strategic communications and marketing plan efforts to advance the university’s reputation and rankings. Vice President Paton stated the fall campaign embraced a robust and targeted strategy. This resulted in a far greater number of users engaging with the university’s published messaging and visiting the university website.

The private and public peer group (specifically Top 15 universities) had the highest engagement levels with the campaign.

Geographically, 23.3% of audiences who interacted with the campaign came from Washington D.C., N.Y. and Chicago. These placements drove considerable engagement, seeing over 43K clicks to the site. Overall, Tallahassee, Washington D.C. and Chicago audiences recorded considerable levels of engagement and traffic to the university's website.

Peer institutions and state/national legislators highly engaged with us through a targeted storytelling strategy on LinkedIn.

Overall, Vice President Paton is pleased with the tremendous success of the fall campaign strategy.

3.2 Q1-Q4 Key Performance Indicators

Chair Stern stated his pleasure with having quarter-to-quarter comparison performance data. Vice President Paton reviewed the Q1-Q4 Key Performance Indicators.

She stated the earned media share of voice while very slightly did not diminish from a position against peers. UF remains in fourth position.

In other performance metrics social Media Share of Voice increased 39.4%; Organic Search Volume Share of Voice rose 11.8 %; UFL.EDU Website Traffic increased 5.4%; and Social Media Followers were up by 6.6%. This growth reflects the overall success of strategic efforts to align paid, earned and owned channels to work in concert to drive national reputation efforts.

Overall, Vice President Paton stated she was pleased with the strengthening performance.

Trustee O'Keefe stated, look where we are today to where we were 2 years ago. Having this data and goals is exciting, what we wanted and what we expect. This is an exciting time to be a Gator.

Trustee Kuntz stated not that long ago we didn't have a deck or data to compare. Thanks to Vice President Paton and her team we can compare data.

3.3 Reputation Campaign Overview

Chair Stern thanked Vice President Paton. He stated, that these quarterly performance metrics indicate that we're on a trajectory of growth in important channels that reach our audiences. And, that our messaging is resonating with them so much so that they enter into an engaged relationship with us.

Vice President Paton walked the committee through the underlying strategy of the yearlong reputation campaign and exciting new initiatives planned for the spring

The highlight of these efforts is the debut of a university-centric national -directed podcast series designed to tell the distinctive stories of the university's academic, research and public impact.

Vice President Paton stated she would send links to the podcasts to the trustee members on the committee.

3.4 Brand and Positioning Strategy

Chair Stern stated, today's review will focus on the phase one initial discovery qualitative results. Quantitative market research, answers, direction and plan will be coming later.

Building a Distinctive National Brand is one of our five strategic communications goals. Simply said, our goal is to strengthen our national reputation. And, our number one initiative is the creation of a distinctive and distinguishing brand and position strategy.

As the committee has previously discussed, we are partnering with a renowned national strategy firm, Simpson Scarborough. Chair Stern introduced Renee Daly, Director, Strategy and Accounts.

Simpson Scarborough presented an in-depth review of the Discovery Report to the committee.

Chair Stern stated he had not heard UF referred to as land grant, sea grant and space grant university before. He wanted to know if this is a designation. Ms. Daly confirmed that this is indeed a designation and that this distinction may be a powerful platform to explore as we conduct our quantitative research.

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

Committee Chair Stern adjourned the meeting at 3:08 p.m.

DRAFT

The logo for the University of Florida, consisting of the letters 'UF' in white on an orange square background.

UF

Marketing, Public Relations and Strategic Communications Committee

BOARD OF TRUSTEES

March 26, 2020

NANCY PATON

**VICE PRESIDENT,
STRATEGIC COMMUNICATIONS
AND MARKETING**

230/810

Agenda

- Brand and Positioning Strategy Update
- Key Performance Indicators

BRAND AND POSITIONING

STRATEGY UPDATE



SUPPORT TOP FIVE EFFORTS

Advance UF's Reputation and Rankings

Discovery Report

University of Florida

Strategy Development Process

| | |
|---------------------------------|--|
| Discovery | <ul style="list-style-type: none">• Campus immersion with in-person and virtual discovery/informational meetings• Analysis of brand positioning, messaging, and visual strategy for UF and top 10 public university peer institutions |
| Market Research | <ul style="list-style-type: none">• Quantitative online surveys with prospective students, internal audiences, alumni, and the general public• Qualitative in-depth interviews with higher education peers and influencers |
| Strategy & Messaging | <ul style="list-style-type: none">• Brand platform, messaging strategy, and storytelling guidelines built from analysis of discovery insights and research findings |
| Creative Concepting | <ul style="list-style-type: none">• Core concept, copywriting, design, and visual strategies for two creative concepts that each bring the brand to life• Prototype tactics for each concept that demonstrate ability to serve various institutional needs |
| Concept Testing | <ul style="list-style-type: none">• Quantitative online surveys to test creative concepts on imagery, messaging, design, and communicating the brand• Refine/finalize one creative direction |
| Launch Planning | <ul style="list-style-type: none">• 12-month launch plan outlining timing, budgets, resources, and prioritization of key deliverables to engage internal and external audiences and seed long-term marketing and branding efforts• Measurement plan to determine KPIs and develop brand scorecard to create a full set of metrics to be tracked prior to launch |
| Brand Guidelines | <ul style="list-style-type: none">• Guidelines that provide a cohesive direction for telling the UF story and executing the creative direction• On-campus brand trainings with key internal stakeholders |

The objectives of the discovery process were to:

- **Gain an authentic, comprehensive understanding of UF**, including branding and marketing efforts, strategic plans and initiatives, nuances of the UF experience, and values of internal stakeholders.
- **Meet with key stakeholders to establish a collaborative process** and generate the buy-in needed to ensure the project creates lasting impact and an enduring brand.
- **Assess brand positioning, messaging, and visual strategy for UF and Top 10 public university peers** to identify potential areas of differentiation and opportunity.
- **Develop initial insights** to inform market research.

CAMPUS IMMERSION

Discussion sessions with 110+ UF executives, staff, and key stakeholders, including:

- Advancement
- BOT Marketing, PR & Comms Committee
- Colleges, Units & Institutes
- Faculty members
- Government & Community Relations
- President
- Presidential Cabinet members
- Provost & SVP for Academic Affairs
- Strategic Marketing & Communications
- Student Affairs
- UF Health
- UF Online
- UF Research
- University Athletic Association
- Current students (undergraduate, graduate)

MATERIALS REVIEW

Analysis to ensure our insights build off and optimize existing data:

- Brand assets
- Institutional research and assessment
 - Enrollment/admissions data
 - Organizational chart
 - Rankings data
 - Retention/graduation rate data
 - Student outcomes dashboard
 - Tuition/fees data
 - Workforce data
- Marketing communications collateral
- Strategic plan
- UF social media – Facebook, Instagram, LinkedIn, Snapchat, TikTok, Twitter, YouTube
- UF website (ufl.edu)

UF Strengths

GATOR NATION

- One of the best athletic programs in the nation; wins with integrity
- Global network of 400K+ alumni passionately committed to UF

SIGNIFICANT POSITIVE CHANGES TO METRICS (2014-2019)

- Rise in USNWR ranking from #14 to #7
- Increase in undergraduate apps from 29K to 42K
- Annual fundraising topped \$500 million

RESEARCH & IMPACT

- Triple designation as a land-grant, sea-grant, and space-grant
- Solves the toughest problems to make the world a better place
- UF IFAS extension offices in all 67 counties in Florida
- Generates 100K+ jobs/year and \$8B+ in annual economic impact

INNOVATION

- Leader in transferring technology/discoveries to the marketplace
- Research dollars invested into startups at 5x national average
- Approach to online education

ACADEMIC EXCELLENCE

- Increased selectivity and academic profile of incoming students
- High ROI; emphasis on access and affordability (e.g., PaCE, Florida Bright Futures, Florida Prepaid)
- 18:1 student-faculty ratio

COMPREHENSIVE

- Collaborations across all areas of UF creates opportunities for significant impact (e.g., 16 colleges on one campus, Moonshots)
- Breadth and depth that is relevant to job/industry trends
- Global perspective and connectivity through educational/research partnerships and UF faculty and students
- UF Health; health care for everyday needs and the most specialized services for complex diseases, illnesses, and injuries

UF CULTURE

- Culture of involvement; work hard/play hard environment
- Forward-focused; energized by the possibilities that lie ahead
- President Fuchs embodies the UF culture (warm, compassionate, collaborative, takes his work seriously while taking himself lightly)

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- Leader in transferring technology/discoveries to the marketplace
- Research dollars invested into startups at 5x national average
- Approach to online education

ACADEMIC EXCELLENCE

- Increased selectivity and academic profile of incoming students
- High ROI; emphasis on access and affordability (e.g., PaCE, Florida Bright Futures, Florida Prepaid)
- 18:1 student-faculty ratio

COMPREHENSIVE

- Collaborations across all areas of UF creates opportunities for significant impact (e.g., 16 colleges on one campus, Moonshots)
- Breadth and depth that is relevant to job/industry trends
- Global perspective and connectivity through educational/research partnerships and UF faculty and students
- UF Health; health care for everyday needs and the most specialized services for complex diseases, illnesses, and injuries

UF CULTURE

- Culture of involvement; work hard/play hard environment
- Forward-focused; energized by the possibilities that lie ahead
- President Fuchs embodies the UF culture (warm, compassionate, collaborative, takes his work seriously while taking himself lightly)

UF Challenges

STATE OF FLORIDA

- Not viewed as a national leader in education (K-PhD)
- Not known for a specific industry/sector, despite strength in tourism, agriculture, tourism, int'l trade, aerospace/aviation, life sciences, biotechnology, etc.
- Deeply entrenched associations with Florida (e.g., beaches, retirees, Disney) do not reflect strengths of UF
- Stereotypes associated with the South

REACHING TOP 5 RANKING

- Haven't showcased or amplified strengths among peers
- Internal audiences have trouble expressing their individual role in advancing the Top 5 ranking goal
- Desire for national recognition/reach is perceived as being separate from UF's commitment to serve the State of Florida

UF CULTURE

- Can be perceived as arrogant
- Increased selectivity may limit legacy preference and impact alumni/donor experience
- International students and students from cultural, ethnic, or racial minority groups do not always feel welcome or supported

UNDER-DEFINED BRAND

- External brand awareness and perception stems from athletics
- Lack of university-wide brand strategy or defined measure of success for UF marketing and branding efforts
- Signature academic programs/priority areas not universally agreed upon, despite recognized strength in several areas
- Brand confusion due to the multitude of marketing/fundraising campaigns, strategic initiatives, and inconsistent messaging

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University of Florida: Brand & Messaging Takeaways

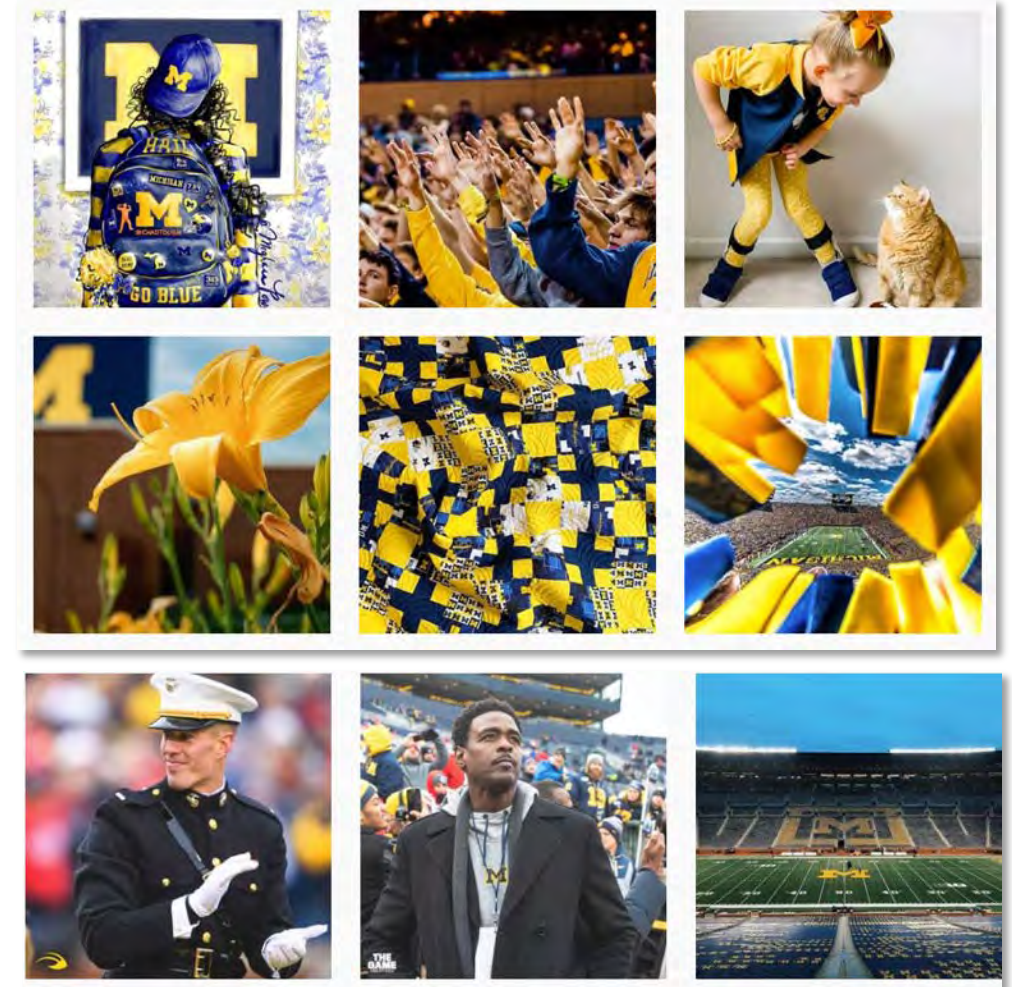
- **Across all audiences, stories are content rich and well done.** Messaging and storytelling focuses on working together to solve big problems and conveys a proud, energetic, purposeful, and approachable tone/personality.
- **Talks about improving lives and making the world a better place at every level of the institution.** Rankings and monetary figures are used to convey credibility, affordability, and employability, as well as economic and social impact.
- **Highlights the idea of “effective collisions”** to connect the university’s culture/tradition of innovation to its collaborative environment.
- **Uses a “playfully serious and seriously playful” tone/voice on social media, particularly for content about President Fuchs.** Understanding if this can be a broader strategy that conveys the university’s strengths will be essential coming out of the market research.
- **Overall, typography is approachable but indistinct.** The combination of bold headers and slab-serif subheads convey a light, playful aesthetic but do not communicate academic excellence.



Peer Review

Michigan: Takeaways

- **Messaging and storytelling is infused with ideals of power, prestige, and prominence** and conveys an intelligent, driven, global, and spirited tone/personality.
- **Strong research-focused messaging often comes at the expense of showcasing student experience**, which is overwhelmingly delegated to social media.
- **Emphasis on serving the public good** is illustrated on the local, national, and international levels.
- **Design feels cold and overtly masculine.** That said, use of color and graphic language is consistent.



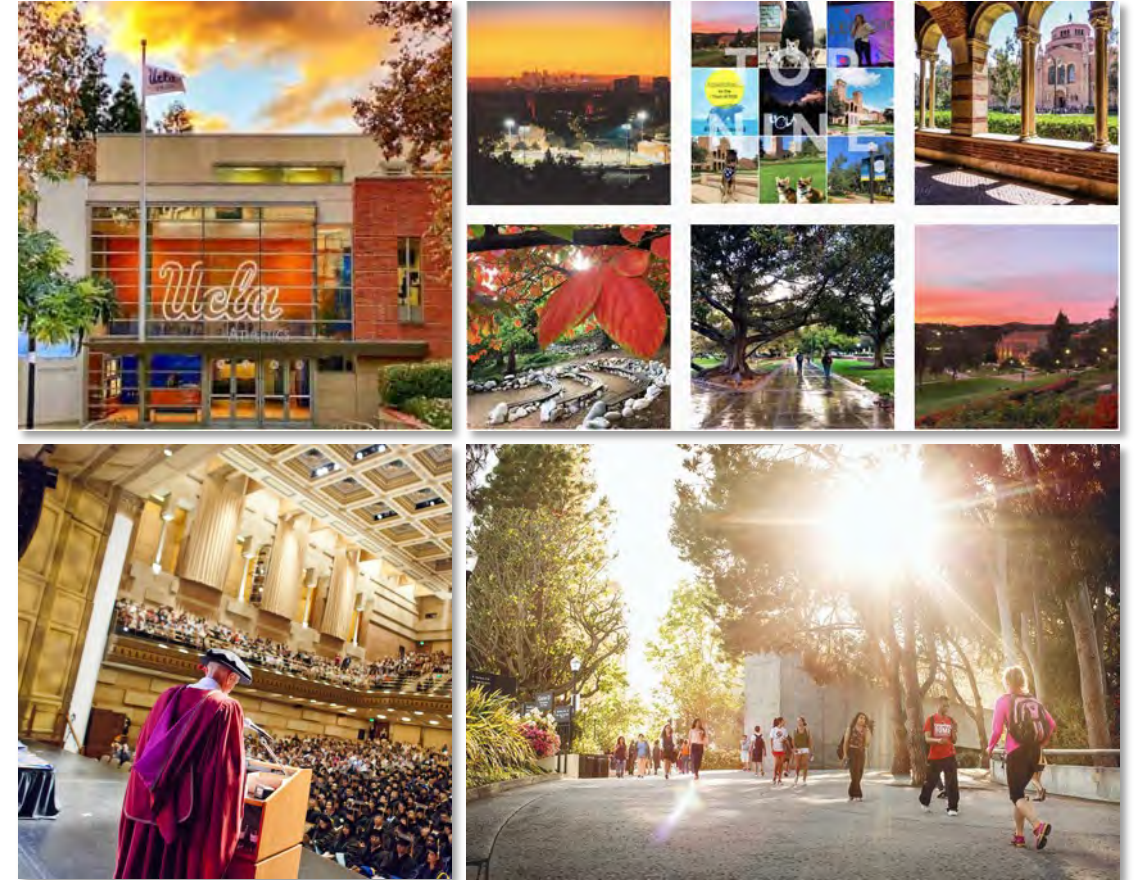
UC Berkeley: Takeaways

- **Messaging and storytelling leans into their well-known history of social justice to convey a bold, disruptive institution** and is infused with their positioning of challenging convention to shape the world.
- **Conveys an idealistic, influential, socially conscious, and independent personality.** Individual voice is used to showcase key strengths of conviction, excellence, scale, and diversity.
- **Content feels refreshing, almost editorial, and employs a “show don’t tell” approach.** Accolades for the university are sprinkled in amongst Ted Talk-style interviews.
- **A bold and dynamic color palette reflects Berkeley’s diverse community.** Light is used as an active element in photography, capturing the energy, warmth, and spirit of the university. Font balances academic excellence with a friendly legibility.



UCLA: Takeaways

- **Messaging and storytelling is rooted in their brand pillars of opportunity, culture, excellence, and innovation** and conveys a vibrant, cultured, visionary, and catalytic personality.
- **Leverages their LA location and pioneering mindset** to emphasize innovation and demonstrate impact.
- **Language and matter-of-fact tone speaks to ownership**, both from the university and the reader's perspective (e.g., "Our stories, our impact" and "Your gifts, the world's gains")
- **Uses an energizing and vibrant color palette** that conveys a feeling of possibility and opportunity, a sense of their sunny LA location, and their "engine of opportunity" positioning. Despite this, UCLA has a seemingly basic website layout without multimedia features or additional flair.



UVA: Takeaways

- **Messaging and storytelling communicates their “Living Idealism” positioning** through heavy emphasis on ingenuity, achievement, shared ownership and public good and an intelligent, honorable, inspired, connected, and proven tone.
- **Leverages their history and connection to Thomas Jefferson** to demonstrate classical, yet innovative thinking, stability, success, and forward progress.
- **Proof points about happiness and well-being** highlight UVA’s location in Charlottesville as a “place unlike any other.”
- **Design is compelling, dynamic, and approachable.** Use of diagonal lines and shapes breaks apart the traditional grid and creates a feeling of forward momentum, energy, and growth.
- **Typeface is modern, but with a touch of historic context.** The sans-serif is reminiscent of letterpress type, and the italic sans-serif nods to the university’s Founding-Father roots.



Georgia Tech: Takeaways

- **Messaging leans into the university’s brand pillars — open and collaborative, inventive and industrious, and an excellent return on investment.** High-level copy conveys a confident, empowering, approachable, and aspirational tone.
- **Distances themselves from “ivory tower” institutions** by emphasizing their strong work ethic and “roll-up-your-sleeves” mentality.
- **Leverages their location in Atlanta** by highlighting the diversity and job opportunities as benefits to students.
- **Design feels rigid and outdated, conveying a practicality but lack of imagination or definitive style.** Photography lacks authenticity, color palette is muted and one-note, and typography is unvaried and indistinct.



UNC: Takeaways

- **Messaging and storytelling connects their history and traditions to their research and impact** and conveys a genuine, inspired, steadfast, and fun personality.
- **Extends their culture of collaboration and celebration of differences to innovation.** Diverse perspectives from multi-disciplinary teams are used to develop creative solutions for the world's biggest problems.
- **Takes ownership of the whole of Carolina** (e.g., “See what makes Carolina so special” and “These are stories that define Carolina.”), describing their location as a “state of mind” that is full of history, vibrancy, and charm.
- **High-level copy take an abstractly poetic tone** (e.g., “Stories of novel ideas and nimble minds. Wide open spaces of belonging and collaboration.”)
- **Graphic style is bold and confident, with a touch of refinement.** Overall, visual language is consistent and enforces brand recognition.



UCSB: Takeaways

- **Messaging and storytelling pairs academic excellence with their stunning location** (e.g. “Where beauty meets brilliance.” and “Academics shine as brightly as the sun over our slice of California coastline.”)
- **High-level copy conveys a vibrant, social, and creative personality.** Some copy takes a tongue-and-cheek tone (e.g., “With ample access to our world-renowned faculty — Nobel Laureates, anyone?” and “Get the skinny on the cost of attending UCSB.”).
- **Design leverages simplicity; graphics and colors are minimal, bringing more attention to full-bleed photography** that highlight their sunny California location. Typography is accessible and friendly, if not a little too casual for a high-performing academic institution.
- **Visual and verbal language may alienate those not looking for a SoCal beach experience.** The heavy emphasis on location can take away from the impression of academic rigor.



Peer Landscape: Takeaways

- **At some level, all institutions in the peer set talk about impact.** Most mention the impact they have as a public university in the state they are in, as well as on a national and global level.
- **Not surprisingly, everyone is touting research and academic prowess.** Whether it be in admissions materials or through news stories, research innovation and discovery, as well as real-world application, are always part of the key message.
- **Other similar messaging across the peer set includes** collaboration, challenging convention/breaking barriers, interdisciplinary, affordability, access, value, and ROI.
- **Location is frequently emphasized as a benefit** in terms of job/networking opportunities and student life.

Takeaways & Next Steps

Opportunities

UF TODAY

- Excellence and stature is communicated through the Top 10 ranking.
- Internal audiences lack clarity about the university's core values.
- Light, playful tone and humor used to engage internal and external target audiences.
- Signature academic programs/research areas not defined.
- Hard time leveraging and amplifying strengths among peer institutions.

UF TOMORROW

- Demonstrates how Top 5 ranking goal intersects with core values and connects to what internal audiences care about.
- Defines and uses core values to develop a university-wide brand strategy.
- Connects brand tone/personality to an intentional strategy that communicates brand positioning and pillars.
- Defines and leverages marquee academic programs and key research areas to elevate and strengthen brand equity.
- Uses identified strengths to define a modern land-grant university and establish the state of Florida as a thought leader and economic powerhouse.

KEY PERFORMANCE INDICATORS

Key Performance Indicators Progress Q1 - Q4 2019

Ranking

8 → 7

Reputation Score

3.7 → 3.8

EARNED MEDIA SHARE OF VOICE - FAME

↓ 1.3%
FROM
Q1



ORGANIC SEARCH VOLUME SHARE OF VOICE

↑ 11.8%
FROM
Q1



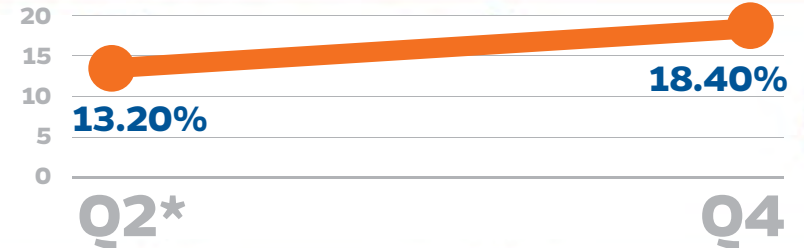
UFL.EDU WEBSITE TRAFFIC

↑ 5.4%
FROM
Q1



SOCIAL MEDIA SHARE OF VOICE

↑ 39.4%
FROM
Q2 *



SOCIAL MEDIA FOLLOWERS

↑ 6.6%
FROM
Q1



*Social media was a new KPI in 2019 and data is only available beginning in Q2 2019.

Executive Dashboard

Oct 1, 2019 - Dec 31, 2019

Ranking

7

U.S. News & World Report
Public Universities

Reputation Score

3.8 ↑

20% Academic Reputation
USNWR BEST COLLEGES

Top 5 Reputation Scores

- 1) UCLA: 4.3
- 2) UC Berkeley: 4.7
- 3) Michigan: 4.5
- 4) UVA: 4.2
- 5) Georgia Tech: 4.3
- 5) UNC Chapel Hill: 4.1

BUILD A DISTINCTIVE NATIONAL BRAND



PROPEL UF'S THOUGHT LEADERSHIP REPUTATION



SAFEGUARD THE UF BRAND AND REPUTATION



TRANSFORM AND INNOVATE THROUGH TECHNOLOGY



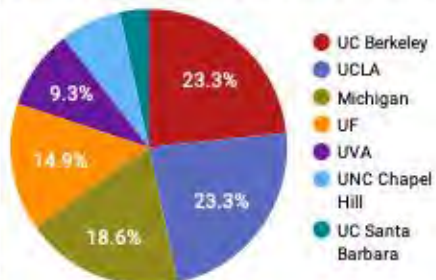
ESTABLISH INTERNAL BRAND STRATEGY



Academic Excellence
TBD

Aided + Unaided Awareness / Recall
TBD

Earned Media Share of Voice - Fame

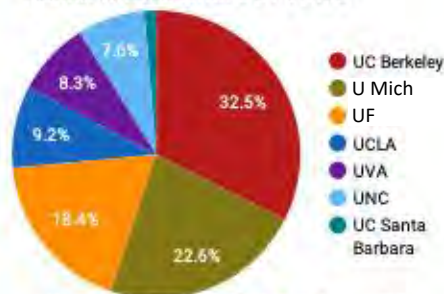


Share of Voice ↓ 2.6% from Q3

Overall Impression

TBD

Social Media Share of Voice



Share of Voice ↑ 1.1% from Q3

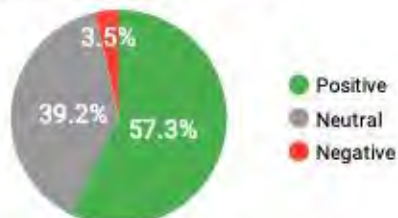
University Familiarity
TBD

Marketing Distinctiveness
TBD

Leadership in Academia

TBD

Earned Media Sentiment



Positive Sentiment ↑ 24.6% from Q3

Website Metrics

Website Visitors

931,691

↑ 10.5% from previous year

Sessions

1,476,923

↓ -4.3% from previous year

Net Promoter Score

TBD

=

Likelihood to Recommend

TBD

+

Unaided Awareness

TBD

+

Consideration

TBD

National Reputation

TBD

Organic Search Volume (vs. Top 5)

| School | Organic Brand Searches |
|------------------|------------------------|
| UCLA | 1.8M |
| Michigan | 1.3M |
| UF | 1.1M |
| UC Berkeley | 1M |
| UNC Chapel Hill | 766.4K |
| UVA | 659.6K |
| UC Santa Barbara | 344.4K |

Increase in Faculty Exposure

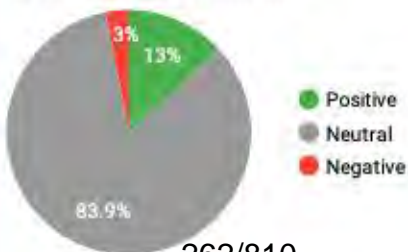
457,661 ↓

Peer Average: 297,964

Academic Innovation

TBD

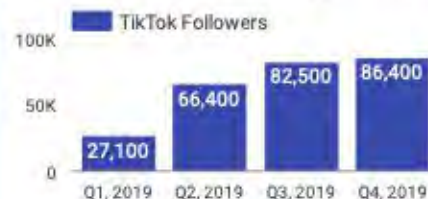
Social Media Sentiment



262/810

Positive Sentiment ↓ 14.5% from Q3

Early-to-Market Technology Innovations



Earned Media Performance

Total Articles
2,740

Positive Articles
1,571

Neutral Articles
1,073

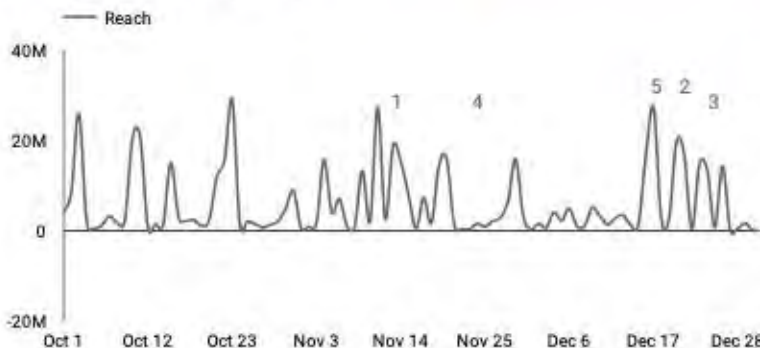
Negative Articles
96

Unique Headlines
2,093

Reach
558.6M

Media Value
\$3.00M

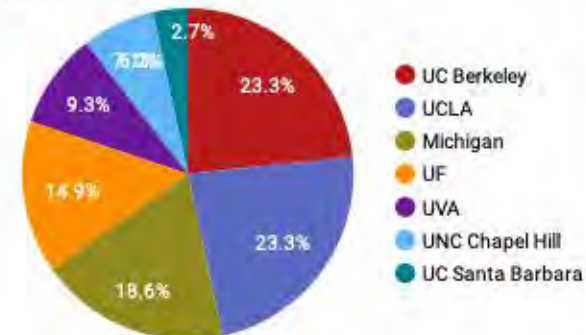
Earned Media Reach / Time



Top Article Mentions

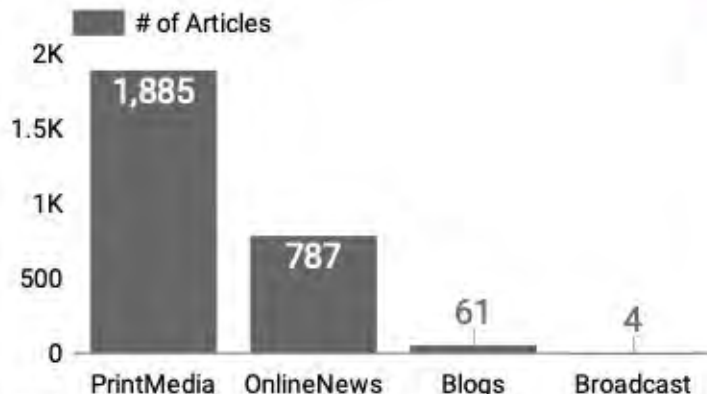
| Headline | Reach |
|--|-------|
| 1. The end of Florida orange juice? A lethal disease is devastating the state's citrus industry. | 26.0M |
| 2. Researcher helped create Hib meningitis vaccine | 13.3M |
| 3. As urbanization gobbles up habitat, wild turkeys are starting to fight back | 13.3M |
| 4. Outdated data foiled effort to aid poorer areas | 13.3M |
| 5. Possible mass grave from 1921 race riot is located | 13.3M |
| 6. Executive order spurs an identity crisis | 13.3M |
| 7. Big Mother is watching you | 13.3M |

Earned Media Share of Voice



Share of Voice ↓ 2.6% from Q3

Articles by Media Type



Print Media articles are often published online as well as traditional print mediums. Online News articles are only published online.

Conversation - Top 10 Publics

| School | Reads |
|-----------------|--------|
| Michigan | 662.1K |
| UF | 457.7K |
| UCLA | 331.4K |
| UNC Chapel Hill | 194.2K |
| UVA | 157.3K |
| UC Berkeley | 144.8K |

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UF Word Cloud - Earned Media Topics





Oct 1, 2019 - Dec 31, 2019



Facebook KPIs

Facebook Page Likes

678.9K

± 0.25%

Post Engagements

132,084

± 90.9%

Page Followers

665.7K

± 0.1%

Avg. Engagements Per Post

815

± 220.6%

Top UF Posts

| Post | Engagements |
|--|-------------|
| Can I get a "GO GATORS" in the comments... | 10.8K |
| See you in Miami. Gator Nation! #GoGators | 9.6K |
| I said... | 9.5K |
| Let's Go Gators! | 8.8K |
| #UFgrad | 8.6K |



Likes
113,386



Comments
8,912



Shares
9,786

Social Media Performance

UF vs Top 5

| School | Facebook Page Likes | Twitter Followers | LinkedIn Followers | Instagram Followers |
|------------------|---------------------|-------------------|--------------------|---------------------|
| Michigan | 783.1K | 228.7K | 478.6K | 262K |
| UF | 678.6K | 195.8K | 411K | 165K |
| UCLA | 479.9K | 187.8K | 650.3K | 244K |
| UC Berkeley | 477.4K | 179K | 638.3K | 165K |
| UNC Chapel Hill | 282.6K | 125.1K | 261.3K | 100.9K |
| UVA | 188.9K | 88.3K | 210.6K | 96.8K |
| UC Santa Barbara | 103.2K | 43.6K | 201K | 48.6K |



Twitter KPI

Follower Count

195,622

± 1.5%

Audience Retweets

18,635

Baseline Data

Top Tweets

| Post | Engagements |
|--|-------------|
| We beat Auburn. (Baby Yoda Picture) | 1.3K |
| Retweet for 60 years good luck. (Football-Gator Picture) | 1.2K |
| It's GREAT to be a FLORIDA GATOR (Gator Emojl "G") | 1.1K |
| See you in Miami. Gator Nation! #GoGators (Orange Tape Art) | 801 |
| Started with a win against Miami. Ended with a win in Miami. | 694 |
| RT for good luck. #GoGators (Gator Drawing) | 599 |

264/810

Top Posts



Instagram Followers

165.0K

± 3.8%

| Post | Likes |
|-----------------|-------|
| Gator Drawing | 18.8K |
| Gator Pumpkin | 16.4K |
| Orange Tape Art | 15.7K |



LinkedIn Followers

410,998

± 1.7%



TikTok Likes

1.1M

± 4.4%

TikTok Video Views

10.5M

± 4.9%



Giphy Views

1.9B

± 11.8%



TRANSFORM AND INNOVATE THROUGH TECHNOLOGY

Oct 1, 2019 - Dec 31, 2019

Web Performance

Users
931,691
± 10.5%*

Sessions
1,476,920
± -4.3%

Pages / Session
1.62
± -13.7%

Avg. Time on Page
00:02:15
± 5.2%

Bounce Rate
59.31%
± 11.0%

*All percent changes shown reflect YoY comparison

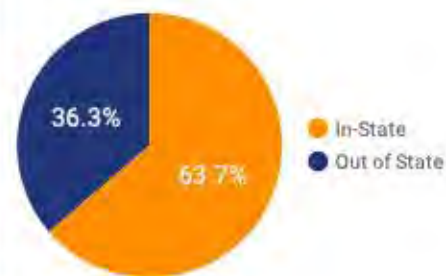
Geographic Awareness

Performance by Channel

| Channel | Sessions | Pageviews | Pages / Session | Bounce Rate | Avg. Session Durat... |
|----------------|----------|-----------|-----------------|-------------|-----------------------|
| Direct | 538K | 803K | 1.5 | 61.4% | 01:28 |
| Organic | 472K | 1M | 2.2 | 31.4% | 02:04 |
| Referral | 401K | 485K | 1.2 | 84.9% | 42 |
| Organic Social | 1K | 2K | 1.4 | 73.2% | 40 |

1 - 4 / 4

Website Traffic by Region



In-State Website Traffic

Search Cities

| City | Unique Users | % Change |
|--------------|--------------|----------|
| Gainesville | 320.3K | 17.1% ↑ |
| Orlando | 29K | -17.4% ↓ |
| Jacksonville | 12.2K | -14.4% ↓ |
| Miami | 11K | -11.9% ↓ |
| Tampa | 9.4K | -14.2% ↓ |
| Tallahassee | 4.5K | 8.2% ↑ |

Top Pages

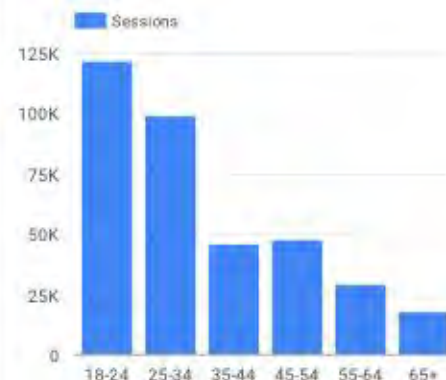
| Top Pages | Users | Pageviews | Bounce Rate |
|----------------------|--------|-----------|-------------|
| www.ufl.edu | 832.2K | 1.6M | 61.8% |
| /academics/programs/ | 78.5K | 122.3K | 27.5% |
| /academics/colleges/ | 52.3K | 82.2K | 46.0% |
| /admissions/ | 48.4K | 80.1K | 22.1% |

Top News Articles

| Page Title | Pageviews | Avg. Session Duration |
|--|-----------|-----------------------|
| Home - News | 30K | 00:07:00 |
| UF rises again in U.S. News & World Report rankings, this year to No. 7 among public universities - News | 7K | 00:00:31 |
| UF professor wins Sakurai prize for theoretical physics - News | 3K | 00:00:13 |
| UF releases results of 2019 sexual assault and misconduct survey - News | 3K | 00:00:22 |
| How do Orange Bowl opponents UF and UVA stack up off the field? - News | 3K | 00:00:18 |
| D'Andrea Mull named Vice President of Student Affairs - News | 3K | 00:00:21 |
| New Study: UF contributes more than \$16 billion to the state's economy - News | 3K | 00:00:32 |

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Demographics (age)



Out-Of-State Website Traffic

Search States

| State | Unique Users | % Change |
|----------------|--------------|----------|
| Georgia | 42K | 66.1% ↑ |
| California | 25.1K | 40.3% ↑ |
| New York | 21.2K | 7.5% ↑ |
| Virginia | 20.2K | 21.5% ↑ |
| Texas | 20.1K | 2.4% ↑ |
| Illinois | 13.7K | 27.7% ↑ |
| North Carolina | 11.9K | 13.5% ↑ |
| New Jersey | 11.4K | 2.5% ↑ |



Oct 30, 2019 - Dec 15, 2019

CAMPAIGN DASHBOARD

| | | | |
|---|---|---|---|
| Impressions 32.8M Up 31.2% Over Spring Campaign | Clicks 69.5K Up 579.4% Over Spring Campaign | CTR* 0.24% Up 9.1% Over Spring Campaign | Sessions 66.5K Up 619.4% Over Spring Campaign |
|---|---|---|---|

Insights

With a goal of improving University of Florida's awareness, several digital media marketing campaigns were launched during Fall 2019. Overall, clicks and subsequently, website sessions were up significantly over the Spring campaign, as this campaign included a very different media mix. The smaller Spring campaign consisted primarily of display ads placed on digital news and similar sites, with a goal of driving awareness. In the Fall, this more robust and targeted campaign utilized geotargeting and digital display channels with a focus on driving both impressions and traffic to the site. This resulted in a far greater number of users engaging with content and visiting the University website.

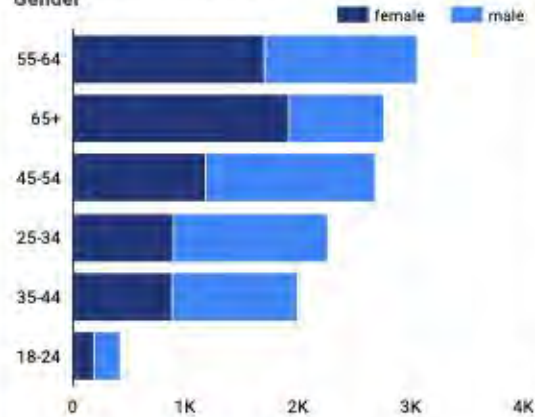
The private and public peer group targets (specifically Top 15 universities) had the highest engagement with digital display, seeing an average CTR of 0.34%, the highest amongst all paid media campaigns. The network of sites where these digital display ads appeared include local news and national news, college prep, lifestyle sites, and more.

Mobile geotargeting was utilized to reach a number of different geo-based audiences. The AMA conference outperformed APLU with a similar audience reach in regard to total number of clicks and CTR. Northeast regions performed better in regard to engagement, compared to Top 15 public universities and FL state capitol, as 23.3% of all users came from Washington D.C., N.Y. and Chicago. These placements drove considerable engagement, seeing over 43K clicks to the site. Overall, Tallahassee, Washington D.C. and Chicago all saw considerable ad engagement and traffic to the site.

A trial American Society for Engineering Education (ASEE) digital newsletter has 35K subscribers. This outlet has a relatively low CTR and just 51 total clicks to site, however it served as a strong driver of awareness, accruing over 70K impressions to this targeted audience.

LinkedIn drove 125K impressions to high-level faculty of peer institutions and state/national legislators. Among those audiences, the peers had a 3X higher CTR and were more engaged with the content. Impression delivery was even among both audiences but peers contributed to 3/4 of the total clicks.

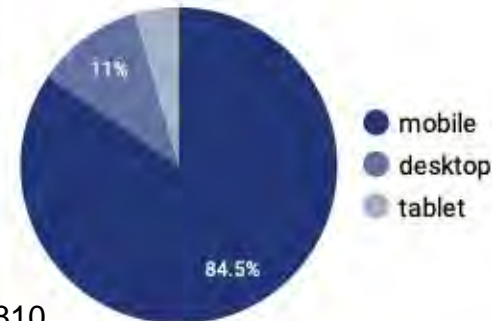
On-Site Sessions by Age and Gender



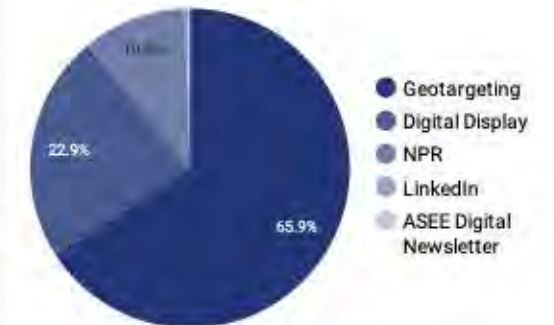
Marketing Channel Performance

| Marketing Channel | Impressions | Clicks | CTR |
|-------------------------|--------------|--------------|--------------|
| Geotargeting | 21.6M | 43.3K | 0.2% |
| Digital Display | 7.5M | 25.8K | 0.34% |
| NPR | 3.5M | null | null |
| LinkedIn | 125.1K | 340 | 0.27% |
| ASEE Digital Newsletter | 70.3K | 51 | 0.07% |
| Grand total | 32.8M | 69.5K | 0.21% |

On-Site Sessions by Device



Impression Share by Marketing Channel



*Overall CTR Metric Exclude NPR placements which are audio-only



**COMMITTEE ON AUDIT AND COMPLIANCE
AGENDA**

Thursday, March 26, 2020

~ 1:00 p.m.

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

Committee Members:

Marsha D. Powers (Chair), David L. Brandon, Michael C. Murphy, Rahul Patel, Robert G. Stern, Ray G. Thomas

- 1.0 Call to Order and WelcomeMarsha D. Powers, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of Minutes.....Marsha D. Powers, Chair
[December 6, 2019](#)
[February 20, 2020](#)
- 4.0 Action ItemsMarsha D. Powers, Chair
[AC1](#) UF Annual Financial Report for the Fiscal Year ended June 30, 2019
[AC2](#) UF Operational Audit Report issued March 2020
- 5.0 New BusinessMarsha D. Powers, Chair
- 6.0 AdjournMarsha D. Powers, Chair



COMMITTEE ON AUDIT AND COMPLIANCE

Meeting Minutes

December 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 8:30 a.m.

Time Adjourned: 9:15 a.m.

Committee and Board members present:

David L. Brandon, James W. Heavener, Morteza Hosseini (Board Chair), Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Daniel T. O'Keefe, Rahul Patel, 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; Mike McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; David Nelson, Interim 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; Curtis Reynolds, Vice President for Business Affairs and other members of the University community.

1.0 Verification of Quorum

Vice President Liaison Charlie Lane confirmed a quorum with all Committee members present.

2.0 Call to Order and Welcome

Committee Chair Powers welcomed everyone in attendance and called the meeting to order at 8:30 a.m.

3.0 Review and Approval of Minutes

Committee Chair Powers asked for a motion to approve the minutes from the June 6, 2019 meeting, which was made by Trustee Stern and a second by Trustee Patel, and the November 1, 2019 meeting, which was made by Trustee Patel and a second by Trustee Stern. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Action Items

Committee Chair Powers turned the Committee's attention to the following action items to be presented.

AC1 University of Florida Performance Based Funding and Preeminent Status Metrics – Data Integrity (Audit Report) and Data Integrity Certification

Interim Chief Audit Executive Joe Cannella provided a presentation and explanation of the Performance Base Funding-and Preeminent Status Data Integrity Audit which is required by the Board of Governors and was conducted by the Office of Internal Audit. The audit examined the control structure in place designed to ensure the completeness, accuracy and timeliness of data submissions to the Board of Governors related to the performance-based metrics. The Committee on Audit and Compliance is asked to accept the University of Florida Performance Based Funding and Preeminent Status Metrics– Data Integrity audit report as presented, and to approve the Data Integrity Certification, as executed by the President.

Committee Chair Powers asked for any questions or further discussion. She then asked for a motion to approve Committee Action Item AC1 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Brandon, and second by Trustee Stern. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AC2 Office of Internal Audit Work Plan – January 1, 2020 – June 30, 2020

The Office of Internal Audit (OIA) establishes its audit coverage with a work plan that identifies the activities and issues they plan to cover. Interim Chief Audit Executive Joe Cannella presented a summary of the OIA's Annual Report, Strategic Plan, and proposed Work Plan. The current work plan reflecting the planned projects for the period from January 1, 2020 to June 30, 2020. Internal Audit planned to implement an Enterprise Risk-based work plan with consideration for risk criteria, prioritization and evaluation of risk treatments. The audit work plan will be reviewed semi-annually in response to changing priorities, conditions, or audit resources.

Committee Chair Powers asked for any questions or further discussion. She then asked for a motion to approve Committee Action Item AC2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Thomas, and second by Trustee Brandon. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

AC3 Annual Report for Compliance Programs

Executive Associate Vice President Ruszczyk presented an update of the Compliance Program, which included the 2018-2019 Compliance Annual Report, Compliance Program Effectiveness Review and update on the UFOLIO Disclosure Program.

Executive Associate Vice President Ruszczyk advised that as part of the Effectiveness Review, required every five years by the Board of Governors, a self-assessment is being conducted.

Committee Chair Powers asked for any questions or further discussion. She then asked for a motion to approve Committee Action Item AC2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Stern, and second by Trustee Brandon. Committee Chair Powers asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.0 Discussion/Informational Items

Committee Chair Powers turned the Committee's attention to the discussion items to be presented.

5.1 Update on External Audits

Chair Powers provided an update on external audit activity that has been conducted by the Auditor General's Office. Chair Powers explained that there are currently three audits under way at this time: the financial statement audit of the university, the Bright Futures audit, and the operational audit of the university. She mentioned that she just attended the operational audit exit conference and the university should get the results by the end of the year.

5.2 Strategic Update

Senior Vice President and Chief Operational Officer Charlie Lane provided a presentation on Enterprise Risk Management, which identifies and manages risks that may have an impact on the viability of the university's business. Objectives of the UF program include engaging the Trustees and campus leadership in developing an organizational view of risk, developing a systemic process to identify and prioritize risk throughout the university, and supporting appropriate risk ownership and accountability as well as the creation of risk mitigation plans. Dr. Carrie Bush is leading the Enterprise Risk efforts and categorizing risks. An RFQ was initiated and Baker Tilly chosen to launch the process in December and help create a customized ERM framework, risk tracking list, prioritized risk map, risk and control accountability matrix. The initial timeline is approximately seven months and he expects to report on the status by July/August. He hoped the process could also be used to help inform the audit work plans.

Senior Vice President and Chief Operational Officer Lane also gave an update on the Chief Audit Executive search and process involved. An offer was extended to a candidate and accepted; then the acceptance rescinded a week later. Plans are to continue the search and try to source candidates internally.

5.3 Compliance Program Update

Executive Associate Vice President Ruszczyk presented an update during Item AC3, above.

5.4 Audits of Affiliated Organizations

Alan West, Assistant Vice President and University Controller presented a summary of the Auditor's Report on Internal Control Over Financial Reporting and on Compliance and Other Matters which consisted of DSOs, Health Science Center Affiliates, and other affiliated organizations for the fiscal year ended 2019. Findings for two of the DSO's, The University of Florida Law Center Association, Inc. and Cattle Enhancement Board, Inc. were outstanding, with information expected in early January. The following Health Science Center and Other Affiliated Organizations received a letter of Comment and Recommendation for deficiency in internal controls: Florida Veterinary Medicine Faculty Association, Inc., regarding hospital revenue allocation; Florida Health Professions Association, Inc. regarding the application of accounting principles and auditing standards; and Shands Jacksonville Healthcare, Inc., regarding Chargemaster segregation of duties. These deficiencies have been rectified going forward, with corrective controls in place.

5.5 Audits and Other Reviews

Interim Chief Audit Executive Joe Cannella presented the following internal audit reports for June 1, 2019 – November 21, 2019:

- myUAA Business Processes – The audit focused on the recent implementation of enterprise systems at UAA and its impact to key controls over business processes such as authorization, completeness and accuracy of data input; accuracy of transaction output and system calculations; reporting; role permissions; and recommended complimentary user entity controls. The controls associated with the implementation were considered adequate.
- UAA Sports Health – This audit was focused primarily on assessing the governance processes of the medical advisory committee and various operational committees, established to govern Sports Health operations and help ensure adequate feedback is obtained to implement best practices, as well as the policies and procedures that are the critical foundation of key Sports Health operations. Controls over the Sports Health policy and procedure development, review and education processes were considered adequate.
- UFF Endowed and Non-Endowed Restricted Gifts – Both audits focused on Foundation endowed and non-endowed restricted fund transfers to the university and whether new funds were properly set-up; transfers were accurate, complete, and processed through the appropriate channels; disbursements were compliant with donor intent; and transactions were compliant with various foundation policies and university directives. Controls over both endowed and non-endowed restricted gifts were found to be adequate to promote compliance with donor intent and foundation policies.
- Research Shield Computing Environment – UFIT requested this audit to provide an independent assessment and assurance that the Research Shield Computing Environment meets the National Institute of Standards and Technology moderate controls framework. Based on the results of the audit procedures, it was concluded that information security controls over the

Research Shield Computing Environment were adequate to demonstrate compliance.

- Performance Based Funding and Preeminence - Data Integrity – This audit of the university’s data submission process was related to metrics used for the BOG’s performance based funding initiative and preeminence status designation. The audit included testing of the data submitted and review of the related controls at various university units. Controls were found adequate to promote the completeness, accuracy, and timeliness of the data submissions to the BOG

5.6 Quarterly Follow-up

Interim Chief Audit Executive Joe Cannella reported on the follow-up status of comments and action plans from previously issued internal and other audits. A Significant Comment was noted, regarding the disposition of unclaimed property and dormant accounts under the University of Florida ID Card Services unit. Business Services has worked with the Office of the General Counsel to update policies and procedures related to Gator 1 Card balances and a plan has been developed to report the unclaimed property through the university’s previously established processes in the next reporting cycle. He stated the Office of Internal Audit will continue to monitor the issue to help assure the planned actions are executed.

6.0 New Business

The status of the Executive Expense Review process was discussed. It was reinforced that the Office of the Controller performed and submitted its review to the required trustees. The Controller will coordinate with the Office of Internal Audit to complete a review of the process.

7.0 Adjourn

There being no further discussion, the meeting was adjourned at 9:15 a.m.



COMMITTEE ON AUDIT AND COMPLIANCE

Pre-Meeting Minutes

Telephone Conference Call

February 20, 2020

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 10:01 a.m.

Time Adjourned: 10:20 a.m.

Committee and Board members present:

Marsha D. Powers (Committee Chair) David L. Brandon, Leonard H. Johnson, Daniel T. O'Keefe, Rahul Patel, Marsha D. Powers (Committee Chair), Robert G. Stern

Others present were:

Charlie Lane, Senior Vice President and Chief Operating Officer; Elias Eldayrie, Vice President and Chief Information Officer; Alan West, Assistant Vice President and Controller, Joe Canella, Interim Chief Audit Executive, Terra DuBois, Interim Chief Compliance Officer, and members of the University of Florida Community.

1.0 Call to Order and Welcome

Committee Chair Powers welcomed everyone in attendance and called the meeting to order at 10:00 a.m. She stated that the purpose of the conference call is to discuss the upcoming Committee's agenda for the March 2020 Board of Trustees' Committee meeting.

2.0 Roll Call

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Review Agenda for the March 2020 Meeting

Committee Chair Powers introduced the following action and discussion items on the draft March 2020 agenda:

Actions Item:

AC1 UF Annual Financial Report for the Fiscal Year ended June 30, 2019

Committee Chair Powers indicated there will be one action item at the upcoming Board meeting in March. Assistant Vice President and Controller Alan West will review the UF Annual Financial Report for the Fiscal Year ended June 30, 2019, which everyone should have received a copy of in the mail.

Discussion Items:

3.1 Update on External Audits

Committee Chair Powers advised that they have received the preliminary Operational Audit report from the Auditor General Office. It was an excellent audit and there was nothing significant to report. If the final report is received by the March meeting it will be added as an action item to the March board meeting.

3.2 Board of Governors Assessment

Committee Chair Powers indicated that everyone should have received a copy of the Board of Governors initiated report on Controls and Business Process Assessments this morning via email. It was a system-wide audit of internal controls and business processes conducted by Crowe and we have shared the UF and state-wide reports with the Board. Vice President and Chief Information Officer Elias Eldayrie commented on two low risks findings from the audit. The first, has already been addressed and the other is being rolled out to all on campus. Committee Chair Powers pointed out the benefit of seeing other universities findings, as it allows for us to see other areas to focus on. Joe Cannella indicated that he and the CFO (Mike McKee) will be available with Elias to answer any questions at the meeting regarding the report.

3.3 Strategic Update and Enterprise Risk Management

Senior Vice President and Chief Operating Officer Charlie Lane will give a strategic update on enterprise risk management at the March meeting. He mentioned that an outside firm has been hired and they are in the process completing our risk assessment. Once complete it will be used to create and implement a management process. He mentioned with the completion of the project we are working to have the best risk management program in the system.

3.4 Compliance Program Update

Committee Chair Powers introduced the Interim Chief Compliance Officer Terra DuBois, who has been appointed to replace Elizabeth Ruszczyk. Ms. DuBois will give a compliance program update at the Board meeting highlighting Foreign influence and the UFolio Project, which was discussed at the September meeting. Ms. Dubois pointed out that UF has become a leader in the foreign influence area and has been asked to present at the state and national level on this topic, though there is still much work to be done in this area. Trustee Brandon thanked her and Vice President and General Counsel Amy Hass for their leadership in the Foreign influence area. Trustee Stern agreed. Committee Chair Powers thanked Ms. Dubois for her expertise.

3.5 Audits of Affiliated Organizations

Assistant Vice President and Controller, Alan West indicated that he would provide an update on audits of affiliated organizations at the March meeting to include the Cattlemen Enhancement Board.

3.6 Audits and Other Reviews

Interim Chief Audit Executive Joe Cannella will review any issued audits at the Audit and Compliance Committee meeting in March: As of this date, the UAA Ticket Office was issued and he did not believe there was anything significant for discussion.

3.7 Quarterly Follow-up

Interim Chief Audit Executive Joe Cannella indicated he would present results of follow-up, but that there is nothing to address at the time.

4.0 New Business

There was no new business to come before the committee. Committee Chair Powers mentioned the importance and continued focus on reviewing and educating ourselves to understand our roles and the risk to the university. She discussed a plan to utilize some time each meeting to help inform the Board regarding training and compliance areas of concern (e.g. foreign influence for this meeting). She suggested the members consider if there are any specific areas they feel should be addressed.

5.0 Adjourn

There being no further discussion, Committee Chair Powers adjourned at the meeting at 10:20 a.m.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES'
AUDIT AND COMPLIANCE COMMITTEE
COMMITTEE ACTION ITEM AC1
March 26, 2019**

SUBJECT: University of Florida Annual Financial Report for Fiscal Year Ended June 30, 2019

BACKGROUND INFORMATION

On February 6, 2020 the State of Florida Auditor General issued its report on the audit of the financial statements of the University of Florida for the Fiscal Year ended June 30, 2019. The Auditor General issued unmodified opinion on the financial statements. Subsequent to the release and receipt of the opinion, the University published its Annual Financial Report on February 11, 2020 which includes the Auditor General's audit report.

PROPOSED COMMITTEE ACTION

The Audit and Compliance Committee is asked to approve the University of Florida Annual Financial Report for Fiscal Year ended June 30, 2019 for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors' approval is not required.

Supporting Documentation Included: [Annual Financial Report 2018-2019](#)

Submitted by: Joe Cannella, Interim Chief Audit Executive

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



ON THE RISE

UNIVERSITY OF FLORIDA ANNUAL FINANCIAL REPORT | 2018-2019





UNIVERSITY OF FLORIDA ANNUAL FINANCIAL REPORT

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



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UNIVERSITY OF FLORIDA

The University of Florida is a comprehensive learning institution built on a land-grant foundation. We are the Gator Nation, a diverse community dedicated to excellence in education and research and shaping a better future for Florida, the nation, and the world.

MISSION

The University's mission is to enable students to lead and influence the next generation and beyond for economic, cultural, and societal benefit by striving to offer broad-based, inclusive public education, leading research, and public service. The fusion of these three endeavors stimulates a remarkable intellectual vitality and generates a synthesis that represents the University's greatest strength.

Education is a fundamental purpose of the University at both the graduate and undergraduate levels. Research and scholarship are integral to the education process and to the expansion of our understanding of the natural world, the intellect, and the senses. Service reflects the University's obligation to share the benefits of its research and knowledge for the public good.

These three interlocking elements span all academic disciplines and represent the University's commitment to lead and serve by pursuing and disseminating new knowledge while building upon the experiences of the past. The University of Florida aspires to advance by strengthening the human condition and improving the quality of life.

HISTORY

The University of Florida, the State's oldest university, traces its beginning of rich history to 1853, when the state-funded East Florida Seminary acquired the Kingsbury Academy in Ocala. After the end of the Civil War, the institution relocated to Gainesville, ultimately consolidated with the State's land grant Florida Agricultural College and was renamed the University of Florida in 1906. At the time, the University was an all-male institution with only 102 students.

Until 1947, the University of Florida was one of only three State universities, along with the Florida State College for Women (now Florida State University) and Florida A&M University. Women attended as early as 1916, and the student body grew to 601 women and 8,177 men when the Legislature removed all barriers for female enrollment in 1947.

Today, the University is one of the largest in the nation, boasting an enrollment of more than 56,000 students. The campus consists of 2,000 acres and more than 1,000 buildings, including the first Leadership in Energy and Environmental Design (LEED) Platinum-certified building in the state of

Florida. The University is comprised of 16 colleges, offers almost 100 bachelor programs and over 200 masters, doctoral, and professional programs. The University's programs and facilities span more than 180 locations around the State and the globe.

FACULTY

The University faculty, which numbers over 6,000, has over 48 Eminent Scholar Chairs and 45 elections to the National Academies of Science, Engineering, and Medicine or to the American Academy of Arts and Sciences. Present and past faculty include Pulitzer Prize winners, a pioneer in aviation engineering, a leading scholar on econometrics, three winners of NASA's top award for research, one of the four charter members of the Solar Hall of Fame, and a winner of the Smithsonian Institution's award for conservation.

From pharmacy and public relations to pain mitigation and materials engineering, the University of Florida is a recognized leader in a wide variety of specialties and areas. University researchers and scientists have made significant developments and discoveries in many fields, including astronomy, microbiology, metallurgy, and medical technology.

RESEARCH

The University of Florida is a world leader in research, contributing significantly to nearly every field of endeavor. Since 1985, the University of Florida has been a member of the Association of American Universities, which is comprised of 65 leading research universities in the United States and Canada. To date, the University of Florida is the only member university located in Florida.

University researchers have pioneered new therapies and better treatments in the fights against aging and disease. They have developed renewable energy sources that offer great promise in reducing our dependence on fossil fuels, as well as engineered healthier foods, developed more energy-efficient and sustainable construction techniques, and established better ways to protect the environment.

Through the years of research, University of Florida scientists, inventors, engineers, and researchers have developed products and practices that have been distributed and applied with an international reach, improving the lives of millions of people in Florida and around the world.

STUDENTS

The University of Florida's freshman retention rate of 96 percent speaks to the outstanding quality of the University's entire academic experience. Fall 2018 figures indicate an enrollment of over 56,000 students, almost 80 percent of whom are from Florida. Almost every state in the nation is represented in the University of Florida student body, and the University has a large international enrollment, with over 4,400 international students representing more than 150 countries.

Sixty-seven percent of enrolled students are degree-seeking undergraduates, 21 percent are graduate students and seven percent are in a professional degree program, with the remaining five percent consisting of unclassified or non-degree seeking undergraduates.

University of Florida students also receive many opportunities to participate in extracurricular activities. There are more than 1,000 student organizations on campus, and students attend more than 2,000 campus concerts, art exhibits, theatrical productions, guest lectures, sporting events, as well as other events each year.

The University of Florida is ranked 7th (tied) among public colleges and universities in the U.S. News Best Colleges (2020 ed.) and ranks 2nd in Kiplinger's "Best Public College Values" (2019) and 10th in Forbes "Best Value Public Colleges" (2019). Additionally, UF is ranked 6th in Washington Monthly National Universities (2019), 12th in the Wall Street Journal/Times Higher Education U.S. public ranking (2020 ed.), and 3rd in the Milken Institute's ranking of Best Universities for Technology Transfer (2017). The University's consistent ranking among the nation's top universities is a result of the commitment to provide the highest quality education at the best value.

INTRODUCTION FROM THE

VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

I AM PLEASED TO PRESENT the University of Florida's Annual Financial Report for the fiscal year ending on June 30, 2019. This report provides timely, useful information about the University's financial activities, status and well-being in the past fiscal year.

The mission of the Office of the Vice President and Chief Financial Officer is to provide leadership in financial planning, decision making and process improvement. We are continually seeking ways to provide financial support and guidance to the campus community and collaborate with partners across UF.

Here are some highlights from the year:

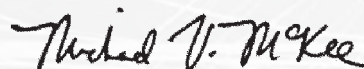
- The University made great strides in the 2019 fiscal year, rising to its highest ranking ever as the No. 7 public university as reported in *US News and World Report*. Ranking factors include: undergraduate academic reputation, graduation and retention rates, faculty resources, student selectivity, financial resources, and alumni giving. It is a great honor to be recognized as one of the country's very best public universities and we look forward to continued success.
- The University is committed to bringing the world's best talent to UF through the Faculty 500 initiative. This ongoing initiative to appoint an additional 500 faculty members to the University will increase our excellence in research and reduce student-faculty ratio and class sizes. The first wave of faculty joined the UF community in the fall 2018 semester and has brought their knowledge largely to the College of Liberal Arts, Engineering, and Agricultural and Life Sciences.
- Research funding continues to be a major component of the University's operating revenues, totaling an impressive \$776 million for the fiscal year 2019 despite an increasingly competitive funding environment. The largest recipients were the College of Medicine - Gainesville (\$284 million), the Institute of Food and Agricultural Sciences (\$161 million), the College of Engineering (\$90 million), and the College of Liberal Arts & Sciences (\$40 million).
- The University is on pace to meet the \$3 billion mark ahead of schedule of its Go Greater fundraising campaign. At this point, over \$2.18 billion has been raised through the generosity of donors who believe in supporting the University's

mission. During the fiscal year 2019, contributions reached a record amount of \$526 million in a single year. The Go Greater campaign is focused on four broad areas: health, environment, innovation, and globalization. These funds, and the earnings generated from UF's endowment, help provide the resources to reach the level of excellence we seek and foster recognition of the University's world-class achievements in learning, discovery, engagement, and economic development.

- The Office of the CFO created a new unit called the Continuous Improvement Office tasked with building a culture of continuous improvement across the University. The Continuous Improvement model is the foundation of formal techniques such as Lean, Six Sigma, Agile and others. Areas such as foreign national hiring and payroll emergency checks have already made progress by streamlining processes, improving work quality, conserving resources and boosting morale.
- Other highlights from the CFO Division include the modernization of the Finance and Accounting website, enhanced training courses, new guides and resources for campus fiscal employees, and the receipt of Annual Achievement of Excellence in Procurement Award from the National Procurement Institute (NPI) for the sixth consecutive year by UF Procurement.

In addition to the highlights and business process improvements noted above, construction continued during fiscal year 2019 on several major projects, including a new parking facility, the Wertheim Laboratory for Engineering Excellence, the new UF Gator Baseball Stadium, and the College of Education's Norman Hall Rehabilitation and Center Addition. I encourage you to read the following report to learn more about the financial health and activities of the University of Florida – the state of Florida's oldest and most comprehensive university – a place dear to us all and where preeminence thrives.

Most cordially,



Michael V. McKee
Vice President and Chief Financial Officer



Sherrill F. Norman, CPA
Auditor General

AUDITOR GENERAL STATE OF FLORIDA

Claude Denson Pepper Building, Suite G74
111 West Madison Street
Tallahassee, Florida 32399-1450



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The President of the Senate, the Speaker of the
House of Representatives, and the
Legislative Auditing Committee

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We have audited the accompanying financial statements of the University of Florida, a component unit of the State of Florida, and its aggregate discretely presented component units as of and for the fiscal year ended June 30, 2019, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We did not audit the financial statements of the aggregate discretely presented component units, which represent 100 percent of the transactions and account balances of the aggregate discretely presented component units columns. Those statements were audited by other auditors whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for the aggregate discretely presented component units, is based solely on the reports of the other auditors. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, based on our audit and the reports of other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the University of Florida and of its aggregate discretely presented component units as of June 30, 2019, and the respective changes in financial position and, where applicable, cash flows thereof for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in Notes 2. and 3. to the financial statements, three discretely presented component units changed from the Financial Accounting Standards Board accounting and financial reporting framework to the Governmental Accounting Standards Board accounting and financial reporting framework. This affects the comparability of amounts reported by the component units for the 2018-19 fiscal year with amounts reported for the 2017-18 fiscal year. Our opinion is not modified with respect to this matter.

Other Matters*Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that **MANAGEMENT'S DISCUSSION AND ANALYSIS, the Schedule of University's Proportionate Share of the Total Other Postemployment Benefits Liability, Schedule of University's Proportionate Share of the Net Pension Liability – Florida Retirement System (FRS) Defined Benefit Pension Plan, Schedule of University Contributions – Florida Retirement System (FRS) Defined Benefit Pension Plan, Schedule of the University's Proportionate Share of Net Pension Liability – Health Insurance Subsidy (HIS) Defined Benefit Pension Plan, and Schedule of University Contributions – Health Insurance Subsidy (HIS) Defined Benefit Pension Plan** be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the University of Florida's basic financial statements. The University Overview and the Introduction from the Vice President and Chief Financial Officer, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The University Overview and the Introduction from the Vice President and Chief Financial Officer have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

Report on Partial Comparative Information

We have previously audited the University of Florida's 2017-18 fiscal year financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated February 7, 2019. In our opinion, the partial comparative information presented as of and for the fiscal year ended June 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.


Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated February 6, 2020, on our consideration of the University of Florida's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, rules, regulations, contracts, and grant agreements and other matters included under the heading **INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University of Florida's internal control over financial reporting and compliance.

Respectfully submitted,




Sherrill F. Norman, CPA
Tallahassee, Florida
February 6, 2020
Audit Report No 2020-114

The background of the cover is a photograph of a modern building's exterior at sunset. The sky is a gradient of orange and yellow, transitioning into a deep blue. Palm trees are silhouetted against the bright sky. The building's architecture features clean lines and a curved facade. The overall mood is warm and professional.

MANAGEMENT'S DISCUSSION & ANALYSIS

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



The Management's Discussion and Analysis (MD&A) provides an overview of the financial position and activities of the University of Florida (the University) for the fiscal year ended June 30, 2019, and should be read in conjunction with the financial statements and notes thereto.

THE UNIVERSITY OF FLORIDA (the University) is a component unit of the State of Florida and one of only 17 universities in the country to have the distinction of land, sea and space grant status. As the State's flagship university, it is the only Florida institution to belong to the prestigious Association of American Universities. In addition, the University is one of only six in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus, as well as undergraduate and graduate degrees available via distance and online learning. For the third year in a row, the University of Florida rose in the *U.S. News & World Report* rankings, based on up to fifteen key measures of quality, once again remaining the most highly ranked university in Florida and the only university in the state in the top 10. As the University continues to climb, it remains highly accessible to students, offering almost 100 undergraduate degrees and more than 250 graduate degrees, with an affordable tuition that allows nearly two-thirds of the University's graduates to leave with no student loan debt.

The University of Florida's student population of over 56,000 makes it an integral part of Gainesville, a town of approximately 140,000 residents and the University's host city. The University of Florida has adopted a strategic development plan which seeks to shape the University and the surrounding community's future over the next 40 to 50 years. The plan was developed with an exploration of key issues within the university community and the City of Gainesville, and will further the University's goals of maintaining its status as a preeminent university and a leading research institution.

The financial reporting entity for the financial statements includes the University and its component units. Note 1 to the financial statements provides detailed information on the financial reporting entity and discretely presented component units.

This overview is required by Governmental Accounting Standards Board (GASB) Statement No. 35, *Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities*, as amended by GASB Statements Nos. 37 and 38. The MD&A, financial statements, and notes thereto, are the responsibility of University management. The MD&A contains financial activity of the University for the fiscal years ended June 30, 2019, and June 30, 2018.

Financial Highlights

The University continues to maintain and protect its strong financial position, with assets of \$4.3 billion at June 30, 2019. This reflects a \$308.5 million, or 7.8%, increase from the 2017-18 fiscal year. This increase in assets had two main

drivers. The first main driver was an increase in capital assets of \$72.5 million, primarily due to additional work in progress, as the University continues to invest in updated facilities, including modern research laboratories and classrooms, in support of the University's strategic plan.

The second main driver of the increase in assets was an increase in total investments of \$167.5 million. The primary investment objective of the University is the safety of the University's principal and liquidity. Secondary to this responsible financial stewardship is the optimization of investment income. The University succeeded in both objectives during the fiscal year, maximizing the use of available funds in a prudent manner.

While total assets increased, liabilities also increased by \$83.4 million, or 3.6%, totaling \$2.4 billion at June 30, 2019, primarily due to the issuance of capital improvement debt to fund the construction of a new parking facility on campus and additional amounts due to component units.

Net position represents the residual interest in the University's assets and deferred outflows of resources after deducting liabilities and deferred inflows of resources. The University's net position increased by \$157.8 million, resulting in a year-end balance of \$1.9 billion.

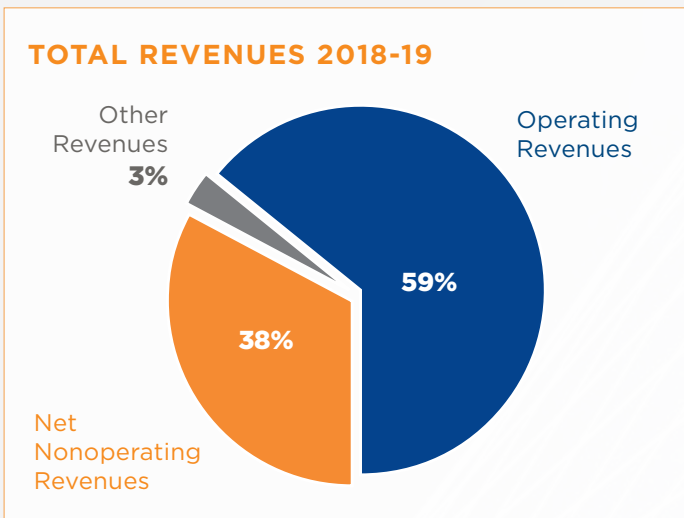
The University of Florida has a strong and diverse revenue base. Operating revenues, which are revenues generated by the University in fulfilling its instruction, research, and public service missions, totaled \$2.0 billion for the 2018-19 fiscal year, representing a 3.6% increase over the 2017-18 fiscal year. Major components of operating revenues are Student Tuition and Fees and Grants and Contracts.

Student Tuition and Fees, net of Scholarship Allowances, decreased by \$20.9 million, or 5.3%, primarily due to an increase in Scholarship Allowances of \$16.6 million. The State of Florida increased the funding for the Florida Bright Futures Scholarship Program, a scholarship program based on high school achievement, to assist Florida students in obtaining an affordable education. There are over 24,000 Florida Bright Futures Scholars at the University of Florida, and 93% of incoming in-state Freshmen receive the award. The State's increased funding, which led to the increase in Scholarship Allowances, continues to support the University's commitment to provide the highest quality education at the best value for its students.

The University of Florida is recognized by *U.S. News & World Report* as one of the Top 10 public research universities in the United States and, as such, growth in Grants and Contracts revenue is essential to the University's success in fulfilling its mission. The increase in revenues from Grants and Contracts of \$91.1 million, or 6.7%, reflects the continued success of the

University's faculty in securing competitive research funding. As the University continues to execute the Faculty 500 hiring initiative, the addition of this new talent will enhance innovation, teaching and research, providing graduate and undergraduate students an opportunity to work with these top scholars and researchers as part of their educational experience.

The following chart provides a graphical presentation of the University's total revenues by category for the 2018-19 fiscal year:



Operating expenses totaled \$3.2 billion for the 2018-19 fiscal year, representing a \$174.6 million, or 5.7%, increase compared to the 2017-18 fiscal year. The largest category contributing to this increase was Employee Compensation and Benefits, underlining the University's commitment toward recruiting and retaining exceptional faculty and staff to enable preeminence.

State Appropriations, Investment Income, Net, and Noncapital Grants, Contracts, and Gifts are all considered nonoperating revenues as they are not generated by the University's primary, ongoing operations. Net nonoperating revenues and expenses in the 2018-19 fiscal year increased \$134.9 million primarily due to increases in Noncapital Grants, Contracts, and Gifts (\$58.1 million), reflecting strong support provided to the University by its direct support organizations, and Net Increase in the Fair Value of Investments (\$31.7 million) resulting from favorable market conditions.

Overview of Financial Statements

Pursuant to GASB Statement No. 35, the University's financial report includes three basic financial statements: the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows. The financial statements and notes thereto encompass the University and its component units.

The Statement of Net Position reflects the assets, deferred outflows of resources, liabilities, and deferred inflows of resources of the University by employing the accrual basis of accounting, and presents the financial position of the University at a specified time. Net position, the difference between total assets and deferred outflows of resources and total liabilities and deferred inflows of resources, is one indicator of the University's current financial condition. The changes in net position that occur over time indicate improvement or deterioration in the University's financial condition.

The Statement of Revenues, Expenses, and Changes in Net Position represents the University's revenue and expense activity, categorized as operating and nonoperating. Revenues and expenses are recognized when earned or incurred, regardless of when cash is received or paid. GASB Statement No. 35 categorizes revenues and expenses as either operating or nonoperating. Operating revenues generally result from exchange transactions where each of the parties to the transaction either gives or receives something of equal or similar value.

The majority of the University's expenses are operating expenses as defined by GASB Statement No. 35. GASB gives financial reporting entities the choice of reporting operating expenses in the functional or the natural classifications. The University has chosen to report the expenses in their natural classification on the Statement of Revenues, Expenses, and Changes in Net Position and has displayed the functional classification in the Operating Expenses table and in the notes to the financial statements.

Certain revenue sources that the University relies on to provide funding for operations, including State Noncapital Appropriations, certain gifts and grants, and investment income, are defined by GASB as nonoperating. Nonoperating expenses include capital financing costs and other costs related to capital assets.

Other Revenues are composed of State Capital Appropriations and Capital Grants, Contracts, and Donations.

The Statement of Cash Flows provides information about the University's financial results by reporting the major sources and uses of Cash and Cash Equivalents. This statement assists in evaluating the University's ability to generate net cash flows, its ability to meet its financial obligations as they come due, and its need for external financing. Cash flows from operating activities reflect the net cash used by the operating activities of the University. Cash flows from capital and related financing activities include activities of the capital funds and related long-term debt. Cash flows from investing activities reflect the net source and use of cash related to the purchases and sales of investments and

income earned on those investments. Cash flows from noncapital financing activities include those activities not covered in the other sections.

The University's basic financial statements include discretely presented component units categorized as follows:

Direct-Support Organizations are separate, not-for-profit corporations organized and operated exclusively to assist the University in achieving excellence by providing supplemental resources from private gifts, bequests, and valuable education support services.

Health Science Center Affiliates are the several corporations closely affiliated with the University of Florida J. Hillis Miller Health Science Center, including the Faculty Practice Plans.

Shands Hospital and Others includes Shands Teaching Hospital and Clinics, Inc., a not-for-profit corporation that is contractually obligated to manage, operate, maintain, and insure the hospital facilities in support of the programs of the Health Science Center at the University of Florida. In addition, this category includes the University of Florida Self-Insurance Program and the University of Florida Healthcare Education Insurance Company.

Statement of Net Position

The following table summarizes the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30:

| Condensed Statement of Net Position (in millions) | | |
|--|-------------------|-------------------|
| | 2019 | 2018 |
| Assets: | | |
| Current Assets | \$ 1,914.6 | \$ 1,723.1 |
| Capital Assets, Net | 2,020.0 | 1,947.5 |
| Other Noncurrent Assets | 352.4 | 307.9 |
| Total Assets | 4,287.0 | 3,978.5 |
| Deferred Outflows of Resources | 335.2 | 314.8 |
| Total Assets and Deferred Outflows of Resources | 4,622.2 | 4,293.3 |
| Liabilities: | | |
| Current Liabilities | 470.6 | 425.6 |
| Noncurrent Liabilities | 1,960.7 | 1,922.3 |
| Total Liabilities | 2,431.3 | 2,347.9 |
| Deferred Inflows of Resources | 277.2 | 189.5 |
| Total Liabilities and Deferred Inflows of Resources | 2,708.5 | 2,537.4 |
| Net Position: | | |
| Net Investment in Capital Assets | 1,883.9 | 1,800.3 |
| Restricted | 283.4 | 206.9 |
| Unrestricted | (253.6) | (251.3) |
| Total Net Position | \$ 1,913.7 | \$ 1,755.9 |

The increase in assets resulted primarily from an increase in depreciable and nondepreciable capital assets as well as total investments, which increased by \$72.5 million and \$167.5 million, respectively. The increase in capital assets demonstrates the continued importance placed on providing modern facilities to enhance research and education. Investments grew as a result of the University's increase in investment income driven by market performance, as well as broader investment of additional revenues from grants, contracts, and donations.

Due from State increased \$11.9 million because of new construction commitments from the Department of Education, primarily in support of the University's new Data Science and Information Technology Building, an interdisciplinary hub focused on the development and application of computing, communication, and cyber technologies to a broad spectrum of areas including health care, security, technology development, and fundamental science. This co-location of research and education activities from the basic sciences, engineering, and health sciences will facilitate cross-disciplinary data science solutions to a vast array of problems and opportunities.

The large increase in current liabilities is primarily due to an increase of \$48.1 million in Due to Component Units/University. This is the result of a large investment held on behalf of the University of Florida Research Foundation Inc.

The increase in noncurrent liabilities is primarily due to an increase of \$33.2 million in the noncurrent portion of Net Pension Liability. GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, requires employers participating in cost-sharing multiple-employer defined benefit pension plans to report the employers' proportionate share of the net pension liabilities of the defined benefit pension plans. The change in the Net Pension Liability is driven in part by the market performance for the plan assets as of the measurement date for the plan liabilities. Also contributing to the increase in noncurrent liabilities is a \$21.1 million increase in the noncurrent portion of Capital Improvement Debt Payable, resulting from the issuance of bonds by the University to finance the construction of a new parking facility on campus.

The reported deferred outflows of resources and deferred inflows of resources are also required under GASB Statements No. 68 and No. 75.

Statement of Revenues, Expenses, and Changes in Net Position

The following table summarizes the University's activity for the 2018-19 and 2017-18 fiscal years:

Condensed Statement of Revenues, Expenses, and Changes in Net Position (in millions)

| | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| Operating Revenues | \$ 2,009.8 | \$ 1,939.3 |
| Operating Expenses | (3,233.5) | (3,058.9) |
| Operating Loss | (1,223.7) | (1,119.6) |
| Net Nonoperating Revenues | 1,282.6 | 1,147.7 |
| Income Before Other Revenues | 58.9 | 28.1 |
| Other Revenues | 98.9 | 129.5 |
| Increase in Net Position | 157.8 | 157.6 |
| Net Position, Beginning of Year | 1,755.9 | 2,438.6 |
| Adjustments to Beginning Net Position | - | (840.3) |
| Net Position, Beginning of Year, as Restated | 1,755.9 | 1,598.3 |
| Net Position, End of Year | \$ 1,913.7 | \$ 1,755.9 |

The University continues to maintain and grow a diverse revenue stream which serves to protect the University from over-reliance on one source of revenues. This contributed to an increase in net position of \$157.8 for the 2018-19 fiscal year despite an increase in operating expenses.

Operating Revenues

The following table summarizes the operating revenues by source that were used to fund operating activities during the 2018-19 and 2017-18 fiscal years:

Operating Revenues (in millions)

| | 2018-19 | 2017-18 |
|--|-------------------|-------------------|
| Grants and Contracts | \$ 1,442.0 | \$ 1,350.9 |
| Student Tuition and Fees, Net of Scholarship Allowances | 375.0 | 395.9 |
| Sales and Services of Auxiliary Enterprises | 131.4 | 130.0 |
| Sales and Services of Educational Departments | 55.9 | 57.2 |
| Other | 5.5 | 5.3 |
| Total Operating Revenues | \$ 2,009.8 | \$ 1,939.3 |

Increases in operating revenues during the 2018-19 fiscal year resulted from increases in awards of Nongovernmental Grants and Contracts and Federal Grants and Contracts, which increased by \$55.1 million and \$38.1 million, respectively. This significant increase was largely due to increased funding from the federal government. The University secured increased funding from several prominent federal agencies, including the US Departments of Health and Human Services, Agriculture, and Defense. The growth in research funding, despite an increasingly competitive funding environment, continues to demonstrate the University's success in creating and fostering links between researchers and funding opportunities as well as the growing prestige and reputation of the University's research capabilities in the eyes of collaborators and funding agencies.

Operating Expenses

The following table summarizes the operating expenses for each method of classification for the 2018-19 and 2017-18 fiscal years:

Operating Expenses (in millions)

| Natural Classification | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| Employee Compensation and Benefits | \$ 2,271.6 | \$ 2,150.2 |
| Services and Supplies | 577.4 | 552.2 |
| Scholarships, Fellowships and Waivers * | 163.1 | 144.6 |
| Depreciation | 143.1 | 138.3 |
| Utilities and Communications | 78.3 | 73.6 |
| Total Operating Expenses | \$ 3,233.5 | \$ 3,058.9 |
| Functional Classification | 2018-19 | 2017-18 |
| Instruction | \$ 770.5 | \$ 734.6 |
| Public Service | 742.1 | 714.1 |
| Research | 707.2 | 676.6 |
| Academic Support | 213.7 | 185.9 |
| Institutional Support | 180.5 | 175.1 |
| Scholarships, Fellowships and Waivers * | 163.1 | 144.6 |
| Depreciation | 143.1 | 138.3 |
| Auxiliary Enterprises | 134.0 | 116.8 |
| Operation and Maintenance of Plant | 132.5 | 128.4 |
| Student Services | 46.8 | 44.5 |
| Total Operating Expenses | \$ 3,233.5 | \$ 3,058.9 |

* Net of Scholarship Allowances of \$224.7 million in the 2018-19 fiscal year and \$208.0 million in the 2017-18 fiscal year.

Operating expenses grew primarily due to a \$121.4 million increase in Employee Compensation and Benefits, which was driven by a rise in the number of faculty and staff working at the University as well as a one-time performance payment granted to University employees during the 2018-19 fiscal year. This increase is in direct alignment with the Faculty 500 hiring initiative and the University's strategic plan, which includes attracting and retaining talented faculty and staff with a competitive compensation package.

Nonoperating Revenues and Expenses

The following table summarizes the University's nonoperating revenues and expenses for the 2018-19 and 2017-18 fiscal years:

Nonoperating Revenues (Expenses) (in millions)

| | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| State Noncapital Appropriations | \$ 790.4 | \$ 766.1 |
| Federal and State Student Financial Aid | 231.2 | 208.2 |
| Noncapital Grants, Contracts, and Gifts | 184.5 | 126.4 |
| Investment Income, Net of Expenses | 49.8 | 55.2 |
| Net Increase in Fair Value of Investments | 32.6 | 0.9 |
| Loss on Disposal of Capital Assets | (0.2) | (1.2) |
| Interest on Capital Asset-Related Debt | (6.1) | (6.8) |
| Other Net Nonoperating Revenues (Expenses) | 0.4 | (1.1) |
| Net Nonoperating Revenues | \$ 1,282.6 | \$ 1,147.7 |

The increase in Net Nonoperating Revenues of \$134.9 million resulted primarily from increases in Noncapital Grants, Contracts, and Gifts, Federal and State Student Financial Aid, and Net Increase in the Fair Value of Investments. The increase in Noncapital Grants, Contracts and Gifts reflects strong support provided to the University by its direct support organizations. The increase in Federal and State Student Financial Aid is due to the additional funding provided by the State for the Florida Bright Futures Scholarship Program. The Net Increase in the Fair Value of Investments is driven by the market performance of the University's investments during the year, as compared to performance during the previous year.

Other Revenues

The following table summarizes the University's other revenues for the 2018-19 and 2017-18 fiscal years:

| Other Revenues (in millions) | | |
|--|----------------|-----------------|
| | 2018-19 | 2017-18 |
| State Capital Appropriations | \$ 73.4 | \$ 57.8 |
| Capital Grants, Contracts, and Donations | 25.5 | 71.7 |
| Total Other Revenues | \$ 98.9 | \$ 129.5 |

The decrease of \$30.6 million in Other Revenues is primarily related to a large lump sum of monies received in the prior year from Duke Energy in order to satisfy contractual obligations. No such lump sum payment was received during the 2018-19 fiscal year.

Statement of Cash Flows

The following table summarizes cash flows for the 2018-19 and 2017-18 fiscal years:

| Condensed Statement of Cash Flows (in millions) | | |
|---|----------------|---------------|
| | 2018-19 | 2017-18 |
| Cash Provided (Used) by: | | |
| Operating Activities | \$ (1,050.8) | \$ (874.3) |
| Noncapital Financing Activities | 1,251.6 | 1,091.5 |
| Capital and Related Financing Activities | (107.7) | (104.9) |
| Investing Activities | (86.4) | (112.8) |
| Net Increase (Decrease) in Cash and Cash Equivalents | 6.7 | (0.5) |
| Cash and Cash Equivalents, Beginning of Year | 6.3 | 6.8 |
| Cash and Cash Equivalents, End of Year | \$ 13.0 | \$ 6.3 |

Major sources of funds came from Grants and Contracts (\$1,385.1 million), State Noncapital Appropriations (\$790.4

million), Student Tuition and Fees, Net (\$375.4 million), Federal and State Financial Aid (\$231.2 million), and Noncapital Grants, Contracts, and Gifts (\$184.5 million). Major uses of funds were for Payments to Employees (\$2,185.5 million), Payments to Suppliers for Goods and Services (\$660.4 million), and the Purchase or Construction of Capital Assets (\$203.1 million).

Capital Assets, Capital Expenses and Commitments, and Debt Administration

CAPITAL ASSETS

At June 30, 2019, the University had approximately \$4.4 billion in capital assets, less accumulated depreciation of \$2.4 billion, for net capital assets of \$2.0 billion. Depreciation charges for the current fiscal year totaled \$143.1 million. The following table summarizes the University's capital assets, net of accumulated depreciation, at June 30:

| Total Capital Assets, Net (in millions) | | |
|---|-------------------|-------------------|
| | 2019 | 2018 |
| Land | \$ 12.5 | \$ 12.5 |
| Buildings | 1,525.4 | 1,522.3 |
| Infrastructure and Other Improvements | 47.9 | 51.5 |
| Furniture and Equipment | 210.6 | 204.4 |
| Library Resources | 46.4 | 49.2 |
| Property Under Capital Lease and Leasehold Improvements | 13.2 | 14.4 |
| Other Capital Assets | 43.1 | 36.1 |
| Construction in Progress | 120.9 | 57.1 |
| Total Capital Assets (Nondepreciable and Depreciable, Net) | \$ 2,020.0 | \$ 1,947.5 |

Additional information about the University's capital assets is presented in Note 9 to the financial statements.

Total Capital Assets increased in the 2018-19 fiscal year as major construction projects to advance the University's mission, including the Career Resource Center addition and renovation, IFAS Lone Cabbage Oyster Reef Restoration, and Lacy Rabon Plant addition were all completed during the year. The increase in capital assets continues to reflect the University's dedication to an infrastructure and learning environment that supports its mission and strategic plan.

CAPITAL EXPENSES AND COMMITMENTS

Major capital expenses were incurred during the fiscal year on the University's largest ongoing projects, including the Herbert Wertheim Laboratory for Engineering Excellence (\$22.3 million), Norman Hall Rehabilitation and College of Education

Center Addition (\$17.9 million), and Parking Garage XIV (\$17.0 million), which are expected to transform the learning and research environments of the associated Colleges of Engineering and Education, and support the continued growth of the campus community.

The University's construction commitments at June 30, 2019, are as follows:

| Major Construction Commitments (in millions) | |
|---|------------------------|
| Total Commitments | \$ 439.8 |
| Completed to Date | <u>120.9</u> |
| Balance Committed | \$ <u>318.9</u> |

Additional information about the University's construction commitments is presented in Note 15 to the financial statements.

DEBT ADMINISTRATION

The University is mindful of its financial stewardship and manages resources effectively, including the prudent use of debt to finance capital projects. At June 30, 2019, the University had \$166.9 million in outstanding capital asset-related debt, representing an increase of \$19.7 million, or 13.4%, from the prior fiscal year as a result of debt issued to fund construction of a new parking garage in order to make campus more accessible to students and faculty. The following table summarizes the outstanding capital asset-related debt by type of debt at June 30:

| Capital Asset-Related Debt (in millions) | | |
|---|------------------------|------------------------|
| | <u>2019</u> | <u>2018</u> |
| Capital Improvement Debt | \$ 159.5 | \$ 138.1 |
| Loans and Notes | 4.7 | 5.2 |
| Installment Purchase Agreements | 0.5 | 1.6 |
| Capital Leases | <u>2.2</u> | <u>2.3</u> |
| Total Capital Asset-Related Debt | \$ <u>166.9</u> | \$ <u>147.2</u> |

Additional information about the University's capital asset-related debt is presented in Note 13 to the financial statements.

Economic Factors That Will Affect the Future

The University of Florida remains financially secure and positioned to grow alongside the State of Florida's economy, one of the strongest in the country. The forecast predicts overall stability for the Florida economy, with growth in several key economic indicators – personal income, job growth, employment, and tourism. With job growth and elevated success in the labor market, the

State's unemployment rate continues to improve, with a 3.4% rate in July 2019 that was lower than the nation as a whole.

Standard and Poor's Global Ratings (S&P) issued the University an upgraded rating of AA+ from AA in the previous year and affirmed a stable outlook for the University. The rating's rationale included stable financial trends, ongoing support from the State, an impressive enterprise profile with diverse programs, affordable tuition rates, and good regional state employment and population growth trends. Although the higher education industry is exposed to risk such as cyclical, competitive, and substitution risks, the industry represents a low credit risk when compared to others. In addition to this upgraded rating issued by S&P, the University maintains an Aa2 rating from Moody's Investors Services. These strong ratings not only reflect the University's financial strength and reputation as a leading provider of higher education in the State, but they also continue to allow the University to obtain competitive debt financing to support its mission and realize its strategic plan.

The positive economic conditions and strong State support are reflected in the University's State Appropriations for the coming fiscal year. The General Revenue and Lottery allocation from the State budget totaled \$775.7 million for the 2019-20 fiscal year. As part of that overall allocation, the University receives \$16.4 million in National Ranking Operational Enhancement funds, \$47.3 million in performance funds and \$58.5 million in funding for the preeminence initiative. Furthermore, the budget includes \$16.8 million in funding for the World Class Faculty & Scholar Program and \$16.7 million in funding for the State University Professional and Graduate Degree Excellence Program. This funding will be used to support the University's initiative to hire additional faculty in the 2019-20 fiscal year.

The 2019-20 fiscal year budget clearly reflects the sustained commitment of the Legislature and the Governor to support the University of Florida in its goal of becoming a top five public research university that the state, nation, and world look to for leadership.

Requests for Information

Questions concerning information provided in the MD&A, financial statements and notes thereto, and other required supplementary information, or requests for additional financial information should be addressed to Alan M. West, Assistant Vice President and University Controller, P.O. Box 113200, Gainesville, Florida 32611.

Statement of Net Position

As of June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|--|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2019 | 2018 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| ASSETS | | | | | |
| Current Assets: | | | | | |
| Cash and Cash Equivalents (Note 1) | \$ 2,559 | \$ 1,234 | \$ 36,788 | \$ 86,326 | \$ 121,795 |
| Investments (Note 5) | 1,640,768 | 1,517,714 | 127,594 | 45,485 | 291,520 |
| Accounts Receivable, Net (Note 6) | 99,473 | 89,350 | 95,511 | 77,588 | 362,055 |
| Loans and Notes Receivable, Net (Note 6) | 2,549 | 2,808 | - | - | - |
| Due From State (Note 7) | 100,287 | 88,357 | - | - | 871 |
| Due From Component Units/University (Note 8) | 61,241 | 17,450 | 206,790 | 52,074 | 110,576 |
| Inventories | 4,491 | 3,947 | 175 | - | 53,580 |
| Other Current Assets | 3,241 | 2,250 | 4,659 | 2,310 | 98,331 |
| Total Current Assets | 1,914,609 | 1,723,110 | 471,517 | 263,783 | 1,038,728 |
| Noncurrent Assets: | | | | | |
| Restricted Cash and Cash Equivalents (Note 1) | 10,462 | 5,082 | 35,634 | 23,058 | 29,460 |
| Restricted Investments (Note 5) | 172,728 | 116,222 | 1,948,172 | 8,831 | 599,654 |
| Other Noncurrent Investments (Note 5) | 141,308 | 153,325 | - | - | - |
| Loans and Notes Receivable, Net (Note 6) | 27,717 | 33,143 | - | - | - |
| Depreciable Capital Assets, Net (Note 9) | 1,882,135 | 1,842,199 | 199,905 | 82,726 | 1,190,953 |
| Nondepreciable Capital Assets (Note 9) | 137,910 | 105,330 | 79,855 | 27,515 | 139,868 |
| Other Noncurrent Assets | 78 | 74 | 15,675 | 1,657 | 91,650 |
| Total Noncurrent Assets | 2,372,338 | 2,255,375 | 2,279,241 | 143,787 | 2,051,585 |
| TOTAL ASSETS | 4,286,947 | 3,978,485 | 2,750,758 | 407,570 | 3,090,313 |
| DEFERRED OUTFLOWS OF RESOURCES | | | | | |
| Deferred Outflows of Pension Resources (Note 11) | 309,874 | 298,571 | - | - | 71,209 |
| Deferred Outflows of Other Postemployment Benefits Payable (Note 11) | 16,164 | 16,260 | - | - | 1,829 |
| Other Deferred Outflows (Note 11) | 9,184 | - | - | - | 51,301 |
| TOTAL DEFERRED OUTFLOWS OF RESOURCES | 335,222 | 314,831 | - | - | 124,339 |
| TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES | \$ 4,622,169 | \$ 4,293,316 | \$ 2,750,758 | \$ 407,570 | \$ 3,214,652 |
| LIABILITIES | | | | | |
| Current Liabilities: | | | | | |
| Accounts Payable | \$ 91,269 | \$ 88,841 | \$ 34,471 | \$ 18,571 | \$ 260,532 |
| Salaries and Wages Payable | 51,092 | 48,455 | - | 11,648 | 97,461 |
| Due To Component Units/University (Note 8) | 221,822 | 173,712 | 125,915 | 20,078 | 107,258 |
| Unearned Revenue (Note 12) | 58,199 | 63,846 | 65,337 | 2,183 | - |
| Deposits Held in Custody | 6,165 | 6,297 | 12 | 175 | - |
| Other Current Liabilities | - | - | 5,693 | - | - |
| Long-Term Liabilities - Current Portion: (Note 13) | | | | | |
| Capital Improvement Debt Payable | 9,547 | 9,302 | - | - | - |
| Bonds Payable | - | - | 6,650 | 3,182 | 19,168 |
| Loans and Notes Payable | 418 | 408 | 1,018 | 280 | - |
| Installment Purchase Agreements Payable | 452 | 1,107 | - | - | 669 |
| Capital Leases Payable | 187 | 176 | - | 106 | 2,433 |
| Compensated Absences Payable | 11,377 | 13,215 | 373 | - | - |
| Other Postemployment Benefits Payable | 15,774 | 15,774 | - | - | - |
| Net Pension Liability (Note 14) | 4,198 | 4,422 | - | - | - |
| Liability for Self-Insured Claims | - | - | 21,406 | - | 8,231 |
| Total Current Liabilities | 470,500 | 425,555 | 260,875 | 56,223 | 495,752 |

Statement of Net Position

As of June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|---|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2019 | 2018 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| Noncurrent Liabilities: (Note 13) | | | | | |
| Capital Improvement Debt Payable | \$ 149,953 | \$ 128,813 | \$ - | \$ - | \$ - |
| Bonds Payable | - | - | 119,375 | 88,699 | 990,592 |
| Loans and Notes Payable | 4,319 | 4,737 | 499 | 7,720 | - |
| Installment Purchase Agreements Payable | 48 | 505 | - | - | 1,796 |
| Capital Leases Payable | 1,980 | 2,167 | - | 224 | 10,065 |
| Compensated Absences Payable | 113,459 | 112,014 | 3,375 | - | - |
| Other Postemployment Benefits Payable | 1,027,774 | 1,053,330 | - | - | 6,471 |
| Net Pension Liability (Note 14) | 639,920 | 606,749 | - | - | - |
| Liability for Self-Insured Claims | - | - | - | - | 26,064 |
| Other Noncurrent Liabilities | 23,286 | 13,969 | 54,083 | 1,685 | 84,462 |
| Total Noncurrent Liabilities | 1,960,739 | 1,922,284 | 177,332 | 98,328 | 1,119,450 |
| TOTAL LIABILITIES | 2,431,239 | 2,347,839 | 438,207 | 154,551 | 1,615,202 |
| DEFERRED INFLOWS OF RESOURCES | | | | | |
| Deferred Inflows of Pension Resources (Note 11) | 60,653 | 33,549 | 432 | - | 26,709 |
| Deferred Inflows of Other Postemployment Benefits Payable (Note 11) | 216,538 | 155,970 | - | - | 510 |
| Other Deferred Inflows (Note 11) | - | - | 19,140 | - | 5,426 |
| TOTAL DEFERRED INFLOWS OF RESOURCES | 277,191 | 189,519 | 19,572 | - | 32,645 |
| TOTAL LIABILITIES AND DEFERRED INFLOWS OF RESOURCES | 2,708,430 | 2,537,358 | 457,779 | 154,551 | 1,647,847 |
| NET POSITION | | | | | |
| Net Investment in Capital Assets | 1,883,887 | 1,800,313 | 174,987 | 33,087 | 307,259 |
| Restricted: | | | | | |
| Nonexpendable: | | | | | |
| Endowment | - | - | 1,362,410 | - | 276 |
| Expendable: | | | | | |
| Endowment | - | - | 552,492 | - | 8,998 |
| Loans | 40,117 | 39,700 | - | - | - |
| Capital Projects | 195,724 | 171,029 | - | - | - |
| Debt Service | 5,575 | 4,289 | - | - | - |
| Other | 41,982 | (8,110) | 11,733 | - | 190,479 |
| Unrestricted (Note 4) | (253,546) | (251,263) | 191,357 | 219,932 | 1,059,793 |
| TOTAL NET POSITION | 1,913,739 | 1,755,958 | 2,292,979 | 253,019 | 1,566,805 |
| TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION | \$ 4,622,169 | \$ 4,293,316 | \$ 2,750,758 | \$ 407,570 | \$ 3,214,652 |

The accompanying notes are an integral part of these financial statements.

Statement of Revenues, Expenses, and Changes In Net Position

for the Fiscal Year Ended June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|--|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2018-19 | 2017-18 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| OPERATING REVENUES | | | | | |
| Student Tuition and Fees | \$ 599,683 | \$ 603,859 | \$ - | \$ - | \$ - |
| Scholarship Allowances | (224,652) | (208,007) | - | - | - |
| Student Tuition and Fees, Net of Scholarship Allowances | 375,031 | 395,852 | - | - | - |
| Federal Grants and Contracts | 497,867 | 459,752 | - | - | - |
| State and Local Grants and Contracts | 49,871 | 52,039 | - | - | - |
| Nongovernmental Grants and Contracts | 894,253 | 839,154 | - | - | - |
| Sales and Services of Auxiliary Enterprises | 131,381 | 129,994 | - | - | - |
| Sales and Services of Educational Departments | 55,886 | 57,245 | - | - | - |
| Sales and Services of Component Units | - | - | 194,543 | - | - |
| Hospital Revenues | - | - | - | 929,882 | 2,320,100 |
| Gifts and Donations - Component Units | - | - | 107,906 | - | - |
| Royalties and Licensing Fees - Component Units | - | - | 84,866 | - | - |
| Interest on Loans and Notes Receivable | 1,130 | 1,194 | - | - | - |
| Other Operating Revenues | 4,381 | 4,097 | 5,537 | 98,705 | 45,140 |
| Total Operating Revenues | 2,009,800 | 1,939,327 | 392,852 | 1,028,587 | 2,365,240 |
| OPERATING EXPENSES | | | | | |
| Employee Compensation and Benefits | 2,271,619 | 2,150,165 | 1,656 | 100,206 | 1,046,620 |
| Services and Supplies | 577,319 | 552,153 | 399,680 | 233,287 | 1,040,506 |
| Utilities and Communications | 78,288 | 73,636 | - | - | - |
| Scholarships, Fellowships, and Waivers, Net | 163,122 | 144,627 | - | - | - |
| Depreciation | 143,106 | 138,306 | 11,483 | 9,350 | 118,406 |
| Self-Insured Claims and Expenses | - | - | - | - | 6,955 |
| Total Operating Expenses (Note 19) | 3,233,454 | 3,058,887 | 412,819 | 342,843 | 2,212,487 |
| Operating Income (Loss) | (1,223,654) | (1,119,560) | (19,967) | 685,744 | 152,753 |
| NONOPERATING REVENUES (EXPENSES) | | | | | |
| State Noncapital Appropriations | 790,425 | 766,103 | 4,000 | - | 7,050 |
| Federal and State Student Financial Aid | 231,233 | 208,173 | - | - | - |
| Noncapital Grants, Contracts, and Gifts | 184,502 | 126,365 | - | - | - |
| Investment Income | 52,773 | 59,848 | 126,719 | 3,144 | 59,359 |
| Net Increase (Decrease) in the Fair Value of Investments | 32,626 | 927 | 1,113 | (3,432) | 6,288 |
| Investment Expenses | (3,096) | (4,624) | (271) | (1,888) | - |
| Other Nonoperating Revenues | 3,419 | 2,653 | 8,706 | - | 4,337 |
| Gain (Loss) on Disposal of Capital Assets | (179) | (1,182) | (4,444) | (85) | 6,771 |
| Interest on Capital Asset-Related Debt | (6,124) | (6,771) | (3,696) | - | (30,731) |
| Other Nonoperating Expenses | (2,972) | (3,766) | (41,389) | (685,758) | (112,172) |
| Net Nonoperating Revenues (Expenses) | 1,282,607 | 1,147,726 | 90,738 | (688,019) | (59,098) |
| Income (Loss) Before Other Revenues | 58,953 | 28,166 | 70,771 | (2,275) | 93,655 |
| State Capital Appropriations | 73,379 | 57,819 | - | - | - |
| Capital Grants, Contracts, and Donations | 25,449 | 71,627 | - | - | - |
| Additions to Permanent Endowments | - | - | 53,828 | - | - |
| Total Other Revenues | 98,828 | 129,446 | 53,828 | - | - |
| Increase (Decrease) in Net Position | 157,781 | 157,612 | 124,599 | (2,275) | 93,655 |
| Net Position, Beginning of Year | 1,755,958 | 2,438,619 | 2,251,156 | 255,294 | 1,473,150 |
| Adjustment to Beginning Net Position (Note 3) | - | (840,273) | (82,776) | - | - |
| Adjusted Net Position, Beginning of Year, as Restated | 1,755,958 | 1,598,346 | 2,168,380 | 255,294 | 1,473,150 |
| Net Position, End of Year | \$ 1,913,739 | \$ 1,755,958 | \$ 2,292,979 | \$ 253,019 | \$ 1,566,805 |

The accompanying notes are an integral part of these financial statements.

Statement of Cash Flows

for the Fiscal Year Ended June 30, 2019 (amounts expressed in thousands)

| | University of Florida | |
|---|-----------------------|---------------------|
| | 2018-2019 | 2017-2018 |
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Tuition and Fees, Net | \$ 375,407 | \$ 389,360 |
| Grants and Contracts | 1,385,052 | 1,350,247 |
| Sales and Services of Auxiliary Enterprises | 131,179 | 128,147 |
| Sales and Services of Educational Departments | 56,760 | 58,240 |
| Repayment of Loans and Notes Receivable from Students | 12,210 | 11,679 |
| Interest on Loans Receivable | 1,132 | 1,213 |
| Other Operating Receipts | 3,071 | 2,826 |
| Payments to Employees | (2,185,518) | (2,044,822) |
| Payments to Suppliers for Goods and Services | (660,434) | (619,443) |
| Payments to Students for Scholarships and Fellowships | (163,122) | (144,627) |
| Loans Issued to Students | (6,525) | (7,139) |
| Net Cash Used by Operating Activities | (1,050,788) | (874,319) |
| CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES | | |
| State Noncapital Appropriations | 790,425 | 766,103 |
| Federal and State Financial Aid | 231,233 | 208,173 |
| Noncapital Grants, Contracts, and Gifts | 184,502 | 126,365 |
| Direct Loan Program Receipts | 233,050 | 240,268 |
| Direct Loan Program Disbursements | (233,119) | (240,213) |
| Net Change in Funds Held for Others | 47,343 | (4,794) |
| Other Nonoperating Receipts | 1,617 | 2,622 |
| Other Nonoperating Disbursements | (3,459) | (7,056) |
| Net Cash Provided by Noncapital Financing Activities | 1,251,592 | 1,091,468 |
| CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES | | |
| Proceeds from Capital Debt | 31,045 | - |
| State Capital Appropriations | 61,449 | 45,564 |
| Capital Grants, Contracts, and Donations | 16,413 | 71,327 |
| Proceeds from Sales of Capital Assets | 1,834 | 803 |
| Other Receipts for Capital Projects | 1,811 | 31 |
| Purchase or Construction of Capital Assets | (203,123) | (200,238) |
| Principal Paid on Capital Debt and Leases | (10,961) | (15,579) |
| Interest Paid on Capital Debt and Leases | (6,203) | (6,771) |
| Net Cash Used by Capital and Related Financing Activities | (107,735) | (104,863) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Sale of Investments | 2,215,136 | 1,835,693 |
| Purchase of Investments | (2,353,683) | (2,004,388) |
| Investment Income | 52,183 | 55,900 |
| Net Cash Used by Investing Activities | (86,364) | (112,795) |
| Net Increase (Decrease) in Cash and Cash Equivalents | 6,705 | (509) |
| Cash and Cash Equivalents, Beginning of Year | 6,316 | 6,825 |
| Cash and Cash Equivalents, End of Year | \$ 13,021 | \$ 6,316 |
| RECONCILIATION OF OPERATING LOSS TO NET CASH USED BY OPERATING ACTIVITIES | | |
| Operating Loss | \$ (1,223,654) | \$ (1,119,560) |
| Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities: | | |
| Depreciation and Amortization Expense | 143,403 | 138,306 |
| Change in Assets, Liabilities, Deferred Outflows of Resources, and Deferred Inflows of Resources: | | |
| Receivables, Net | (2,245) | (2,516) |
| Due From Component Units | (43,791) | (2,126) |
| Inventories | (544) | 311 |
| Other Assets | (1,029) | (118) |
| Accounts Payable | (3,550) | 6,152 |
| Salaries and Wages Payable | 2,637 | 4,276 |
| Unearned Revenue | (5,647) | 32 |
| Deposits Held in Custody | 169 | (142) |
| Other Postemployment Benefits Payable | (25,556) | (102,388) |
| Compensated Absences Payable | (393) | 6,563 |
| Net Pension Liability | 32,947 | 46,126 |
| Deferred Outflows - Pension and OPEB | (11,207) | (31,424) |
| Deferred Inflows - Pension and OPEB | 87,672 | 182,189 |
| NET CASH USED BY OPERATING ACTIVITIES | \$ (1,050,788) | \$ (874,319) |

SUPPLEMENTAL DISCLOSURE OF NONCASH INVESTING AND CAPITAL AND RELATED FINANCING ACTIVITIES

The following items are recognized on the Statement of Net Position or the Statement of Revenues, Expenses, and Changes in Net Position, but are not cash transactions for the Statement of Cash Flows:

| | |
|---|-----------|
| Unrealized gain on investments | \$ 32,626 |
| Loss on refunded 2007A Parking Bonds will be amortized over the life of the 2018A refunding Parking Bonds | \$ (209) |
| Loss on disposal of capital assets | \$ (179) |

The accompanying notes are an integral part of these financial statements.

A photograph of a brick building with a large window, taken from a low angle looking up. The scene is bathed in the warm, golden light of a sunset or sunrise, with the sky transitioning from orange to yellow. The building's architecture features a prominent window with a decorative pediment and a brick chimney on the right side.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



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1. Summary of Significant Accounting Policies

The significant accounting policies followed by the University of Florida are described below to enhance the usefulness of the financial statements.

A. REPORTING ENTITY

The University of Florida is a separate public instrumentality that is part of the State university system of public universities, which is under the general direction and control of the Florida Board of Governors. The University is directly governed by a Board of Trustees (Trustees) consisting of thirteen members. The Governor appoints six citizen members and the Board of Governors appoints five citizen members. These members are confirmed by the Florida Senate and serve staggered terms of five years. The chair of the faculty senate and the president of the student body of the University are also members. The Board of Governors establishes the powers and duties of the Trustees.

The Trustees are responsible for setting policies for the University, which provide governance in accordance with State law and Florida Board of Governors' Regulations. The Trustees select the University President. The University President serves as the executive officer and the corporate secretary of the Trustees, and is responsible for administering the policies prescribed by the Trustees.

Criteria for defining the reporting entity are identified and described in the Governmental Accounting Standards Board's (GASB) *Codification of Governmental Accounting and Financial Reporting Standards*, Sections 2100 and 2600. These criteria were used to evaluate potential component units for which the primary government is financially accountable and other organizations for which the nature and significance of their relationship with the primary government are such that exclusion would cause the primary government's financial statements to be misleading or incomplete. Based on the application of these criteria, the University of Florida is a component unit of the state of Florida, and its financial balances and activities are discretely presented in the State's Comprehensive Annual Financial Report.

B. DISCRETELY PRESENTED COMPONENT UNITS

Based on the application of the criteria for determining component units, certain affiliated organizations are required to be included within the University reporting entity as discretely presented component units because of the significance of their relationship with the University. These organizations are legally separate from the University and are governed by separate boards. The University

further categorizes its component units as Direct-Support Organizations, Health Science Center Affiliates, and Shands Hospital and Others. An annual audit of each organization's financial statements is conducted by independent certified public accountants. The annual reports are submitted to the Auditor General and the University Board of Trustees. Additional information is presented in Note 20.

However, financial activities of certain component units are not included in the University's financial statements and are denoted below with an asterisk (*). The total assets and operating revenues related to these component units are \$25 million and \$18 million, respectively. These amounts represent less than one percent of the total aggregate component units' assets and operating revenues.

C. DIRECT-SUPPORT ORGANIZATIONS

The University's direct-support organizations, as provided for in Section 1004.28, Florida Statutes, and Board of Governors Regulation 9.011, are considered component units of the University of Florida and therefore, the latest audited financial statements of these organizations are discretely presented in the financial statements of the University. These legally separate, not-for-profit corporations are organized and operated exclusively to assist the University in achieving excellence by providing supplemental resources from private gifts and bequests and valuable education support services. Florida Statutes authorize these organizations to receive, hold, invest, and administer property and to make expenditures to or for the benefit of the University. These organizations and their purposes are explained as follows:

- **University of Florida Foundation, Inc.**, solicits, collects, manages, and directs contributions to the various academic departments and programs of the University and assists the University in fund raising, public relations, and maintenance of alumni records. Their financial statements include the activities of the University of Florida Alumni Association, Inc.

- **The University Athletic Association, Inc.**, conducts various inter-collegiate athletic programs for and on behalf of the University.

- **University of Florida Research Foundation, Inc.**, promotes, encourages, and assists research activities of the University through income derived from or related to the development and commercialization of intellectual properties, which include inventions, discoveries, processes, and work products.

- **GatorCare Health Management Corporation** coordinates and facilitates the management of the self-insured health insurance plan of the University and its participating affiliated employers, collecting and paying employer and employee premiums.

■ **Florida Foundation Seed Producers, Inc.**, supplies Florida farmers and producers with crop seed and nursery stock. This organization stocks foundation seed of the best-known varieties acceptable to Florida climate and soils in adequate quantities and at reasonable prices.

■ **University of Florida Development Corporation** develops and maintains Innovation Square where the University-owned Florida Innovation Hub is located.

■ **Gator Boosters, Inc.**, solicits funds for the benefit of the University athletic programs.

■ **Citrus Research and Development Foundation, Inc.**, advances disease and production research and product development activities to ensure the survival and competitiveness of Florida's citrus growers through innovation.

■ **University of Florida Alumni Association, Inc.**, supports activities of the alumni of the University of Florida. Its financial transactions are reflected in the financial statements of the University of Florida Foundation, Inc.

■ **Florida 4-H Club Foundation, Inc.**,* promotes the educational objectives of the 4-H Youth Development Program, an official part of the Florida Cooperative Extension Service.

■ **University of Florida Leadership and Education Foundation, Inc.**,* furthers agriculture and natural resource education and related activities, promotes agriculture and natural resources leadership, and makes contributions to and confer benefits upon the University.

■ **University of Florida Investment Corporation*** promotes the educational purposes of the University of Florida by providing investment research, advice, counsel, and management to and for the University Board of Trustees and affiliated organizations of the University.

■ **UF Historic St. Augustine, Inc.**,* ensures the long-term preservation and interpretation of State-owned historic properties in St. Augustine.

■ **Southwest Florida Research and Education Foundation, Inc.**,* provides research and educational support to the University of Florida Southwest Florida Research and Education Center.

■ **Cattle Enhancement Board, Inc.**,* promotes research, education and extension at, or for the benefit of, the Institute of Food and Agricultural Sciences at the University of Florida on issues related to the Florida cattle industry, including, but not limited to production, disease prevention, forage development, and genetic research and technology.

In June 2019, the Trustees decertified the following direct-support organizations: The University of Florida Law Center Association, Inc., Citrus Research and Education Foundation, Inc., and Treasure Coast Agricultural Research Foundation, Inc.

D. HEALTH SCIENCE CENTER AFFILIATES

The corporations listed below, except Faculty Clinic, Inc., are Faculty Practice Plans, as provided for in Board of Governors Regulation 9.017. The Faculty Practice Plans provide educationally-oriented clinical practice settings and opportunities through which faculty members provide health, medical, veterinary, and dental care to patients as an integral part of their academic activities and their employment as faculty. Because these faculty practice activities generate income, the colleges are authorized to regulate fees generated from faculty practice and maintain Faculty Practice Plans for the orderly collection and distribution of fees. These organizations provide significant support for the clinical instruction function of the University of Florida J. Hillis Miller Health Science Center (JHMHC) and are component units of the University of Florida.

■ **Florida Clinical Practice Association, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Medicine.

■ **University of Florida Jacksonville Physicians, Inc.**, bills and collects professional fees from the clinical practice of the University of Florida physicians in order to fund and promote the educational, clinical and research missions, and support the clinical activities, of the Jacksonville campus of the College of Medicine.

■ **Faculty Associates, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Dentistry.

■ **Florida Veterinary Medicine Faculty Association, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Veterinary Medicine.

■ **University of Florida College of Pharmacy Faculty Practice Association, Inc.**, performs billing and collection of fees to support the educational, research, and service programs of the University of Florida College of Pharmacy.

■ **Faculty Clinic, Inc.**,* operates primarily as a facility management company that leases space to Shands Jacksonville and University of Florida Jacksonville Physicians, Inc.

■ **University of Florida College of Nursing Faculty Practice Association, Inc.**,* performs billing and collection of professional fees to support the educational, research, and service programs of the University of Florida College of Nursing.



■ **Florida Health Professions Association, Inc.,*** performs billing and collection of clinical professional fees to support the educational, research, and service programs of the University of Florida College of Public Health and Health Professions.

E. SHANDS HOSPITAL AND OTHERS

■ **Shands Teaching Hospital and Clinics, Inc.,** (Shands) was incorporated October 15, 1979, as a not-for-profit corporation. Shands, a major tertiary care teaching institution, is a leading referral center in the state of Florida and the southeast United States and facilitates medical education programs at the University.

Shands entered into a contractual agreement with the State Board of Education as of July 1, 1980, as subsequently restated and amended, to provide for the use of hospital facilities at the JHMHC through December 31, 2057, with renewal provisions. The contractual agreement also provides for the transfer to Shands of all other assets and liabilities arising from the operation of the hospital facilities prior to July 1, 1980. At termination of the contractual agreement, the net position of Shands reverts to the State Board of Education. Legal title to all buildings and improvements transferred to Shands remains with the state of Florida during the term of the contractual agreement. The contractual agreement provides for a 12-month grace period for any event of default, other than the bankruptcy of Shands. In addition, the contractual agreement limits the right of the State Board of Education to terminate the contractual agreement solely to the circumstance in which Shands declares bankruptcy and, in such event, requires net revenues derived from the operation of the hospital facilities to continue to be applied to the payment of Shands' debts.

Under the terms of the contractual agreement, Shands is obligated to manage, operate, maintain, and insure the hospital facilities in support of the programs of the JHMHC and further agrees to contract with the State Board of Education for the provision of these programs. By operation of law, the University of Florida Board of Trustees has become the successor-in-interest to the State Board of Education.

■ **Shands Jacksonville HealthCare, Inc.,** (Shands Jacksonville) is a Florida not-for-profit corporation. Shands Jacksonville was organized primarily to provide healthcare and related services to the community, including the City of Jacksonville and surrounding counties, and to support the teaching and research missions of the University.

■ **University of Florida Self-Insurance Program** (the Program) was created by the Florida Board of Regents, succeeded by the Florida Board of Governors, pursuant to Section 1004.24, Florida Statutes. The Program provides comprehensive general liability and professional liability (malpractice) coverage for the University of Florida and affiliated teaching hospitals that are providing education in healthcare or veterinary services.

■ **University of Florida Healthcare Education Insurance Company** (HEIC) was created on September 1, 1994, as a self-insurance mechanism created pursuant to Section 1004.24, Florida Statutes. HEIC writes coverage for the participants in the Self-Insurance Program (the Program) for loss exposure above the Program's retention. HEIC obtains excess loss reinsurance coverage from commercial insurance carriers for certain layers of exposure.

F. BASIS OF PRESENTATION

The University's accounting policies conform with accounting principles generally accepted in the United States of America applicable to public colleges and universities as prescribed by GASB. The National Association of College and University Business Officers (NACUBO) also provides the University with recommendations prescribed in accordance with generally accepted accounting principles promulgated by GASB and the Financial Accounting Standards Board (FASB). GASB allows public universities various reporting options. The University of Florida has elected to report as an entity engaged in only business-type activities. This election requires the adoption of the accrual basis of accounting and entity-wide reporting including the following components:

- Management's Discussion and Analysis
- Basic Financial Statements:
 1. Statement of Net Position
 2. Statement of Revenues, Expenses, and Changes in Net Position
 3. Statement of Cash Flows
 4. Notes to the Financial Statements
- Other Required Supplementary Information

G. MEASUREMENT FOCUS AND BASIS OF ACCOUNTING

Basis of accounting refers to when revenues, expenses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources are recognized in the accounts and reported in the financial statements. Specifically, it relates to the timing of the measurements made, regardless of the measurement focus applied. The University and its component unit's financial statements are presented using the economic resources measurement focus and the accrual basis of accounting. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources resulting from exchange and exchange-like transactions are recognized when the exchange takes place. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources resulting from non-exchange activities are generally recognized when all applicable eligibility requirements, including time requirements, are met. The University and its component units, including those which previously followed FASB as discussed in Note 2, follow GASB standards of accounting and financial reporting.

Significant interdepartmental sales between auxiliary service departments and other institutional departments have been eliminated from revenues and expenses for reporting purposes.

The University's principal operating activities consist of instruction, research, and public service. Operating revenues and expenses generally include all fiscal transactions directly related to these activities as well as administration, operation, and maintenance of capital assets and depreciation on capital assets. Nonoperating revenues include state noncapital appropriations, federal and state student financial aid, and investment income. Interest on capital asset-related debt is a nonoperating expense. Other revenues generally include revenues for capital construction projects.

The Statement of Net Position is presented in a classified format to distinguish between current and noncurrent assets and liabilities. When both restricted and unrestricted resources are available to fund certain programs, it is the University's policy to first apply the restricted resources to such programs, followed by the use of the unrestricted resources.

The Statement of Revenues, Expenses, and Changes in Net Position is presented by major sources and is reported net of tuition scholarships, discounts, and allowances. Tuition scholarships, discounts, and allowances are the differences between the stated charge for goods and services provided by the University and the amount that is actually paid by a student or a third-party making payments on behalf of the student. The University applied the "Alternate Method" as prescribed in NACUBO Advisory Report 2000-05 to determine the reported net tuition scholarships, discounts, and allowances. Under this method, the University computes these amounts by

allocating the cash payments to students, excluding payments for services, using a ratio of total aid to aid not considered to be third-party aid.

The Statement of Cash Flows is presented using the direct method in compliance with GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*.

H. CASH AND CASH EQUIVALENTS

The amount reported by the University as cash and cash equivalents consists of cash on hand and cash in demand accounts. University cash deposits are held in banks qualified as public depositories under Florida law. All such deposits are insured by Federal depository insurance, up to specified limits, or collateralized with securities held in Florida's multiple financial institution collateral pool required by Chapter 280, Florida Statutes. Cash and cash equivalents that are externally restricted to make debt service payments, maintain sinking or reserve funds, or to purchase or construct capital assets or other restricted assets, are classified as restricted.

I. INVESTMENTS AND FAIR VALUE MEASUREMENT

The University categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets. Level 2 inputs are significant other observable inputs. Level 3 inputs are significant unobservable inputs. The University reports certain investments at net asset value as allowed per GASB Statement No. 72, *Fair Value Measurement and Application*.

J. CAPITAL ASSETS

University capital assets consist of land, construction in progress, intangibles work in progress, works of art and historical treasures, buildings, infrastructure and other improvements, furniture and equipment, library resources, property under capital lease and leasehold improvements, computer software, and other capital assets. These assets are capitalized and recorded at cost at the date of acquisition or at estimated fair value on the date received in the case of gifts and purchases of State surplus property. Additions, improvements, and other outlays that significantly extend the useful life of an asset are capitalized. Other costs incurred for repairs and maintenance are expensed as incurred. The University has a capitalization threshold of \$4 million for intangible assets, which includes computer software, \$5,000 for tangible personal property, and \$250 for library resources. The costs of all new buildings and projects adding new square footage are capitalized. Infrastructure and leasehold improvements have a \$250,000 capitalization threshold. For building renovations, the threshold is \$250,000, or the entire

amount if the costs are at least 25% of the cost basis of the building. Depreciation is computed on the straight-line basis over the following estimated useful lives:

- Buildings – 5 to 50 years, depending on construction
- Infrastructure and Other Improvements – 10 to 50 years
- Furniture and Equipment – 3 to 20 years
- Library Resources – 10 years
- Property Under Capital Lease and Leasehold Improvements – up to 50 years
- Computer Software – 5 years

K. NONCURRENT LIABILITIES

Noncurrent liabilities include principal amounts of capital improvement debt payable, loans and notes payable, installment purchase agreements payable, capital leases payable, compensated absences payable, other postemployment benefits payable, net pension liabilities, and other noncurrent liabilities that are not scheduled to be paid within the next fiscal year. Capital improvement debt payable is reported net of unamortized premiums or discounts and losses on refunding. The University amortizes debt premiums and discounts over the life of the debt using the straight-line method. Losses on refunding are amortized over the life of the old debt or new debt (whichever is shorter) using the straight-line method.

L. PENSIONS

For purposes of measuring the net pension liabilities, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net positions of the Florida Retirement System (FRS) defined benefit plan and the Health Insurance Subsidy (HIS) defined benefit plan and additions to/deductions from the FRS and HIS fiduciary net positions have been determined on the same basis as they are reported by the FRS and the HIS plans. Benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms. Investments are reported at fair value.

2. Reporting Changes

The University implemented GASB Statement No. 83, *Certain Asset Retirement Obligations*. This statement addresses accounting and financial reporting for asset retirement obligations (AROs) of governments that have legal obligations to perform future asset retirement activities related to its tangible capital assets. This Statement establishes criteria for determining the timing and pattern of recognition of a liability and a corresponding deferred outflow of resources for AROs, and requires additional note disclosures about a government’s AROs.

The University also implemented GASB Statement No. 88, *Certain Disclosures Related to Debt, including Direct Borrowings*

and *Direct Placements*, which amends GASB Statement No. 34, *Basic Financial Statements - and Management’s Discussion and Analysis - for State and Local Governments*, paragraph 119; and GASB Statement No. 38, *Certain Financial Statement Note Disclosures*, paragraphs 10 and 12. This statement improves the information that is disclosed in notes to government financial statements related to debt, including direct borrowings and direct placements, and clarifies which liabilities governments should include when disclosing information related to debt. This Statement also requires that additional essential information related to debt be disclosed in notes to financial statements.

The Florida Legislature passed, and the Governor signed into law Chapter 2018-004, Laws of Florida, a provision that changed Section 1004.28, Florida Statutes, which addresses University’s direct-support organizations (DSO). With this change, the University Board of Trustees is required to approve all DSO’s board members. Under current accounting guidance, a key factor in determining whether a DSO should report under the FASB versus the GASB is board control. With the change in Florida Statutes, the University has control of the boards of the DSOs and the FASB reported model is no longer appropriate. Three discretely presented component units reported under FASB prior to the legislative change and converted from FASB to GASB reporting model for the 2018-19 fiscal year.

3. Adjustments to Beginning Net Position

The beginning net position of the University of Florida Foundation, Inc. (Foundation) was decreased by \$82,776,224 as a result of the change in the financial accounting framework as discussed in Note 2. The adjustment in net position was due to the elimination of \$78,818,622 of endowment pledges receivable, a decrease of \$14,927,864 due to the restatement of split-interest agreements and external trusts to deferred inflows of resources under GASB Statement No. 81, *Irrevocable Split-Interest Agreements*, and an increase of \$10,970,262 due to the restatement of the FASB pension liability to a pension asset under GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*.

Table 1 summarizes adjustment to the beginning net position of the Foundation reported in the component units’ Statement of Revenues, Expenses, and Changes in Net Position:

| Description | Direct-Support Organizations |
|--|------------------------------|
| University of Florida Foundation, Inc. | \$ (82,776,224) |
| Total Adjustments to Beginning Net Position | \$ (82,776,224) |

4. Deficit Net Position in Individual Funds

The University reported a net position which included a deficit in unrestricted funds as shown in Table 2. This deficit can be attributed to the full recognition of long-term liabilities (i.e. net pension liabilities – GASB Statement No. 68 – and OPEB payable – GASB Statement No. 75) in these funds.

Table 2. Deficit Net Position in Individual Funds

| Description | Net Position |
|--------------|-------------------------|
| Unrestricted | \$ (253,546,410) |
| Total | \$ (253,546,410) |

5. Investments

Section 1011.42(5), Florida Statutes, authorizes universities to invest funds with the State Treasury and State Board of Administration (SBA), and requires that universities comply with the statutory requirements

governing investment of public funds by local governments. Accordingly, universities are subject to the requirements of Chapter 218, Part IV, Florida Statutes. The University's Board of Trustees has adopted a written investment policy providing that surplus funds of the University shall be invested in those institutions and instruments permitted under the provisions of Florida Statutes. Pursuant to Section 218.415(16), Florida Statutes, the University is authorized to invest in the Florida PRIME investment pool administered by the SBA; interest-bearing time deposits and savings accounts in qualified public depositories, as defined in Section 280.02, Florida Statutes; direct obligations of the United States Treasury; obligations of Federal agencies and instrumentalities; securities of, or interests in, certain open-end or closed-end management type investment companies; Securities and Exchange Commission registered money market funds with the highest credit quality rating from a nationally recognized rating agency; and other investments approved by the University's Board of Trustees, as authorized by law. Investments set aside to make debt service payments, maintain sinking or reserve funds, or to purchase or construct capital assets are classified as restricted. Investments of the University and its component units at June 30, 2019, are reported at fair value and shown in Tables 3 through 6.

Table 3. University Investments

| Investments by Fair Value Level | Total | Fair Value Measurements Using | | |
|--|-------------------------|--|---|---|
| | | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| External Investment Pool: | | | | |
| State Treasury Special Purpose Investment Account | \$ 1,016,288,135 | \$ - | \$ - | \$ 1,016,288,135 |
| State Board of Administration Debt Service Accounts | 34,965 | 34,965 | - | - |
| Total Investments by Fair Value Level | 1,016,323,100 | \$ 34,965 | \$ - | \$ 1,016,288,135 |
| Investments Measured at the Net Asset Value (NAV) | | | | |
| Private Equity Funds | 938,480,480 | | | |
| Total University Investments | \$ 1,954,803,580 | | | |

Table 4. University Investments Measured at the NAV

| Investments Measured at the NAV | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
|---------------------------------|----------------|----------------------|--|--------------------------|
| Private Equity Funds | \$ 938,480,480 | \$ - | N/A | N/A |

University investments measured at net asset value are comprised of the following category:

- **Private Equity Funds** - This category includes investments in several limited partnership funds that invest in equity securities and debt of private companies.

Table 5. Component Unit Investments

| Investments by Fair Value Level | Total | Fair Value Measurements Using | | |
|--|-------------------------|--|---|---|
| | | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| External Investment Pool: | | | | |
| State Treasury Special Purpose Investment Account | \$ 118,026,429 | \$ - | \$ - | \$ 118,026,429 |
| Commercial Paper | 10,575,550 | 10,575,550 | - | - |
| US Guaranteed Obligations | 14,887,200 | 13,315,397 | 1,571,803 | - |
| Federal Agency Obligations | 1,890,465 | - | 1,890,465 | - |
| Domestic Bonds and Notes | 38,396,709 | 13,754,000 | 24,642,709 | - |
| International Bonds and Notes | 745,174 | - | 745,174 | - |
| Domestic Stock | 606,950 | 586,879 | 20,071 | - |
| Bond Mutual Funds | 178,882,561 | 131,219,343 | 47,663,218 | - |
| Equity Mutual Funds | 151,018,354 | 98,655,668 | 52,362,686 | - |
| Other Investments | 32,684,722 | 18,887,527 | 13,797,195 | - |
| Private Equity Funds | 2,292,015 | - | - | 2,292,015 |
| Total Investments by Fair Value Level | 550,006,129 | \$ 286,994,364 | \$ 142,693,321 | \$ 120,318,444 |
| Investments Measured at the Net Asset Value (NAV) | | | | |
| International Equity | 85,128 | | | |
| Real Estate Investments (Directly Owned) | 8,423,607 | | | |
| Hedge Funds | 5,660,728 | | | |
| Private Equity Funds | 2,408,624,662 | | | |
| Total Investments Measured at the NAV | 2,422,794,125 | | | |
| Total Investments Measured at Fair Value | 2,972,800,254 | | | |
| Other | | | | |
| Commercial Paper | 6,545,000 | | | |
| Money Market Funds | 5,213,649 | | | |
| Cash Surrender Value of Life Insurance Policy | 491,913 | | | |
| Cash Collateral on Deposit with Swap Counterparty | 26,410,000 | | | |
| Other Investments | 9,795,585 | | | |
| Total Other Investments | 48,456,147 | | | |
| Total Component Unit Investments | \$ 3,021,256,401 | | | |

Table 6. Component Unit Investments Measured at the NAV

| Investments Measured at the NAV | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
|---|-------------------------|-----------------------|--|--------------------------|
| International Equity | \$ 85,128 | \$ - | Illiquid | N/A |
| Real Estate Investments | 8,423,607 | - | Illiquid | N/A |
| Hedge Funds | 5,660,728 | - | Quarterly | 45 Days |
| Private Equity Funds | 2,408,624,662 | 271,893,616 | Monthly | 30 Days |
| Total Component Unit Investments | \$ 2,422,794,125 | \$ 271,893,616 | | |

Component unit investments measured at net asset value are comprised of the following categories:

■ **International Equity** – This category includes an investment in a foreign-based publicly-traded company focused on providing law enforcement with new tools and technology.

■ **Real Estate Investments** – This category includes an investment in the form of real estate with donor restrictions. The real estate is held at fair value less estimated costs to sell.

■ **Hedge Funds** – This category includes an investment in a hedge fund in which the fund manager is authorized to invest in a broad spectrum of securities that include, but are not limited to, the following: equity and debt securities, currency, commodities, foreign debt, options, futures, and swaps.

■ **Private Equity Funds** – This category includes investments in several limited partnership funds that invest in equity securities and debt of private companies.

A. EXTERNAL INVESTMENT POOLS

The University and its discretely presented component units (see Note 1) reported investments at fair value totaling \$1,016,288,135 and \$118,026,429, respectively, at June 30, 2019, in the State Treasury Special Purpose Investment Account (SPIA) investment pool, representing ownership of a share of the pool, not the underlying securities. Pooled investments with the State Treasury are not registered with the Securities and Exchange Commission. Oversight of the pooled investments with the State Treasury is provided by the Treasury Investment Committee per Section 17.575, Florida Statutes. The authorized investment types are set forth in Section 17.57, Florida Statutes. The SPIA investment pool carried a credit rating of AA-f by Standard & Poor's and had an effective duration of 2.71 years and fair value factor of 1.0103 at June 30, 2019. Participants contribute to the SPIA investment pool on a dollar basis. These funds are commingled and a fair value of the pool is determined from the individual values of the securities. The fair value of the securities is summed and a total pool fair value is determined. A fair value factor is calculated by dividing the pool's total fair value by the pool participant's total cash balances. The fair value factor is the ratio used to determine the fair value of an individual participant's pool balance. The University relies on policies developed by the State Treasury for managing interest rate risk or credit risk for this investment pool. Disclosures for the State Treasury investment pool are included in the notes to the financial statements of the State's Comprehensive Annual Financial Report.

B. STATE BOARD OF ADMINISTRATION DEBT SERVICE ACCOUNTS

The University reported investments at fair value totaling \$34,965 at June 30, 2019, in the State Board of Administration (SBA) Debt Service Accounts. These investments are used to make debt service payments on bonds issued by the State Board of Education for the benefit of the University. The University's investments consist of United States Treasury securities, with maturity dates of six months or less and are reported at fair value. The University relies on policies developed by the SBA for managing interest rate risk and credit risk for these accounts. Disclosures for the Debt Service Accounts are included in the notes to the financial statements of the State's Comprehensive Annual Financial Report.

C. OTHER INVESTMENTS

In addition to external investment pools, the University and its discretely presented component units invested in various debt and equity securities, money market funds, and mutual funds. For the University, the majority of the other investments are private equity funds managed by the University of Florida Investment Corporation (UFICO). For the University's discretely presented component units, other investments are those reported primarily by the University of Florida Foundation, Inc., The University Athletic Association, Inc., Florida Clinical Practice Association, Inc., Shands Teaching Hospital and Clinics, Inc., Shands Jacksonville HealthCare, Inc., and the University of Florida Self-Insurance Program. The following risks apply to the University's and its discretely presented component units' investments other than external investment pools:



■ **Interest Rate Risk** – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. Pursuant to Section 218.415(16), Florida Statutes, the University’s investments in securities must provide sufficient liquidity to pay obligations as they come due. Investments of the University’s component units in debt securities, bonds and notes, and bond mutual funds, and their future maturities at June 30, 2019, are shown in Table 7.

■ **Credit Risk** – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Obligations of the United States Government or obligations explicitly guaranteed by the United States Government are not considered to have credit risk and do not require disclosure of credit quality. The private equity funds are unrated. At June 30, 2019, the University’s component units had bonds and notes and bond mutual funds, with quality ratings by nationally recognized rating agencies (e.g., Moody’s Investors Service), as shown in Table 8.

■ **Custodial Credit Risk** – Custodial credit risk is the risk that, in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Exposure to custodial credit risk relates to investment securities that are held by someone other than the University and are not registered in the University’s name. The University has no formal policy on custodial credit risk. The component units manage their custodial credit risk based on various investment policies, which may be obtained separately from the component units.

■ **Concentration of Credit Risk** – Concentration of credit risk is the risk of loss attributed to the magnitude of the University’s

investments in a single issuer. The University has no formal policy on concentration of credit risk. The component units manage their concentration of credit risk based on various investment policies, which may be obtained separately from the component units.

6. Receivables

A. ACCOUNTS RECEIVABLE

Accounts receivable represent amounts for grant and contract reimbursements due from third parties, student tuition and fees, various sales and services provided to students and third parties, and interest accrued on investments and loans receivable. Accounts receivable, net of an allowance for uncollectible accounts, reported as of June 30, 2019, are summarized in Table 9.

Table 9. Accounts Receivable

| Description | |
|---|----------------------|
| Grants and Contracts | \$ 75,065,207 |
| Student Tuition and Fees | 15,209,117 |
| Sales and Services of Auxiliary Enterprises | 4,972,629 |
| Interest | 3,060,610 |
| Sales and Services of Educational Departments | 1,165,289 |
| Total Accounts Receivable, Net | \$ 99,472,852 |

B. LOANS AND NOTES RECEIVABLE

Loans and notes receivable represent all amounts owed on promissory notes from debtors, including student loans made under the Federal Perkins Loan Program and other loan programs.

Table 7. Component Units Debt Investment Maturities

| Types of Investments | Fair Value | Investment Maturities (in years) | | | |
|---|-----------------------|----------------------------------|-----------------------|----------------------|---------------------|
| | | Less than 1 | 1-5 | 6-10 | More than 10 |
| United States Government and Federally-Guaranteed Obligations | \$ 14,887,200 | \$ 13,315,397 | \$ 79,894 | \$ 348,556 | \$ 1,143,353 |
| Federal Agency Obligations | 1,890,465 | 1,890,465 | - | - | - |
| Bonds and Notes | 39,141,883 | 22,666,291 | 2,344,905 | 14,130,687 | - |
| Bond Mutual Funds | 178,882,561 | 3,978,522 | 157,610,003 | 17,294,036 | - |
| Total | \$ 234,802,109 | \$ 41,850,675 | \$ 160,034,802 | \$ 31,773,279 | \$ 1,143,353 |

Table 8. Component Units Debt Investments Quality Ratings

| Types of Investments | Fair Value | AAA/Aaa | AA/Aa | A/Ba | Less than A/Ba or Not Rated |
|----------------------------|-----------------------|----------------------|----------------------|----------------------|-----------------------------|
| Federal Agency Obligations | \$ 1,890,465 | \$ 1,111,432 | \$ 779,033 | \$ - | \$ - |
| Bonds and Notes | 39,141,883 | 9,509,053 | 2,944,860 | 7,853,163 | 18,834,807 |
| Money Market Funds | 5,213,649 | 5,141,450 | - | - | 72,199 |
| Bond Mutual Funds | 178,882,561 | 63,213,470 | 60,966,588 | 31,024,636 | 23,677,867 |
| Total | \$ 225,128,558 | \$ 78,975,405 | \$ 64,690,481 | \$ 38,877,799 | \$ 42,584,873 |

C. ALLOWANCES FOR UNCOLLECTIBLE RECEIVABLES

Allowances for uncollectible accounts and loans and notes receivable are reported based upon management's best estimate as of fiscal year-end, considering type, age, collection history, and other factors considered appropriate. Accounts receivable for student tuition and fees, various sales and services provided to students and third parties, and interest are reported net of an allowance of \$11,431,550, which is 31.9% of total related accounts receivable. Loans and notes receivable are reported net of an allowance of \$4,683,265, which is 13.4% of total related loans and notes receivable. No allowance has been accrued for grants and contracts receivable. University management considers these to be fully collectible.

7. Due From State

This amount consists of \$100,286,587 of Public Education Capital Outlay, Capital Improvement Fee Trust Fund, and general revenue allocations due from the State to the University for construction of University facilities.

8. Due From and To Component Units/University

Component units' due from and due to amounts include receivables and payables between the various component unit columns. Some component units are not presented (see Note 1). Accordingly, amounts reported by the University as due from and to component units on the Statement of Net Position may not agree with amounts reported by the component units as due from and to the University.

9. Capital Assets

Capital assets activity for the fiscal year ended June 30, 2019, is presented in Table 10. The Buildings and Buildings Accumulated Depreciation balances were adjusted by \$81,076,066 and \$71,349,030, respectively, for a net increase of \$9,727,036 related to assets leased to Shands Teaching Hospital and Clinics, Inc. and that were determined to belong to the University.

Table 10. Capital Assets

| Description | Beginning Balance | Adjustments | Additions | Reductions | Ending Balance |
|---|-------------------------|---------------------|-----------------------|-----------------------|-------------------------|
| Nondepreciable Capital Assets: | | | | | |
| Land | \$ 12,467,035 | \$ - | \$ - | \$ - | \$ 12,467,035 |
| Construction in Progress | 57,113,722 | - | 145,344,594 | 81,598,064 | 120,860,252 |
| Intangibles Work in Progress | 31,239,675 | - | 7,114,177 | 38,353,852 | - |
| Works of Art and Historical Treasures | 4,509,913 | - | 103,836 | 31,327 | 4,582,422 |
| Total Nondepreciable Capital Assets | 105,330,345 | - | 152,562,607 | 119,983,243 | 137,909,709 |
| Depreciable Capital Assets: | | | | | |
| Buildings | 2,850,423,924 | 81,076,066 | 81,072,985 | 489,635 | 3,012,083,340 |
| Infrastructure and Other Improvements | 133,978,878 | - | 582,219 | - | 134,561,097 |
| Furniture and Equipment | 641,500,542 | - | 55,191,920 | 36,851,434 | 659,841,028 |
| Library Resources | 351,964,571 | - | 9,329,927 | 1,230,001 | 360,064,497 |
| Property Under Capital Lease and Leasehold Improvements | 23,113,034 | - | - | - | 23,113,034 |
| Computer Software | 24,533,000 | - | 38,353,853 | - | 62,886,853 |
| Other Capital Assets | 927,545 | - | 6,406 | 55,749 | 878,202 |
| Total Depreciable Capital Assets | 4,026,441,494 | 81,076,066 | 184,537,310 | 38,626,819 | 4,253,428,051 |
| Less Accumulated Depreciation: | | | | | |
| Buildings | 1,328,106,933 | 71,349,030 | 87,493,362 | 298,122 | 1,486,651,203 |
| Infrastructure and Other Improvements | 82,472,037 | - | 4,135,363 | - | 86,607,400 |
| Furniture and Equipment | 437,121,761 | - | 38,915,615 | 26,796,062 | 449,241,314 |
| Library Resources | 302,745,819 | - | 11,173,807 | 290,501 | 313,629,125 |
| Property Under Capital Lease and Leasehold Improvements | 8,642,181 | - | 1,284,621 | - | 9,926,802 |
| Computer Software | 24,533,000 | - | - | - | 24,533,000 |
| Other Capital Assets | 621,097 | - | 103,123 | 19,855 | 704,365 |
| Total Accumulated Depreciation | 2,184,242,828 | 71,349,030 | 143,105,891 | 27,404,540 | 2,371,293,209 |
| Total Depreciable Capital Assets, Net | 1,842,198,666 | 9,727,036 | 41,431,419 | 11,222,279 | 1,882,134,842 |
| Total Capital Assets, Net | \$ 1,947,529,011 | \$ 9,727,036 | \$ 193,994,026 | \$ 131,205,522 | \$ 2,020,044,551 |

10. Museum and Art Collections

The Florida Museum of Natural History, which is the official state-sponsored and chartered natural history museum and part of the University, maintains a depository of biological, paleontological, archaeological, and ethnographic materials. The Museum's collections contain over 40 million specimens and objects, more than half of which are catalogued, either individually or in lots. While many of the collections are undoubtedly quite valuable and irreplaceable, the University has not placed a dollar value on these items and, accordingly, the financial statements do not include these assets.

The Samuel P. Harn Museum of Art, which is also part of the University, maintains a collection of over 11,000 works of art. In accordance with professional practice among the nation's art museums, and in compliance with museum accreditation standards, the University has not placed a dollar value on these items.

11. Deferred Outflows/Inflows of Resources

Certain changes in the University's proportionate share of the net pension liabilities of the cost-sharing multiple-employer Florida Retirement System and Health Insurance Subsidy defined benefit plans, as well as in the University's proportionate share of the total other postemployment benefits liability of the Division of State Group Insurance, are reported as deferred outflows and inflows of resources. These include changes in actuarial assumptions, differences between actual and expected experience in the measurement of the liabilities, the net difference between projected and actual earnings on pension plan investments as well as changes in the University's proportion of the collective liabilities since the prior measurement date, and changes between the University's contributions and its proportionate share of contributions. In addition, University contributions to the pension and other

postemployment benefit plans subsequent to the measurement date for the collective liabilities are reported as deferred outflows of resources. See Note 13 for a discussion of the University's other postemployment benefits payable and the related deferred outflows and inflows of resources. See Note 14 for a complete discussion of the University's defined benefit pension plans and the related deferred outflows and inflows of resources. Other deferred outflows consists of the resources tied to the asset retirement obligation recorded by the University under GASB Statement No. 83. See Note 13 for a complete discussion of the University's asset retirement obligation and the related deferred outflows.

12. Unearned Revenue

Unearned Revenue includes amounts received prior to the end of the fiscal year but related to subsequent accounting periods. Unearned Revenue as of June 30, 2019, is summarized in Table 11.

Table 11. Unearned Revenue

| Description | |
|-------------------------------|----------------------|
| Grants and Contracts | \$ 41,454,649 |
| Auxiliary Enterprises | 10,611,533 |
| Student Tuition and Fees | 6,133,304 |
| Total Unearned Revenue | \$ 58,199,486 |

13. Long-Term Liabilities

Long-term liabilities of the University at June 30, 2019, include capital improvement debt payable, loans and notes payable, installment purchase agreements payable, capital leases payable, compensated absences payable, other postemployment benefits payable, net pension liability, and other noncurrent liabilities. Long-term liability activity for the fiscal year ended June 30, 2019, is presented in Table 12.

Table 12. Long-Term Liabilities

| Description | Beginning Balance | Additions | Reductions | Ending Balance | Current Portion |
|---|-------------------------|-----------------------|-----------------------|-------------------------|----------------------|
| Capital Asset-Related Debt: | | | | | |
| Capital Improvement Debt Payable | \$ 138,115,340 | \$ 42,476,508 | \$ 21,091,433 | \$ 159,500,415 | \$ 9,547,000 |
| Loans and Notes Payable | 5,145,015 | - | 408,233 | 4,736,782 | 417,839 |
| Installment Purchase Agreements Payable | 1,612,192 | - | 1,112,104 | 500,088 | 451,788 |
| Capital Leases Payable | 2,343,267 | - | 176,026 | 2,167,241 | 187,380 |
| Total Capital Asset-Related Debt | 147,215,814 | 42,476,508 | 22,787,796 | 166,904,526 | 10,604,007 |
| Other Long-Term Liabilities: | | | | | |
| Compensated Absences Payable | 125,229,012 | 10,452,174 | 10,845,110 | 124,836,076 | 11,376,585 |
| Other Postemployment Benefits Payable | 1,069,104,000 | 207,242,000 | 232,798,000 | 1,043,548,000 | 15,774,000 |
| Net Pension Liability | 611,171,279 | 392,171,297 | 359,224,323 | 644,118,253 | 4,197,839 |
| Other Noncurrent Liabilities | 13,968,933 | 9,482,000 | 164,518 | 23,286,415 | - |
| Total Long-Term Liabilities | \$ 1,966,689,038 | \$ 661,823,979 | \$ 625,819,747 | \$ 2,002,693,270 | \$ 41,952,431 |

A. CAPITAL IMPROVEMENT DEBT PAYABLE

Capital improvement debt is issued to construct student housing, parking, and various other University facilities. The outstanding debt for student housing and the parking facilities is secured by a pledged portion of housing rental revenues and parking fees. The outstanding debt for the Clinical Translational Research Building is secured by a pledged portion of indirect cost revenues received by the College of Medicine. The outstanding debt for the renovation and expansion of the student activity center building is secured by a pledged portion of the student and activity fees. Pledged revenues are equal to the remaining debt service requirements to maturity for the capital improvement debt.

On October 25, 2018, the Florida Board of Governors, on behalf of the University, issued \$39,070,000 of University of Florida Parking Facility Revenue Bonds, Series 2018A. The bonds are repaid from pledged revenues of transportation and parking fees. \$28,790,000 of the proceeds are being used to finance the construction of a parking facility on the main campus of the University of Florida. The remaining \$10,280,000 were used to refund all outstanding portions of the University of Florida Parking Facility Revenue Bonds, Series 2007A, maturing in years 2019 through 2027. The new bonds will mature in annual increments starting on August 1, 2019 and ending on August 1, 2038. Interest payments are due semiannually on February 1 and August 1 beginning February 1, 2019.

A summary of the University's capital improvement debt payable at June 30, 2019, is presented in Table 13.



Table 13. Capital Improvement Debt Payable

| Type and Series | Amount of Original Issue | Amount Outstanding | | Interest Rates | Maturity Date |
|--|--------------------------|-----------------------|----------------------|-----------------|---------------|
| | | Principal | Interest | | |
| Student Housing Auxiliary Debt: | | | | | |
| 2011A Housing | \$ 16,350,000 | \$ 5,995,000 | \$ 1,193,944 | 3.000 to 4.000% | 2028 |
| 2012A Housing | 26,500,000 | 18,840,000 | 4,376,181 | 3.000 to 4.000% | 2031 |
| 2013A Housing | 24,805,000 | 18,445,000 | 5,368,594 | 3.000 to 5.000% | 2033 |
| 2016A Housing | 19,390,000 | 16,175,000 | 4,117,825 | 3.000 to 5.000% | 2030 |
| Total Student Housing Debt | 87,045,000 | 59,455,000 | 15,056,544 | | |
| Parking Facility Auxiliary Debt: | | | | | |
| 2018A Parking Facility | 39,070,000 | 39,070,000 | 16,659,700 | 4.000 to 5.000% | 2038 |
| Total Parking Garage Debt | 39,070,000 | 39,070,000 | 16,659,700 | | |
| Other University of Florida Revenue Bonds: | | | | | |
| 2011 Clinical Translational Research Building | 29,838,000 | 20,199,000 | 5,538,923 | 4.433% | 2030 |
| 2013 Student Activity | 41,540,000 | 33,080,000 | 12,182,050 | 4.000 to 5.000% | 2033 |
| Total Other University of Florida Revenue Bonds | 71,378,000 | 53,279,000 | 17,720,973 | | |
| Plus: Unamortized Premiums | - | 8,844,714 | - | | |
| Less: Unamortized Discounts | - | (24,343) | - | | |
| Less: Unamortized Refunding Losses | - | (1,123,956) | - | | |
| Total Capital Improvement Debt | \$ 197,493,000 | \$ 159,500,415 | \$ 49,437,217 | | |

Annual requirements to amortize all capital improvement debt outstanding as of June 30, 2019, are presented in Table 14.

| Table 14. Capital Improvement Debt Payable - Principal & Interest | | | |
|--|-----------------------|----------------------|-----------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 9,547,000 | \$ 6,492,409 | \$ 16,039,409 |
| 2021 | 9,992,000 | 6,045,056 | 16,037,056 |
| 2022 | 10,459,000 | 5,574,892 | 16,033,892 |
| 2023 | 10,960,000 | 5,081,523 | 16,041,523 |
| 2024 | 10,587,000 | 4,577,830 | 15,164,830 |
| 2025-2029 | 57,927,000 | 15,636,179 | 73,563,179 |
| 2030-2034 | 32,592,000 | 5,024,328 | 37,616,328 |
| 2035-2039 | 9,740,000 | 1,005,000 | 10,745,000 |
| Total Principal & Interest | 151,804,000 | 49,437,217 | 201,241,217 |
| Plus: Unamortized Premiums | 8,844,714 | - | 8,844,714 |
| Less: Unamortized Discounts | (24,343) | - | (24,343) |
| Less: Unamortized Refunding Losses | (1,123,956) | - | (1,123,956) |
| Total | \$ 159,500,415 | \$ 49,437,217 | \$ 208,937,632 |

B. LOANS AND NOTES PAYABLE

On August 30, 2013, the University borrowed \$6,472,538 at an interest rate of 2.33% to finance the cost of energy savings contracts and renovation of the J. Wayne Reitz Union. The principal and interest costs are expected to be met by cost savings of the newer system. The University's outstanding note is secured with collateral of the energy performance equipment used in the renovation. The note contains a provision that in an event of default, the contract can be terminated and equipment returned and/or declare all payments payable under the contract to the end of the then current budget year of the University, to be immediately due and payable. The note matures on August 31, 2029, and principal and interest payments are made annually. Annual requirements to amortize the note as of June 30, 2019, are presented in Table 15.

| Table 15. Loans and Notes Payable - Principal & Interest | | | |
|---|---------------------|-------------------|---------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 417,839 | \$ 105,833 | \$ 523,672 |
| 2021 | 427,671 | 96,001 | 523,672 |
| 2022 | 437,734 | 85,938 | 523,672 |
| 2023 | 448,034 | 75,638 | 523,672 |
| 2024 | 458,576 | 65,096 | 523,672 |
| 2025-2029 | 2,459,903 | 158,455 | 2,618,358 |
| 2030 | 87,025 | 253 | 87,278 |
| Total | \$ 4,736,782 | \$ 587,214 | \$ 5,323,996 |

C. INSTALLMENT PURCHASE AGREEMENTS PAYABLE

The University has entered into several installment purchase agreements for the purchase of equipment with original cost bases totaling \$2,636,977. The stated interest rates ranged from 0.00% to 5.62%. Future minimum payments remaining under installment purchase agreements as of June 30, 2019, are presented in Table 16.

| Table 16. Installment Purchase Agreements Payable - Principal & Interest | | | |
|---|-------------------|-----------------|-------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 451,788 | \$ 3,399 | \$ 455,187 |
| 2021 | 48,300 | - | 48,300 |
| Total Minimum Payments | \$ 500,088 | \$ 3,399 | \$ 503,487 |

D. CAPITAL LEASES PAYABLE

The University entered into a lease agreement with the University of Florida Foundation, Inc. (the Foundation), a direct-support organization (component unit) of the University. Under the terms of the agreement, the University agreed to lease from the Foundation a 607-space parking garage located near the Health Science Center Administrative Offices for a period of thirty years beginning July 1, 1994. Lease payments of \$100,000 annually are due each July 1. Lease payments from the University to the Foundation were based on an original construction cost of \$3,000,000 and no interest. For reporting purposes, the lease is considered a capital lease under GASB Statement No. 62,

Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements. The initial obligation was discounted at an imputed interest rate of 6.45% and was recorded at \$1,382,470. The asset, which is included in the Property Under Capital Lease and Leasehold Improvements, was recorded at a cost of \$3,000,000.

The University entered into a lease agreement with Shands. Under the terms of the agreement, the University agreed to lease from Shands an 800-space parking garage located near the Health Science Center Administrative Offices for a period of thirty years beginning March 1, 2000. Annual lease payments of \$227,167 are due each May 1, which began on May 1, 2001. Lease payment amounts were based on an original construction cost of \$6,815,002 and no interest. For reporting purposes, the lease is considered a capital lease under GASB Statement No. 62. The initial obligation was discounted at an imputed interest rate of 6.45% and was recorded at \$2,981,939. The asset, which is included in the Property Under Capital Lease and Leasehold Improvements, was recorded at a cost of \$6,815,002. A summary of pertinent information related to the two capital leases is presented in Table 17.

Table 17. Capital Leases Payable

| Capital Leases | Interest Rate | Original Balance | Outstanding Balance |
|----------------------------|---------------|---------------------|---------------------|
| Garage No. 06 (607 spaces) | 6.45% | \$ 1,382,470 | \$ 416,130 |
| Garage No. 10 (800 spaces) | 6.45% | 2,981,939 | 1,751,111 |
| Total | | \$ 4,364,409 | \$ 2,167,241 |

Future minimum payments under the capital lease agreements and the present value of the minimum payments as of June 30, 2019, are presented in Table 18.

Table 18. Capital Leases Payable - Principal & Interest

| Fiscal Year Ending June 30 | Principal | Interest | Total |
|----------------------------|---------------------|-------------------|---------------------|
| 2020 | \$ 187,380 | \$ 139,787 | \$ 327,167 |
| 2021 | 199,466 | 127,701 | 327,167 |
| 2022 | 212,331 | 114,835 | 327,166 |
| 2023 | 226,027 | 101,140 | 327,167 |
| 2024 | 240,605 | 86,561 | 327,166 |
| 2025-2029 | 888,030 | 247,806 | 1,135,836 |
| 2030-2031 | 213,402 | 13,764 | 227,166 |
| Total | \$ 2,167,241 | \$ 831,594 | \$ 2,998,835 |

E. COMPENSATED ABSENCES PAYABLE

Employees earn the right to be compensated during absences for annual leave (vacation) and sick leave earned pursuant to Board of Governors Regulations, University Regulations, and bargaining agreements. Leave earned is accrued to the credit of

the employee and records are kept on each employee's unpaid (unused) leave balance. The University reports a liability for the accrued leave in accordance with its policy regarding leave payment upon separation from employment. However, state noncapital appropriations fund only the portion of accrued leave that is used or paid in the current fiscal year. Although the University expects the liability to be funded primarily from future appropriations, generally accepted accounting principles do not permit the recording of a receivable in anticipation of future appropriations.

At June 30, 2019, the estimated liability for compensated absences, which includes the University's share of the Florida Retirement System and FICA contributions, totaled \$124,836,076. The current portion of the compensated absences liability is the amount expected to be paid in the coming fiscal year and is based on actual payouts over the last three years, calculated as a percentage of those years' total compensated absences liability.

F. OTHER POSTEMPLOYMENT BENEFITS PAYABLE

The University follows GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, for certain postemployment healthcare benefits administered by the Florida Department of Management Services, Division of State Group Insurance.

General Information about the OPEB Plan

Plan Description – The Division of State Group Insurance's Other Postemployment Benefits Plan (OPEB Plan) is a multiple-employer defined benefit health plan administered by the State of Florida. Pursuant to the provisions of Section 112.0801, Florida Statutes, all employees who retire from the University are eligible to participate in the OPEB Plan. Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage as is offered to active employees at a premium cost of no more than the premium cost applicable to active employees. A retiree means any officer or employee who retires under a State retirement system or State optional annuity or retirement program or is placed on disability retirement and who begins receiving retirement benefits immediately after retirement from employment. In addition, any officer or employee who retires under the Florida Retirement System Investment Plan is considered a "retiree" if he or she meets the age and service requirements to qualify for normal retirement or has attained the age of 59.5 years and has the years of service required for vesting. The University subsidizes the premium rates paid by retirees by allowing them to participate in the OPEB Plan at reduced or blended group (implicitly subsidized) premium rates for both active and retired employees. These rates provide an implicit subsidy for retirees because retiree healthcare costs are generally greater than active employee healthcare costs.

No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75. The OPEB Plan contribution requirements and benefit terms necessary for funding the OPEB Plan each year is on a pay-as-you-go basis as established by the Governor’s recommended budget and the General Appropriations Act. Retirees are required to enroll in the Federal Medicare (Medicare) program for their primary coverage as soon as they are eligible.

■ **Benefits Provided** – The OPEB Plan provides healthcare benefits for retirees and their dependents. The OPEB Plan only provides an implicit subsidy as described above.

Proportionate Share of the Total OPEB Liability

The University’s proportionate share of the total OPEB liability of \$1,043,548,000 was measured as of June 30, 2018 and was determined by applying update procedures to the actuarial valuation performed as of July 1, 2017. At June 30, 2019, the University’s proportionate share, determined by its proportion of total benefit payments made, was 9.89%, which remained the same as its proportionate share measured as of June 30, 2018.

■ **Actuarial Assumptions and Other Inputs** – The total OPEB liability was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified, as presented in Table 19.

Table 19. Actuarial Assumptions - OPEB

| | | |
|--|-----------------|---|
| Inflation | 2.60% | |
| Salary Increases | 3.25% | average, including inflation |
| Discount Rate | 3.87% | |
| Healthcare Cost Trend Rates | 8.80% and 6.20% | for Preferred Provider Organizations (PPO) and Health Maintenance Organizations (HMO), respectively, for fiscal year 2019, decreasing to an ultimate rate of 3.80% for 2076 and later years |
| Retirees’ Share of Benefit-Related Costs | 100.00% | projected health insurance premiums for retirees |

The discount rate was based on the Bond Buyer General Obligation 20-year Municipal Bond Index.

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

While an experience study has not been completed for the OPEB Plan, the actuarial assumptions that determined the total OPEB liability for the OPEB Plan were based on certain results of the most recent experience study for the FRS Plan.

The following changes have been made since the prior valuation:

- The discount rate as of the measurement date for GASB 75 purposes was changed to 3.87%. The prior GASB 75 report used 3.58%. The current GASB 75 discount rate is based on the 20-year municipal bond rate as of June 28, 2018.



■ **Sensitivity of the University's Proportionate Share of the Total OPEB Liability to Changes in the Discount Rate** – Table 20 presents the University's proportionate share of the total OPEB liability, as well as what the University's proportionate share of the total OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower (2.87%) or 1 percentage point higher (4.87%) than the current rate:

Table 20. Sensitivity to Changes in Discount Rate - OPEB

| | 1% Decrease 2.87% | Current Discount Rate 3.87% | 1% Increase 4.87% |
|---|------------------------|-----------------------------------|-----------------------|
| University's Proportionate Share of the Total OPEB Liability | \$1,269,228,000 | \$1,043,548,000 | \$ 867,848,000 |

■ **Sensitivity of the University's Proportionate Share of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rates** – Table 21 presents the University's proportionate share of the total OPEB liability, as well as what the University's proportionate share of the total OPEB liability would be if it were calculated using healthcare cost trend rates that are 1 percentage point lower or 1 percentage point higher than the current healthcare cost trend rates:

Table 21. Sensitivity to Changes in Healthcare Cost Trend Rates - OPEB

| | 1% Decrease | Healthcare Cost Trend Rates | 1% Increase |
|---|-----------------------|-----------------------------------|------------------------|
| University's Proportionate Share of the Total OPEB Liability | \$ 844,135,000 | \$ 1,043,548,000 | \$1,311,194,000 |

■ **OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** – For the fiscal year ended June 30, 2019, the University recognized OPEB expense of \$51,272,000. At June 30, 2019, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB as presented in Table 22.

Table 22. Deferred Outflows and Inflows of Resources Related to OPEB

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|---|--------------------------------------|----------------------------------|-----------------------|
| Change of Assumptions | \$ - | \$ 210,137,000 | 8.0 years |
| Changes in Proportion and Differences Between University Benefit Payments and Proportionate Share of Benefit Payments | - | 6,401,000 | 8.0 years |
| Transactions Subsequent to the Measurement Date | 16,164,000 | - | 1.0 year |
| Total | \$ 16,164,000 | \$ 216,538,000 | |

Of the total amount reported as deferred outflows of resources related to OPEB, \$16,164,000 resulting from transactions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the total OPEB liability and included in OPEB expense in the year ended June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as presented in Table 23.

Table 23. Recognition of Deferred Inflows related to OPEB

| Fiscal Year Ending June 30 | |
|----------------------------|-------------------------|
| 2020 | \$ (34,018,000) |
| 2021 | (34,018,000) |
| 2022 | (34,018,000) |
| 2023 | (34,018,000) |
| 2024 | (34,018,000) |
| Thereafter | (46,448,000) |
| Total | \$ (216,538,000) |

G. ASSET RETIREMENT OBLIGATION PAYABLE

The University follows GASB Statement No. 83, *Certain Asset Retirement Obligations*, to account for significant asset retirement obligations (AROs). These AROs are included as part of Other Noncurrent Liabilities in Table 12, and the total amount of the AROs for the University was \$9,482,000 as of June 30, 2019. The University's AROs consist of radioactive and biohazardous tangible capital assets. The University utilizes governmental agency estimates and current remediation costs to estimate the AROs. The source of the obligations are federal and state regulations, and there are no legally required funding or assurance provisions associated with the AROs. There are no assets restricted for payments of the AROs. The remaining useful lives of the tangible capital assets range from 25 to 50 years. The University amortizes the associated deferred outflows of resources associated with the AROs by applying the straight-line method over the estimated remaining useful lives of the assets.

14. Retirement Plans

A. DEFINED BENEFIT PENSION PLANS

The University follows GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, for reporting the employer's proportionate share of the net pension liabilities for the FRS and HIS defined benefit plans.

General information about the Florida Retirement System and Health Insurance Subsidy Program

The Florida Retirement System (FRS) was created in Chapter 121, Florida Statutes. The FRS was created to provide a defined benefit pension plan for participating public employees. The FRS was amended in 1998 to add the Deferred Retirement Option Program (DROP) under the defined benefit plan and amended in 2000 to provide a defined contribution plan alternative to the defined benefit plan for FRS members effective July 1, 2002. This integrated defined contribution pension plan is the FRS Investment Plan. Chapter 112, Florida Statutes, established the Retiree Health Insurance Subsidy (HIS) Program, a cost-sharing multiple-employer defined benefit pension plan to assist retired members of any State-administered retirement system in paying the costs of health insurance. Chapter 121, Florida Statutes, also provides for nonintegrated, optional retirement programs in lieu of the FRS to certain members of the Senior Management Service Class (SMSC) employed by the State as well as faculty and specified employees in the State university system.

Essentially all regular employees of the University are eligible to enroll as members of the State-administered FRS. Provisions relating to the FRS are established by Chapters 121 and 122, Florida Statutes; Chapter 112, Part IV, Florida Statutes; Chapter 238, Florida Statutes; and Florida Retirement System Rules, Chapter 60S, Florida Administrative Code; wherein eligibility, contributions, and benefits are defined and described in detail. Such provisions may be amended at any time by further action from the Florida Legislature. The FRS is a single retirement system administered by the Florida Department of Management Services, Division of Retirement, and consists of two cost-sharing, multiple-employer defined benefit plans, and other nonintegrated programs. A comprehensive annual financial report of the FRS, which includes its financial statements, required supplementary information, actuarial report, and other relevant information, is available from the Florida Department of Management Services website (www.dms.myflorida.com).

The University's pension expense totaled \$107,296,432 for the 2018-19 fiscal year for both the FRS Pension Plan and HIS Program.

1. Florida Retirement System Defined Benefit Pension Plan

■ **Plan Description** – The FRS Pension Plan (Plan) is a cost-sharing multiple-employer defined benefit pension plan, with a DROP for eligible employees. The general classes of membership are as follows:

- Regular Class – Members of the FRS who do not qualify for membership in the other classes.
- Senior Management Service Class (SMSC) – Members in senior management level positions.
- Special Risk Class – Members who are employed as law enforcement officers and meet the criteria to qualify for this class.

Employees enrolled in the Plan prior to July 1, 2011, vest at six years of creditable service, and employees enrolled in the Plan on or after July 1, 2011, vest at eight years of creditable service. All vested members enrolled prior to July 1, 2011, are eligible for normal retirement benefits at age 62, or at any age after 30 years of creditable service, except for members classified as special risk who are eligible for normal retirement benefits at age 55, or at any age after 25 years of creditable service. All vested members enrolled in the Plan on or after July 1, 2011, are eligible for normal retirement benefits at age 65, or any time after 33 years of creditable service, except for members classified as special risk who are eligible for normal retirement benefits at age 60, or at any age after 30 years of creditable service. Employees enrolled in the Plan may include up to four years of military service toward creditable service. The Plan also includes an early retirement provision; however, there is a benefit reduction for each year a member retires before his or her normal retirement date. The Plan provides retirement, disability, death benefits, and annual cost-of-living adjustments to eligible participants.

The DROP, subject to provisions of Section 121.091, Florida Statutes, permits employees eligible for normal retirement under the Plan to defer receipt of monthly benefit payments while continuing employment with an FRS-participating employer. An employee may participate in DROP for a period not to exceed 60 months after electing to participate. During the period of DROP participation, deferred monthly benefits are held in the FRS Trust Fund and accrue interest. The net pension liability does not include amounts for DROP participants, as these members are considered retired and are not accruing additional pension benefits.

■ **Benefits Provided** – Benefits under the Plan are computed on the basis of age, and/or years of service, average final compensation, and service credit. Credit for each year of service is expressed as a percentage of the average final compensation. For members initially enrolled before July 1, 2011, the average final compensation is the average of the five highest fiscal years' earnings; for members initially enrolled on or after July 1, 2011,

the average final compensation is the average of the eight highest fiscal years' earnings. The total percentage value of the benefit received is determined by calculating the total value of all service, which is based on retirement plan and/or the class to which the member belonged when the service credit was earned. Members are eligible for in-line-of-duty or regular disability and survivors' benefits. Table 24 shows the percentage value for each year of service credit earned.

Table 24. Percentage Value of Service Credit Earned per Year

| Regular Class members initially enrolled before July 1, 2011 | |
|--|-------|
| Retirement up to age 62 or up to 30 years of service | 1.60% |
| Retirement at age 63 or with 31 years of service | 1.63% |
| Retirement at age 64 or with 32 years of service | 1.65% |
| Retirement at age 65 or with 33 or more years of service | 1.68% |
| Regular Class members initially enrolled on or after July 1, 2011 | |
| Retirement up to age 65 or up to 33 years of service | 1.60% |
| Retirement at age 66 or with 34 years of service | 1.63% |
| Retirement at age 67 or with 35 years of service | 1.65% |
| Retirement at age 68 or with 36 or more years of service | 1.68% |
| Senior Management Service Class | 2.00% |
| Special Risk Class | |
| Service on and after October 1, 1974 | 3.00% |

As provided in Section 121.101, Florida Statutes, if the member was initially enrolled in the Plan before July 1, 2011, and all service credit was accrued before July 1, 2011, the annual cost-of-living adjustment is 3.00% per year. If the member was initially enrolled before July 1, 2011, and has service credit on or after July 1, 2011, there is an individually calculated cost-of-living adjustment. The annual cost-of-living adjustment is a proportion of 3.00%, determined by dividing the sum of the pre-July 2011 service credit by the total service credit at retirement, multiplied by 3.00%. Plan members initially enrolled on or after July 1, 2011, will not have a cost-of-living adjustment after retirement.

■ **Contributions** – The Florida Legislature establishes contribution rates for participating employers and employees. Contribution rates during the 2018-19 fiscal year are shown

in Table 25. The University's contributions to the Plan totaled \$50,296,368 for the fiscal year ended June 30, 2019.

Table 25. Florida Retirement System Contribution Rates

| Class | Percent of Gross Salary | |
|--|--------------------------------|---------------------|
| | Employee | Employer (A) |
| Florida Retirement System, Regular | 3.00% | 8.26% |
| Florida Retirement System, Senior Management Service | 3.00% | 24.06% |
| Florida Retirement System, Special Risk | 3.00% | 24.50% |
| Deferred Retirement Option Program-Applicable to Members from all of the Above Classes | 0.00% | 14.03% |
| Florida Retirement System, Reemployed Retiree | (B) | (B) |

(A) Employer rates for each membership class include 1.66% for Health Insurance Subsidy. Also, employer rates, other than for DROP participants, include 0.06% for administrative costs of the Investment Plan.

(B) Contribution Rates are dependent upon retirement class in which reemployed.

■ **Pension Liabilities, Pension Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** – At June 30, 2019, the University reported a liability of \$487,417,535 for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2018, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of July 1, 2018. The University's proportionate share of the net pension liability was based on the University's 2017-18 fiscal year contributions relative to the total 2017-18 fiscal year contributions of all participating members. At June 30, 2018, the University's proportionate share was 1.62%, which was an increase of 0.09% from its proportionate share of 1.53% measured as of June 30, 2017.

For the year ended June 30, 2019, the University recognized pension expense of \$94,358,933. At June 30, 2019, the University reported deferred outflows of resources and deferred inflows of resources related to pensions as presented in Table 26.

Table 26. Deferred Outflows and Inflows Related to Pensions - FRS

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|--|---------------------------------------|--------------------------------------|---------------------------|
| Differences Between Expected and Actual Experience | \$ 41,291,592 | \$ 1,498,691 | 6.4 years |
| Change of Assumptions | 159,264,347 | - | 6.4 years |
| Net Difference Between Projected and Actual Earnings on FRS Plan Investments | - | 37,658,947 | 5.0 years |
| Changes in Proportion and Difference Between University Contributions and Proportionate Share of Contributions | 26,589,305 | 4,661,914 | 6.4 years |
| University FRS Contributions Subsequent to the Measurement Date | 50,296,368 | - | 1.0 year |
| Total | \$ 277,441,612 | \$ 43,819,552 | |

The deferred outflows of resources related to pensions totaling \$50,296,368, resulting from University contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the fiscal year ending June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as shown in Table 27.

Table 27. Recognition of Deferred Outflows and Inflows Related to Pensions - FRS

| Fiscal Year Ending June 30 | |
|----------------------------|-----------------------|
| 2020 | \$ 73,143,420 |
| 2021 | 47,829,714 |
| 2022 | 7,588,377 |
| 2023 | 29,913,979 |
| 2024 | 21,095,554 |
| Thereafter | 3,754,648 |
| Total | \$ 183,325,692 |

■ **Actuarial Assumptions** – The total pension liability in the July 1, 2018, actuarial valuation was determined using the following actuarial assumptions applied to all periods included in the measurement, as presented in Table 28.

Table 28. Actuarial Assumptions - FRS

| | | |
|---------------------------|-------|---|
| Inflation | 2.60% | |
| Salary Increases | 3.25% | average, including inflation |
| Investment Rate of Return | 7.00% | net of pension Plan investment expense, including inflation |

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

The actual assumptions, used in the July 1, 2018, valuation, were based on the results of an actuarial experience study for the period July 1, 2008, through June 30, 2013.

The long-term expected rate of return on Plan investments was not based on historical returns, but instead was based on a forward-looking capital market economic model. The allocation policy’s description of each asset class was used to map the target allocation to the asset classes shown below. Each asset class assumption was based on a consistent set of underlying assumptions and includes an adjustment for the inflation assumption. The target allocation and best estimates of long-term expected rates of arithmetic return for each major asset class are summarized in Table 29.

Table 29. Target Allocation and Expected Rate of Return

| Asset Class | Target Allocation | Long-Term |
|------------------------|-------------------|-------------------------|
| | | Expected Rate of Return |
| Cash | 1.00% | 2.90% |
| Fixed Income | 18.00% | 4.40% |
| Global Equity | 54.00% | 7.60% |
| Real Estate (Property) | 11.00% | 6.60% |
| Private Equity | 10.00% | 10.70% |
| Strategic Investments | 6.00% | 6.00% |
| Total | 100.00% | |

■ **Discount Rate** – The discount rate used to measure the total pension liability was 7.00%, which was a decrease of 0.10% from the prior measurement date. The Plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the discount rate for calculating the total pension liability is equal to the long-term expected rate of return.



■ Sensitivity of the University's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

– Table 30 presents the University's proportionate share of the net pension liability calculated using the discount rate of 7.00%, as well as what the University's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.00%) or 1 percentage point higher (8.00%) than the current rate.

Table 30. Sensitivity to Changes in Discount Rate - FRS

| | 1% Decrease 6.00% | Current Discount Rate 7.00% | 1% Increase 8.00% |
|--|------------------------------|-----------------------------------|------------------------------|
| University's Proportionate Share of the Net Pension Liability | <u>\$ 889,557,445</u> | <u>\$ 487,417,535</u> | <u>\$ 153,416,566</u> |

■ **Pension Plan Fiduciary Net Position** – Detailed information about the Plan's fiduciary net position is available in the separately issued *FRS Pension Plan and Other State Administered Systems Comprehensive Annual Financial Report*.

2. Health Insurance Subsidy Defined Benefit Pension Plan

■ **Plan Description** – The HIS Pension Plan (HIS Plan) is a cost-sharing multiple-employer defined benefit pension plan established under Section 112.363, Florida Statutes. The benefit is a monthly payment to assist retirees of State-administered retirement systems in paying their health insurance costs and is administered by the Division of Retirement within the Florida Department of Management Services.

■ **Benefits Provided** – For the fiscal year ended June 30, 2019, eligible retirees and beneficiaries received a monthly HIS payment equal to the number of years of creditable service completed at the time of retirement, multiplied by \$5. The payments are at least \$30, but not more than \$150 per month, pursuant to Section 112.363, Florida Statutes. To be eligible to receive a HIS Plan benefit, a retiree under a State-administered retirement system must provide proof of health insurance coverage, which can include Medicare.

■ **Contributions** – The HIS Plan is funded by required contributions from FRS participating employers, as set by the Florida Legislature. Employer contributions are a percentage of gross compensation for all active FRS members. For the fiscal year ended June 30, 2019, the contribution rate was 1.66% of payroll pursuant to Section 112.363, Florida Statutes. The University contributed 100% of its statutorily required contributions for the current and preceding three years. HIS Plan contributions are deposited in a separate trust fund from which HIS payments are

authorized. HIS Plan benefits are not guaranteed and are subject to annual legislative appropriation. In the event the legislative appropriation or available funds fail to provide full subsidy benefits to all participants, benefits may be reduced or canceled. The University's contributions to the HIS Plan totaled \$8,250,927 for the fiscal year ended June 30, 2019.

■ Pension Liabilities, Pension Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

– At June 30, 2019, the University reported a liability of \$156,700,718 for its proportionate share of the net pension liability. The current portion of the net pension liability is the University's proportionate share of benefit payments expected to be paid within 1 year, net of the University's proportionate share of the HIS Plan's fiduciary net position available to pay that amount. The net pension liability was measured as of June 30, 2018. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of July 1, 2018. The University's proportionate share of the net pension liability was based on the University's 2017-18 fiscal year contributions relative to the total 2017-18 fiscal year contributions of all participating members. At June 30, 2018, the University's proportionate share was 1.48%, which was an increase of 0.01% from its proportionate share of 1.47% measured as of June 30, 2017.

For the fiscal year ended June 30, 2019, the University recognized pension expense of \$12,937,499. In addition, the University reported deferred outflows of resources and deferred inflows of resources related to pensions as presented in Table 31.

Table 31. Deferred Outflows and Inflows Related to Pensions - HIS

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|--|--------------------------------------|-------------------------------------|-----------------------|
| Differences Between Expected and Actual Experience | \$ 2,399,019 | \$ 266,229 | 7.2 years |
| Change of Assumptions | 17,427,056 | 16,567,710 | 7.2 years |
| Net Difference Between Projected and Actual Earnings on Plan Investments | 94,588 | - | 5.0 years |
| Changes in Proportion and Difference Between University Contributions and Proportionate Share of Contributions | 4,260,399 | - | 7.2 years |
| University Contributions Subsequent to the Measurement Date | <u>8,250,927</u> | - | 1.0 year |
| Total | <u>\$ 32,431,989</u> | <u>\$ 16,833,939</u> | |

The deferred outflows of resources related to pensions totaling \$8,250,927, resulting from University contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the fiscal year ending

June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as shown in Table 32.

Table 32. Recognition of Deferred Outflows and Inflows Related to Pensions - HIS

| Fiscal Year Ending June 30 | | |
|----------------------------|-----------|------------------|
| 2020 | \$ | 3,433,642 |
| 2021 | | 3,425,668 |
| 2022 | | 2,469,504 |
| 2023 | | 744,791 |
| 2024 | | (1,929,936) |
| Thereafter | | (796,546) |
| Total | \$ | 7,347,123 |

■ **Actuarial Assumptions** – The total pension liability in the July 1, 2018, actuarial valuation was determined using the following actuarial assumptions applied to all periods included in the measurement, as presented in Table 33.

Table 33. Actuarial Assumptions - HIS

| | |
|---------------------|------------------------------------|
| Inflation | 2.60% |
| Salary Increases | 3.25% average, including inflation |
| Municipal Bond Rate | 3.87% |

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

While an experience study had not been completed for the HIS Plan, the actuarial assumptions that determined the total pension liability for the HIS Plan were based on certain results of the most recent experience study for the FRS Plan.

■ **Discount Rate** – The discount rate used to measure the total pension liability was 3.87%, which was an increase of 0.29% from the prior measurement date. In general, the discount rate for calculating the total pension liability is equal to the single rate equivalent to discounting at the long-term expected rate of return for benefit payments prior to the projected depletion date. Because the HIS benefit is essentially funded on a pay-as-you-go basis, the depletion date is considered to be immediate, and the single equivalent discount rate is equal to the municipal bond rate selected by the plan sponsor. The Bond Buyer General Obligation 20-Bond Municipal Bond Index was adopted as the applicable municipal bond index.

■ **Sensitivity of the University’s Proportionate Share of the Net Pension Liability to Changes in the Discount Rate** – Table 34 presents the University’s proportionate share of the net pension liability calculated using the discount rate of 3.87%, as well as what the University’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (2.87%) or 1 percentage point higher (4.87%) than the current rate.

Table 34. Sensitivity to Changes in Discount Rate - HIS

| | 1% Decrease 2.87% | Current Discount Rate 3.87% | 1% Increase 4.87% |
|--|-----------------------|-----------------------------------|-----------------------|
| University’s Proportionate Share of the Net Pension Liability | \$ 178,472,935 | \$ 156,700,718 | \$ 138,552,312 |

■ **Pension Plan Fiduciary Net Position** – Detailed information about the HIS Plan’s fiduciary net position is available in the separately issued *FRS Pension Plan and Other State Administered Systems Comprehensive Annual Financial Report*.

B. DEFINED CONTRIBUTION PENSION PLANS

1. FRS Investment Plan

The State Board of Administration (SBA) administers the defined contribution plan officially titled the FRS Investment Plan (Investment Plan). The Investment Plan is reported in the SBA’s annual financial statements and in the State’s Comprehensive Annual Financial Report.

As provided in Section 121.4501, Florida Statutes, eligible FRS members may elect to participate in the Investment Plan in lieu of the FRS defined benefit plan. University employees already participating in the State University System Optional Retirement Program or DROP are not eligible to participate in this program. Employer and employee contributions are defined by law, but the ultimate benefit depends in part on the performance of investment funds. Service retirement benefits are based upon the value of the member’s account upon retirement. Benefit terms, including contribution requirements, are established and may be amended by the Florida Legislature. The Investment Plan is funded with the same employer and employee contributions as the FRS defined benefit plan; these contributions are based on salary and membership class (Regular Class, Senior Management Service Class, etc.). Contributions are directed to individual member accounts, and the individual members allocate contributions and account balances among various approved investment choices. Costs of administering the Investment Plan, including the FRS Financial Guidance Program, are funded through an employer contribution of 0.06% of payroll and by forfeited benefits of plan members. Allocations to the Investment Plan member investment accounts during the 2018-19 fiscal year are presented in Table 35.

Table 35. Florida Retirement System - Investment Plan Rates

| Class | Percent of Gross Compensation |
|--|-------------------------------------|
| Florida Retirement System, Regular | 6.30% |
| Florida Retirement System, Senior Management Service | 7.67% |
| Florida Retirement System, Special Risk | 14.00% |

For all membership classes, employees are immediately vested in their own contributions and are vested after one year of service for employer contributions and investment earnings.

If an accumulated benefit obligation for service credit originally earned under the FRS Pension Plan is transferred to the FRS Investment Plan, the member must have the years of service required for FRS Pension Plan vesting (including the service credit represented by the transferred funds) to be vested for these funds and the earnings on the funds. Non-vested employer contributions are placed in a suspense account for up to five years. If the employee returns to FRS-covered employment within the five-year period, the employee will regain control over his or her account. If the employee does not return within the five-year period, the employee will forfeit the accumulated account balance. For the fiscal year ended June 30, 2019, the information for the amount of forfeitures was unavailable from the SBA; however, management believes these amounts, if any, would be immaterial to the University.

After termination and applying to receive benefits, the member may roll over vested funds to another qualified plan, structure a periodic payment under the Investment Plan, receive a lump-sum distribution, leave the funds invested for future distribution, or select any combination of these options. Disability coverage is provided in which the member may either transfer the account balance to the FRS Pension Plan when approved for disability retirement to receive guaranteed lifetime monthly benefits under the FRS Pension Plan or remain in the Investment Plan and rely upon that account balance for retirement income.

There were 2,461 University participants during the 2018-19 fiscal year. The University's Investment Plan pension expense totaled \$9,250,746 for the fiscal year ended June 30, 2019.

2. State University System Optional Retirement Program

Section 121.35, Florida Statutes, provides for an Optional Retirement Program (Program) for eligible university instructors and administrators. The Program is designed to aid State universities in recruiting employees by offering more portability to employees not expected to remain in the FRS for eight or more years.

The Program is a defined contribution plan, which provides full and immediate vesting of all contributions submitted to the participating investment companies on behalf of the participant. Employees in eligible positions can make an irrevocable election to participate in the Program, rather than the FRS, and purchase retirement and death benefits

through contracts provided by certain insurance carriers. The employing university contributes 5.14% of the participant's salary to the participant's account, 3.50% to cover the unfunded actuarial liability of the FRS pension plan, and 0.01% to cover administrative costs. Employees contribute 3.00% of their salary. Additionally, the employee may contribute, by payroll deduction, an amount not to exceed the percentage contributed by the University to the participant's annuity account. The contributions are invested in the company or companies selected by the participant to create a fund for the purchase of annuities at retirement.

There were 7,083 University participants during the 2018-19 fiscal year. The University's contributions to the Program totaled \$47,506,868 and employee contributions totaled \$28,785,212 for the 2018-19 fiscal year.

C. OTHER RETIREMENT PROGRAMS

1. U.S. Civil Service Retirement System

Some University employees participate in the U.S. Civil Service Retirement System. Fourteen employees were covered by the U.S. Civil Service Retirement System during the 2018-19 fiscal year. Employer contributions totaled \$85,156, and employee contributions totaled \$85,156 for the 2018-19 fiscal year. The University's participation in the Federal retirement system is not considered material by University management.

2. Institute of Food and Agricultural Sciences Supplemental Retirement

In 1984, the Florida Legislature enacted the Institute of Food and Agricultural Sciences Supplemental Retirement Act to provide a supplement to the monthly retirement benefit being paid under the Federal Civil Service Retirement System to retirees of the Institute of Food and Agricultural Sciences (IFAS) at the University of Florida. The supplement is designated for IFAS cooperative extension employees employed before July 1, 1983, who are not entitled to benefits from either a State-supported retirement system or social security based on their service with IFAS. It was intended to compensate these IFAS employees for the difference between their Civil Service benefit and the benefits an FRS member receives, which includes a social security benefit. No additional persons can become eligible for this supplement.

There were 14 University participants during the 2018-19 fiscal year. Required employer contributions made to the program totaled \$247,906. Employees do not contribute to this program.

15. Construction Commitments

The University's construction commitments at June 30, 2019, are presented in Table 36.

Table 36. Construction Commitments

| Project Title | Total Commitment | Completed to Date | Balance Committed |
|---|-------------------------|--------------------------|--------------------------|
| Data Science and Information Technology Building | \$ 135,000,000 | \$ 30,306 | \$ 134,969,694 |
| Herbert Wertheim Laboratory for Engineering Excellence | 72,316,512 | 34,957,489 | 37,359,023 |
| Norman Hall Rehabilitation and College of Education Center Addition | 34,107,603 | 21,845,084 | 12,262,519 |
| Parking Garage XIV | 32,596,599 | 17,002,087 | 15,594,512 |
| PK Yonge Middle & High School Expansion | 28,000,000 | 1,227,072 | 26,772,928 |
| VetMed Plant Energy Services Contract | 25,227,148 | 5,390,923 | 19,836,225 |
| Institute of Black Culture and Institute of Hispanic-Latino Cultures Facility | 9,871,048 | 4,549,039 | 5,322,009 |
| Florida Museum of Natural History Special Collections Building | 8,000,000 | 19,868 | 7,980,132 |
| Museum Road Utility Infrastructure Replacement | 6,200,001 | 110,200 | 6,089,801 |
| Electrical Substation 2 - Cable and Switchgear Replacement | 6,010,163 | 3,496,574 | 2,513,589 |
| Subtotal | 357,329,074 | 88,628,642 | 268,700,432 |
| Projects Under \$5,000,000 | 82,433,754 | 32,231,610 | 50,202,144 |
| Total | \$ 439,762,828 | \$ 120,860,252 | \$ 318,902,576 |

16. State Self-Insurance Programs

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. Pursuant to Section 1001.72(2), Florida Statutes, the University participates in State self-insurance programs providing insurance for property and casualty, workers' compensation, general liability, fleet automotive liability, Federal Civil Rights, and employment discrimination liability. During the 2018-19 fiscal year, for property losses, the State retained the first \$2 million per occurrence for all perils except named windstorm and flood. The State retained the first \$2 million of losses per occurrence with an annual aggregate retention of \$40 million for named windstorm and flood losses. After the annual aggregate retention, losses in excess of \$2 million per occurrence were commercially insured up to \$78 million for named windstorm and flood losses through February 14, 2019, and decreased to \$68.5 million starting February 15, 2019. For perils other than named windstorm and flood, losses in excess of \$2 million per occurrence were commercially insured up to \$225 million; losses exceeding those amounts were retained by the State. No excess insurance coverage is provided for workers' compensation, general and automotive liability, Federal Civil Rights, and employment action coverage; all losses in these categories are completely self-insured by the State through the State Risk Management Trust Fund established pursuant to Chapter 284, Florida Statutes. Payments on tort claims are limited to \$200,000 per person and \$300,000 per occurrence as set by Section 768.28(5), Florida Statutes. Calculation of premiums considers the cash needs of the program and the amount of risk exposure for each participant. Settlements have not exceeded insurance coverage during the past three fiscal years.

Pursuant to Section 110.123, Florida Statutes, University employees may obtain healthcare services through participation in the State's group health insurance plan or through membership in a health maintenance organization plan under contract with the State. The State's risk financing activities associated with State group health insurance, such as risk of loss related to medical and prescription drug claims, are administered through the State Employees Group Health Insurance Trust Fund. It is the practice of the State not to purchase commercial coverage for the risk of loss covered by this Fund. Additional information on the State's group health insurance plan, including the actuarial report, is available from the Florida Department of Management Services, Division of State Group Insurance.

17. University Self-Insurance Programs

The University of Florida Self-Insurance Program (the Program) and the University of Florida Healthcare Education Insurance Company (HEIC), which are included in the University's reporting entity as discretely presented component units (see Note 1), provide general and professional liability protection for the University of Florida Board of Trustees (UFBOT) on behalf of the six health colleges of the JHMHC, the College of Veterinary Medicine teaching hospitals, the Student Health Care Center, direct-support organizations, and their employees and agents. Hospital professional liability protection, including general liability, is provided to Shands Teaching Hospital and Clinics, Inc., Shands Jacksonville Medical Center, Inc. (a subsidiary of Shands Jacksonville HealthCare, Inc.-Shands Jacksonville), other entities statutorily authorized to participate in the Program, and their employees and agents. The Program

and HEIC are distinct from and entirely independent of the self-insurance programs administered by the State described in Note 16.

The UFBOT and other immune entities are protected for losses which are subject to Section 768.28, Florida Statutes, including legislative claims bills, that in combination with the waiver of immunity limits described in Section 768.28, Florida Statutes, do not exceed \$1 million per claim and, for voluntary settlements, \$2 million per claim. For those protected entities not subject to Section 768.28, Florida Statutes, the Program provides \$2 million per claim. The per claim limit of liability protection for the participants does not exceed \$2 million per claim in the event more than one protected entity is involved in the same claim or action.

HEIC provides coverage for claims that are in excess of the protections provided by the Program, at limits of \$4 million per legislative claims bill coverage for participants subject to Section 768.28, Florida Statutes.

18. Litigation and Contingencies

The University is involved in certain pending and threatened legal actions. The range of potential loss from all such claims and actions, as estimated by the University's legal counsel and management, should not materially affect the University's financial position.

19. Functional Distribution of Operating Expenses

The functional classification of operating expenses (instruction, research, etc.) is assigned to each individual transaction based on the nature of the activity. The operating expenses on the Statement of Revenues, Expenses, and Changes in Net Position are presented by natural classification. Table 37 presents those same expenses in functional classification as recommended by NACUBO.

Table 37. Functional Expenses

| Functional Classification | |
|---|-------------------------|
| Instruction | \$ 770,462,514 |
| Public Service | 742,136,550 |
| Research | 707,179,550 |
| Academic Support | 213,650,423 |
| Institutional Support | 180,500,202 |
| Scholarships, Fellowships, and Waivers, Net | 163,122,183 |
| Depreciation | 143,105,891 |
| Auxiliary Enterprises | 133,984,814 |
| Operation and Maintenance of Plant | 132,511,197 |
| Student Services | 46,800,757 |
| Total Operating Expenses | \$ 3,233,454,081 |

20. Component Units

The University's financial statements include 17 discretely presented component units as discussed in Note 1. These component units comprise 100% of the transactions and account balances of the aggregate discretely presented component units columns of the financial statements. Summary financial information from the most recently available audited financial statements for these component units is presented on the following pages in Tables 38, 39, and 40.

21. Segment Information

A segment is defined as an identifiable activity (or grouping of activities) that has one or more bonds or other debt instruments outstanding, with a revenue stream pledged in support of that debt. In addition, the activity's related revenues, expenses, gains, losses, assets, and liabilities are required to be accounted for separately. Transportation and Parking Services provides the University with safe and adequate parking facilities. Several parking garages have been constructed from the proceeds of revenue-backed debt instruments. The Department of Housing and Residence Education provides safe and affordable living space for students of the University of Florida. Capital improvement debt has been issued over the years to provide funding for the construction of facilities to house students of the University. In accordance with GASB Codification Section 2500.701-3, the University is no longer including activities related to Transportation Fees and Student Traffic Court in the segment note which will affect the comparability of the note to prior years. A summary of the financial activity for these segments is presented in Table 41.



Table 38. Direct-Support Organizations (amounts expressed in thousands)

| | University of Florida Foundation, Inc. | The University Athletic Association, Inc. | University of Florida Research Foundation, Inc. | GatorCare Health Management Corporation |
|---|--|---|---|---|
| CONDENSED STATEMENT OF NET POSITION | | | | |
| Assets | | | | |
| Due from Component Units/University | \$ 30,732 | \$ 4,662 | \$ 164,330 | \$ 4,608 |
| Other Current Assets | 98,272 | 90,874 | 10,948 | 40,292 |
| Capital Assets, Net | 62,134 | 204,574 | - | 7 |
| Other Noncurrent Assets | 1,912,152 | 78,915 | - | 7,922 |
| Total Assets | 2,103,290 | 379,025 | 175,278 | 52,829 |
| Liabilities | | | | |
| Due to Component Units/University | 40,460 | - | 57,884 | 18,464 |
| Other Current Liabilities | 5,716 | 87,726 | 10,860 | 21,453 |
| Noncurrent Liabilities | 44,906 | 122,303 | - | 10,013 |
| Total Liabilities | 91,082 | 210,029 | 68,744 | 49,930 |
| Deferred Inflows of Resources | | | | |
| Deferred Amounts Related to Pensions | 432 | - | - | - |
| Other Deferred Outflows | 19,140 | - | - | - |
| Total Liabilities and Deferred Inflows of Resources | 110,654 | 210,029 | 68,744 | 49,930 |
| Net Position | | | | |
| Net Investment in Capital Assets | 60,117 | 106,262 | - | 7 |
| Restricted-Nonexpendable Endowment | 1,361,918 | - | - | - |
| Restricted-Expendable Endowment | 552,492 | - | - | - |
| Restricted-Expendable Other | - | 8,271 | - | - |
| Unrestricted | 18,109 | 54,463 | 106,534 | 2,892 |
| Total Net Position | \$ 1,992,636 | \$ 168,996 | \$ 106,534 | \$ 2,899 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | |
| Operating Revenues | \$ 107,095 | \$ 151,450 | \$ 83,733 | \$ 971 |
| Operating Expenses | (169,749) | (142,677) | (81,566) | (1,078) |
| Operating Income (Loss) | (62,654) | 8,773 | 2,167 | (107) |
| Nonoperating Revenues (Expenses) and Other Revenues, Expenses, Gains, or Losses | | | | |
| Investment Income, Net of Expenses | 117,631 | 5,154 | 2 | 1,675 |
| Net Increase in the Fair Value of Investments | 1,102 | - | 11 | - |
| Other Nonoperating Revenues | - | 6,366 | 2,300 | - |
| Other Nonoperating Expenses | - | (7,048) | - | - |
| Addition to Permanent Endowments | 53,823 | - | - | - |
| Change in Net Position | 109,902 | 13,245 | 4,480 | 1,568 |
| Net Position, Beginning of Year | 1,965,510 | 155,751 | 102,054 | 1,331 |
| Adjustments to Beginning Net Position (Note 3) | (82,776) | - | - | - |
| Net Position, Beginning of Year, as Restated | 1,882,734 | 155,751 | 102,054 | 1,331 |
| Net Position, End of Year | \$ 1,992,636 | \$ 168,996 | \$ 106,534 | \$ 2,899 |

Table 38. Direct-Support Organizations (amounts expressed in thousands)

| Florida Foundation Seed Producers, Inc. | University of Florida Development Corporation | Gator Boosters, Inc. | Citrus Research and Development Foundation, Inc. | Total Direct-Support Organizations |
|--|---|-------------------------|--|--|
| \$ - | \$ - | \$ 2,458 | \$ - | \$ 206,790 |
| 14,828 | 2,368 | 3,102 | 4,043 | 264,727 |
| 3,356 | 9,688 | 1 | - | 279,760 |
| - | - | 492 | - | 1,999,481 |
| <u>18,184</u> | <u>12,056</u> | <u>6,053</u> | <u>4,043</u> | <u>2,750,758</u> |
| - | 4,444 | 4,663 | - | 125,915 |
| 8,546 | 286 | 235 | 138 | 134,960 |
| - | - | 110 | - | 177,332 |
| <u>8,546</u> | <u>4,730</u> | <u>5,008</u> | <u>138</u> | <u>438,207</u> |
| - | - | - | - | 432 |
| - | - | - | - | 19,140 |
| <u>8,546</u> | <u>4,730</u> | <u>5,008</u> | <u>138</u> | <u>457,779</u> |
| 3,356 | 5,244 | 1 | - | 174,987 |
| - | - | 492 | - | 1,362,410 |
| - | - | - | - | 552,492 |
| - | - | - | 3,462 | 11,733 |
| <u>6,282</u> | <u>2,082</u> | <u>552</u> | <u>443</u> | <u>191,357</u> |
| \$ 9,638 | \$ 7,326 | \$ 1,045 | \$ 3,905 | \$ 2,292,979 |
| \$ 1,601 | \$ 1,889 | \$ 40,234 | \$ 5,879 | \$ 392,852 |
| <u>(1,260)</u> | <u>(2,286)</u> | <u>(3,905)</u> | <u>(10,298)</u> | <u>(412,819)</u> |
| 341 | (397) | 36,329 | (4,419) | (19,967) |
| 156 | - | 1,706 | 124 | 126,448 |
| - | - | - | - | 1,113 |
| 40 | - | - | 4,000 | 12,706 |
| - | (4,444) | (38,037) | - | (49,529) |
| - | - | 5 | - | 53,828 |
| <u>537</u> | <u>(4,841)</u> | <u>3</u> | <u>(295)</u> | <u>124,599</u> |
| <u>9,101</u> | <u>12,167</u> | <u>1,042</u> | <u>4,200</u> | <u>2,251,156</u> |
| - | - | - | - | (82,776) |
| <u>9,101</u> | <u>12,167</u> | <u>1,042</u> | <u>4,200</u> | <u>2,168,380</u> |
| \$ 9,638 | \$ 7,326 | \$ 1,045 | \$ 3,905 | \$ 2,292,979 |

Table 39. Health Science Center Affiliates (amounts expressed in thousands)


| | Florida Clinical Practice Association, Inc. | University of Florida Jacksonville Physicians, Inc. | Faculty Associates, Inc. | Florida Veterinary Medicine Faculty Association, Inc. | University of Florida College of Pharmacy Faculty Practice Association, Inc. | Total Health Science Center Affiliates |
|---|---|---|--------------------------------|--|--|--|
| CONDENSED STATEMENT OF NET POSITION | | | | | | |
| Assets | | | | | | |
| Due from Component Units/University | \$ 30,642 | \$ 18,560 | \$ 1,500 | \$ 1,372 | \$ - | \$ 52,074 |
| Other Current Assets | 129,569 | 55,856 | 21,079 | 4,394 | 811 | 211,709 |
| Capital Assets, Net | 83,902 | 26,339 | - | - | - | 110,241 |
| Other Noncurrent Assets | 33,546 | - | - | - | - | 33,546 |
| Total Assets | 277,659 | 100,755 | 22,579 | 5,766 | 811 | 407,570 |
| Liabilities | | | | | | |
| Due to Component Units/University | 15,794 | 927 | - | 3,357 | - | 20,078 |
| Other Current Liabilities | 10,584 | 24,037 | 297 | 522 | 705 | 36,145 |
| Noncurrent Liabilities | 91,212 | 7,116 | - | - | - | 98,328 |
| Total Liabilities | 117,590 | 32,080 | 297 | 3,879 | 705 | 154,551 |
| Net Position | | | | | | |
| Net Investment in Capital Assets | 14,754 | 18,333 | - | - | - | 33,087 |
| Unrestricted | 145,315 | 50,342 | 22,282 | 1,887 | 106 | 219,932 |
| Total Net Position | \$ 160,069 | \$ 68,675 | \$ 22,282 | \$ 1,887 | \$ 106 | \$ 253,019 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | | | |
| Operating Revenues | \$ 692,058 | \$ 293,362 | \$ 20,675 | \$ 15,746 | \$ 6,746 | \$ 1,028,587 |
| Operating Expenses | (189,746) | (145,578) | (391) | (722) | (6,406) | (342,843) |
| Operating Income | 502,312 | 147,784 | 20,284 | 15,024 | 340 | 685,744 |
| Nonoperating Revenues (Expenses) | | | | | | |
| Investment Income, Net of Expenses | 842 | 410 | 4 | - | - | 1,256 |
| Net Decrease in the Fair Value of Investments | (3,432) | - | - | - | - | (3,432) |
| Other Nonoperating Expenses | (499,129) | (150,433) | (17,524) | (16,123) | (2,634) | (685,843) |
| Change in Net Position | 593 | (2,239) | 2,764 | (1,099) | (2,294) | (2,275) |
| Net Position, Beginning of Year | 159,476 | 70,914 | 19,518 | 2,986 | 2,400 | 255,294 |
| Net Position, End of Year | \$ 160,069 | \$ 68,675 | \$ 22,282 | \$ 1,887 | \$ 106 | \$ 253,019 |

Table 40. Shands Hospital and Others (amounts expressed in thousands)

| | Shands Teaching Hospital & Clinics, Inc. | Shands Jacksonville HealthCare, Inc. | University of Florida Self-Insurance Program | University of Florida Healthcare Education Insurance Company | Total Shands Hospital and Others |
|---|---|---|---|---|---|
| CONDENSED STATEMENT OF NET POSITION | | | | | |
| Assets | | | | | |
| Due from Component Units/University | \$ 45,723 | \$ 7,048 | \$ - | \$ 57,805 | \$ 110,576 |
| Other Current Assets | 450,884 | 252,127 | 223,827 | 1,314 | 928,152 |
| Capital Assets, Net | 1,081,668 | 249,153 | - | - | 1,330,821 |
| Other Noncurrent Assets | <u>679,788</u> | <u>40,976</u> | <u>-</u> | <u>-</u> | <u>720,764</u> |
| Total Assets | <u>2,258,063</u> | <u>549,304</u> | <u>223,827</u> | <u>59,119</u> | <u>3,090,313</u> |
| Deferred Outflows of Resources | | | | | |
| Deferred Amounts Related to Pensions | 67,181 | 4,028 | - | - | 71,209 |
| Deferred Amounts Related to OPEB | - | 1,829 | - | - | 1,829 |
| Other Deferred Outflows | <u>51,125</u> | <u>176</u> | <u>-</u> | <u>-</u> | <u>51,301</u> |
| Total Assets and Deferred Outflows of Resources | <u>2,376,369</u> | <u>555,337</u> | <u>223,827</u> | <u>59,119</u> | <u>3,214,652</u> |
| Liabilities | | | | | |
| Due to Component Units/University | 10,642 | 38,812 | 57,804 | - | 107,258 |
| Other Current Liabilities | 287,711 | 92,184 | 8,597 | 2 | 388,494 |
| Noncurrent Liabilities | <u>865,915</u> | <u>227,471</u> | <u>23,419</u> | <u>2,645</u> | <u>1,119,450</u> |
| Total Liabilities | <u>1,164,268</u> | <u>358,467</u> | <u>89,820</u> | <u>2,647</u> | <u>1,615,202</u> |
| Deferred Inflows of Resources | | | | | |
| Deferred Amounts Related to Pensions | 23,378 | 3,331 | - | - | 26,709 |
| Deferred Amounts Related to OPEB | - | 510 | - | - | 510 |
| Other Deferred Inflows | <u>2,325</u> | <u>3,101</u> | <u>-</u> | <u>-</u> | <u>5,426</u> |
| Total Liabilities and Deferred Inflows of Resources | <u>1,189,971</u> | <u>365,409</u> | <u>89,820</u> | <u>2,647</u> | <u>1,647,847</u> |
| Net Position | | | | | |
| Net Investment in Capital Assets | 263,659 | 43,600 | - | - | 307,259 |
| Restricted-Nonexpendable Endowment | 276 | - | - | - | 276 |
| Restricted-Expendable Endowment | 4,205 | 4,793 | - | - | 8,998 |
| Other Restricted Net Position | - | - | 134,007 | 56,472 | 190,479 |
| Unrestricted | <u>918,258</u> | <u>141,535</u> | <u>-</u> | <u>-</u> | <u>1,059,793</u> |
| Total Net Position | <u>\$ 1,186,398</u> | <u>\$ 189,928</u> | <u>\$ 134,007</u> | <u>\$ 56,472</u> | <u>\$ 1,566,805</u> |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | | |
| Operating Revenues | \$ 1,600,792 | \$ 753,681 | \$ 10,045 | \$ 722 | \$ 2,365,240 |
| Operating Expenses | <u>(1,482,863)</u> | <u>(717,352)</u> | <u>(10,950)</u> | <u>(1,322)</u> | <u>(2,212,487)</u> |
| Operating Income (Loss) | 117,929 | 36,329 | (905) | (600) | 152,753 |
| Nonoperating Revenues (Expenses) | | | | | |
| Investment Income, Net of Expenses | 39,919 | 2,023 | 13,071 | 4,346 | 59,359 |
| Net Increase in the Fair Value of Investments | 6,288 | - | - | - | 6,288 |
| Other Nonoperating Revenues | 17,975 | 183 | - | - | 18,158 |
| Other Nonoperating Expenses | <u>(100,810)</u> | <u>(42,093)</u> | <u>-</u> | <u>-</u> | <u>(142,903)</u> |
| Change in Net Position | <u>81,301</u> | <u>(3,558)</u> | <u>12,166</u> | <u>3,746</u> | <u>93,655</u> |
| Net Position, Beginning of Year | <u>1,105,097</u> | <u>193,486</u> | <u>121,841</u> | <u>52,726</u> | <u>1,473,150</u> |
| Net Position, End of Year | <u>\$ 1,186,398</u> | <u>\$ 189,928</u> | <u>\$ 134,007</u> | <u>\$ 56,472</u> | <u>\$ 1,566,805</u> |

Table 41. Segment Information

| | Transportation and Parking Services | Department of Housing and Residence Education |
|---|--|--|
| CONDENSED STATEMENT OF NET POSITION | | |
| Assets | | |
| Current Assets | \$ 19,826,279 | \$ 11,684,026 |
| Capital Assets, Net | 60,524,647 | 116,275,609 |
| Other Noncurrent Assets | - | 376,072 |
| Total Assets | 80,350,926 | 128,335,707 |
| Liabilities | | |
| Current Liabilities | 4,230,908 | 8,770,677 |
| Noncurrent Liabilities | 42,661,396 | 52,429,658 |
| Total Liabilities | 46,892,304 | 61,200,335 |
| Net Position | | |
| Net Investment in Capital Assets | 16,051,223 | 59,285,951 |
| Restricted | 1,785,575 | 2,175,176 |
| Unrestricted | 15,621,824 | 5,674,245 |
| Total Net Position | \$ 33,458,622 | \$ 67,135,372 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | |
| Operating Revenues (Expenses) | | |
| Operating Revenues | \$ 15,838,909 | \$ 56,544,387 |
| Depreciation Expense | (2,144,666) | (7,332,026) |
| Other Operating Expenses | (6,664,009) | (45,230,046) |
| Operating Income | 7,030,234 | 3,982,315 |
| Nonoperating Revenues (Expenses) | | |
| Investment Income | 64,635 | - |
| Interest on Capital Asset-Related Debt | (1,419,651) | (2,555,159) |
| Other Nonoperating Revenues (Expenses) | (13,725,348) | 1,418,959 |
| Net Nonoperating Revenues (Expenses) | (15,080,364) | (1,136,200) |
| Change in Net Position | (8,050,130) | 2,846,115 |
| Net Position, Beginning of Year | 41,508,752 | 64,289,257 |
| Net Position, End of Year | \$ 33,458,622 | \$ 67,135,372 |
| CONDENSED STATEMENT OF CASH FLOWS | | |
| Net Cash Provided (Used) by | | |
| Operating Activities | \$ 8,757,609 | \$ 10,942,575 |
| Noncapital Financing Activities | (4,784,079) | (9,687,618) |
| Capital and Related Financing Activities | 12,911,562 | (59,049) |
| Investing Activities | (16,885,092) | (10,248,134) |
| Net Decrease in Cash and Cash Equivalents | - | (9,052,226) |
| Cash and Cash Equivalents, Beginning of Year | - | 9,052,226 |
| Cash and Cash Equivalents, End of Year | \$ - | \$ - |



OTHER REQUIRED SUPPLEMENTARY INFORMATION

FOR THE FISCAL YEAR ENDED JUNE 30, 2019

Schedule of University's Proportionate Share of the Total Other Postemployment Benefits Liability

| | 2018 (1) (3) | 2017 (1) (2) | 2016 (1) |
|---|------------------|------------------|------------------|
| University's Proportion of the OPEB Liability | 9.89% | 9.89% | 9.92% |
| University's Proportionate Share of the Total OPEB Liability | \$ 1,043,548,000 | \$ 1,069,104,000 | \$ 1,171,492,000 |
| University's Covered Payroll | \$ 1,151,732,866 | \$ 1,103,905,001 | \$ 1,120,515,686 |
| University's Proportionate Share of the Total OPEB Liability as a Percentage of Covered Payroll | 90.61% | 96.85% | 104.55% |

Notes:

- (1) The amounts presented for the fiscal year were determined as of June 30. No assets are accumulated in a trust that meets the criteria in paragraph 4, GASB Statement No. 75 to pay related benefits.
- (2) The University's proportionate share of the total OPEB liability significantly decreased from the prior fiscal year due to changes to benefits and assumptions, resulting from adjustments to active mortality rates, updates to HMO and PPO healthcare claims costs, changes in retiree contributions, change in trend rates, and a change in the discount rate of return.
- (3) The University's proportionate share of the total OPEB liability significantly decreased from the prior fiscal year due to changes in the discount rate of return.

Schedule of University's Proportionate Share of the Net Pension Liability - Florida Retirement System (FRS) Defined Benefit Pension Plan

| | 2018 (1) (6) | 2017 (1) (5) | 2016 (1) (4) | 2015 (1) (2) | 2014 (1) (3) | 2013 (1) |
|--|------------------|------------------|------------------|------------------|------------------|------------------|
| University's Proportion of the FRS Net Pension Liability | 1.62% | 1.53% | 1.56% | 1.59% | 1.52% | 1.23% |
| University's Proportionate Share of the FRS Net Pension Liability | \$ 487,417,535 | \$ 453,912,167 | \$ 393,639,963 | \$ 204,919,550 | \$ 92,657,576 | \$ 212,307,108 |
| University's Covered Payroll (7) | \$ 1,151,732,866 | \$ 1,103,905,001 | \$ 1,120,515,686 | \$ 1,066,940,109 | \$ 1,024,891,028 | \$ 1,053,555,913 |
| University's Proportionate Share of the FRS Net Pension Liability as a Percentage of Covered Payroll | 42.32% | 41.12% | 35.13% | 19.21% | 9.04% | 20.15% |
| FRS Plan Fiduciary Net Position as a Percentage of the FRS Total Pension Liability | 84.26% | 83.89% | 84.88% | 92.00% | 96.09% | 88.54% |

Notes:

- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) There were no changes in assumptions from the prior fiscal year.
- (3) Changes of assumptions - As of June 30, 2014, the inflation rate assumption was decreased from 3.00% to 2.60%, the real payroll growth assumption was decreased from 1.00% to 0.65%, and the overall payroll growth rate assumption was decreased from 4.00% to 3.25%. The long-term expected rate of return decreased from 7.75% to 7.65%.
- (4) Changes of assumptions - As of June 30, 2016, the long-term expected rate of return decreased from 7.65% to 7.60%.
- (5) Change of assumptions - As of June 30, 2017, the long-term expected rate of return decreased from 7.60% to 7.10%.
- (6) Change of assumptions - As of June 30, 2018, the long-term expected rate of return decreased from 7.10% to 7.00%.
- (7) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, State University Optional Retirement Program, and DROP because total employer contributions are determined on a uniform basis (blended rate) as required by Part III of Chapter 121, Florida Statutes.

Schedule of University Contributions - Florida Retirement System (FRS) Defined Benefit Pension Plan

| | <u>2019 (1)</u> | <u>2018 (1)</u> | <u>2017 (1)</u> | <u>2016 (1)</u> | <u>2015 (1)</u> | <u>2014 (1)</u> |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Contractually Required FRS Contribution | \$ 50,296,368 | \$ 46,118,091 | \$ 39,948,341 | \$ 38,017,855 | \$ 38,680,557 | \$ 33,264,015 |
| FRS Contributions in Relation to the Contractually Required FRS Contribution | <u>(50,296,368)</u> | <u>(46,118,091)</u> | <u>(39,948,341)</u> | <u>(38,017,855)</u> | <u>(38,680,557)</u> | <u>(33,264,015)</u> |
| Contribution Deficiency (Excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's Covered Payroll (2) | \$ 1,188,019,133 | \$ 1,151,732,866 | \$ 1,103,905,001 | \$ 1,120,515,686 | \$ 1,066,940,109 | \$ 1,024,891,028 |
| FRS Contributions as a Percentage of Covered Payroll | 4.23% | 4.00% | 3.62% | 3.39% | 3.63% | 3.25% |

- Notes:**
- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, State University Optional Retirement Program, and DROP because total employer contributions are determined on a uniform basis (blended rate) as required by Part III of Chapter 121, Florida Statutes.

Schedule of University's Proportionate Share of the Net Pension Liability - Health Insurance Subsidy (HIS) Defined Benefit Pension Plan

| | <u>2018 (1) (6)</u> | <u>2017 (1) (5)</u> | <u>2016 (1) (4)</u> | <u>2015 (1) (3)</u> | <u>2014 (1) (2)</u> | <u>2013 (1)</u> |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|-----------------|
| University's Proportion of the HIS Net Pension Liability | 1.48% | 1.47% | 1.47% | 1.46% | 1.41% | 1.38% |
| University's Proportionate Share of the HIS Net Pension Liability | \$ 156,700,718 | \$ 157,259,112 | \$ 171,404,762 | \$ 148,825,945 | \$ 131,969,507 | \$ 120,063,826 |
| University's Covered Payroll (7) | \$ 442,718,057 | \$ 431,629,539 | \$ 435,952,174 | \$ 413,619,247 | \$ 396,471,815 | \$ 382,427,384 |
| University's Proportionate Share of the HIS Net Pension Liability as a Percentage of Covered Payroll | 35.40% | 36.43% | 39.32% | 35.98% | 33.29% | 31.40% |
| HIS Plan Fiduciary Net Position as a Percentage of the HIS Total Pension Liability | 2.15% | 1.64% | 0.97% | 0.50% | 0.99% | 1.78% |

- Notes:**
- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Change of assumption - The municipal rate used to determine total pension liability decreased from 4.63% to 4.29%.
- (3) Change of assumption - The municipal rate used to determine total pension liability decreased from 4.29% to 3.80%.
- (4) Change of assumption - The municipal rate used to determine total pension liability decreased from 3.80% to 2.85%.
- (5) Change of assumption - The municipal rate used to determine total pension liability increased from 2.85% to 3.58%.
- (6) Change of assumption - The municipal rate used to determine total pension liability increased from 3.58% to 3.87%.
- (7) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, and DROP.

Schedule of University Contributions - Health Insurance Subsidy (HIS) Defined Benefit Pension Plan

| | <u>2019 (1)</u> | <u>2018 (1)</u> | <u>2017 (1)</u> | <u>2016 (1)</u> | <u>2015 (1)</u> | <u>2014 (1)</u> |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Contractually Required HIS Contribution | \$ 8,250,927 | \$ 8,028,939 | \$ 7,783,620 | \$ 7,538,309 | \$ 5,578,364 | \$ 4,834,988 |
| HIS Contributions in Relation to the Contractually Required HIS Contribution | <u>(8,250,927)</u> | <u>(8,028,939)</u> | <u>(7,783,620)</u> | <u>(7,538,309)</u> | <u>(5,578,364)</u> | <u>(4,834,988)</u> |
| Contribution Deficiency (Excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's Covered Payroll (2) | \$ 452,884,926 | \$ 442,718,057 | \$ 431,629,539 | \$ 435,952,174 | \$ 413,619,247 | \$ 396,471,815 |
| HIS Contributions as a Percentage of Covered Payroll | 1.82% | 1.81% | 1.80% | 1.73% | 1.35% | 1.22% |

- Notes:**
- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, and DROP.



Sherrill F. Norman, CPA
Auditor General

AUDITOR GENERAL STATE OF FLORIDA

Claude Denson Pepper Building, Suite G74
111 West Madison Street
Tallahassee, Florida 32399-1450



Phone: (850) 412-2722
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The President of the Senate, the Speaker of the
House of Representatives, and the
Legislative Auditing Committee

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the University of Florida, a component unit of the State of Florida, and its aggregate discretely presented component units as of and for the fiscal year ended June 30, 2019, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated February 6, 2020, included under the heading **INDEPENDENT AUDITOR'S REPORT**. Our report includes a reference to other auditors who audited the financial statements of the aggregate discretely presented component units, as described in our report on the University's financial statements. This report does not include the results of the other auditors' testing of internal control over financial reporting or compliance and other matters that are reported on separately by those auditors.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) to determine audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, rules, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sherrill F. Norman". The signature is written in a cursive style with a large, sweeping initial "S".

Sherrill F. Norman, CPA
Tallahassee, Florida
February 6, 2020
Audit Report No. 2020-114

University of Florida Board of Trustees



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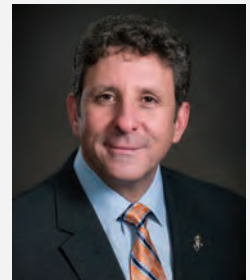
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Assistant Vice President and University Controller

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Treasury Management, and Payroll and Tax Services

Ruth Harris
Senior Associate Controller for Disbursements,
Asset Management, Cost Analysis,
and Construction Accounting



UF UNIVERSITY of
FLORIDA

Alan M. West, Assistant Vice President and University Controller
Post Office Box 113200, Tigert Hall, Room 207, Gainesville, FL 32611-3200 | awest@ufl.edu

PHOTOS BY UF PHOTOGRAPHY

336/810

**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES’
COMMITTEE ON AUDIT AND COMPLIANCE
ACTION ITEM AC2
March 26, 2020**

SUBJECT: University of Florida Operational Audit Report issued March 2020

BACKGROUND INFORMATION

In March 2020, the State of Florida Auditor General released the operational audit report (No. 2020-135) on the University of Florida covering the Calendar Year 2018, and selected University actions taken subsequent thereto. The objectives of this operational audit were to: (1) evaluate management’s performance in establishing and maintaining internal controls, including controls designed to prevent and detect fraud, waste, and abuse, and in administering assigned responsibilities in accordance with applicable laws, rules, regulations, contracts, grant agreements, and other guidelines; (2) examine internal controls designed and placed in operation to promote and encourage the achievement of management’s control objectives in the categories of compliance, economic and efficient operations, reliability of records and reports, and safeguarding of assets, and identify weaknesses in those controls; and (3) determine whether the University had taken corrective actions for findings included in the prior operational audit report. University management has responded to all audit comments and provided a plan of action to address the audit recommendations. University responses to the audit comments are included in the audit report.

PROPOSED COMMITTEE ACTION

The Audit and Compliance Committee is asked to approve the University of Florida’s Operational Audit Report No. 2020-135, issued in March 2020, covering the Calendar Year 2018, including the planned actions to address the audit recommendations, for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors’ approval is not required.

Supporting Documentation Included: [Operational Audit Report No. 2020-135](#)

Submitted by: Joe Cannella, Interim Chief Audit Executive

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

STATE OF FLORIDA AUDITOR GENERAL

Operational Audit

UNIVERSITY OF FLORIDA



Sherrill F. Norman, CPA
Auditor General

Board of Trustees and President

During the period January 2018 through December 2018, Dr. W. Kent Fuchs served as President of the University of Florida and the following individuals served as Members of the Board of Trustees:

| | |
|---|---|
| Morteza "Mori" Hosseini, Chair from 7-1-18, Vice Chair through 6-30-18 | Rahul Patel Marsha D. Powers |
| Thomas G. Kuntz from 1-26-18, Vice Chair from 7-1-18 | Dr. David M. Quillen through 5-31-18 ^b Dr. Jason J. Rosenberg |
| James W. Heavener, Chair through 6-30-18 | Dr. Steven M. Scott through 1-24-18 |
| David L. Brandon | Robert G. Stern |
| Ian M. Green from 4-26-18 ^a | David M. Thomas through 1-25-18 |
| Leonard H. Johnson | Dr. Katherine Vogel Anderson from 6-1-18 ^b |
| W. Smith Meyers through 4-25-18 ^a | Anita G. Zucker |
| Daniel T. O'Keefe from 1-25-18 | |

^a Student Body President.

^b Faculty Senate Chair.

The team leader was Debra L. Hulse, CPA, and the audit was supervised by Denita K. Tyre, CPA.

Please address inquiries regarding this report to Jaime N. Hoelscher, CPA, Audit Manager, by e-mail at jaimehoelscher@aud.state.fl.us or by telephone at (850) 412-2868.

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State of Florida Auditor General

Claude Pepper Building, Suite G74 · 111 West Madison Street · Tallahassee, FL 32399-1450 · (850) 412-2722

UNIVERSITY OF FLORIDA

SUMMARY

This operational audit of the University of Florida (University) focused on selected University processes and administrative activities and included a follow-up on findings noted in our report No. 2018-193. Our operational audit disclosed the following:

Finding 1: The University made severance payments totaling \$2.7 million more than the threshold in State law.

Finding 2: Student orientation and nonrefundable application fees were not always limited to amounts specified in State law and BOG and University regulations.

Finding 3: The University needs to continue efforts to ensure purchasing cards are timely canceled upon a cardholder's separation from University employment.

Finding 4: Although the University had established some elements of a disaster recovery plan, as of November 2019 a comprehensive disaster recovery plan had not been established.

BACKGROUND

The University of Florida (University) is part of the State university system of public universities, which is under the general direction and control of the Florida Board of Governors (BOG). The University is directly governed by a Board of Trustees (Trustees) consisting of 13 members. The Governor appoints 6 citizen members and the BOG appoints 5 citizen members. These members are confirmed by the Florida Senate and serve staggered 5-year terms. The Faculty Senate Chair and Student Body President also are members.

The BOG establishes the powers and duties of the Trustees. The Trustees are responsible for setting University policies, which provide governance in accordance with State law and BOG Regulations. The University President is selected by the Trustees and confirmed by the BOG. The University President serves as the Executive Officer and the Corporate Secretary of the Trustees and is responsible for administering the policies prescribed by the Trustees for the University.

FINDINGS AND RECOMMENDATIONS

Finding 1: Severance Payments

State law¹ provides that a unit of government that enters into a contract or employment agreement, or renewal or renegotiation of an existing contract or employment agreement, that contains a provision for severance pay must include a provision in the contract or employment agreement that precludes severance pay from exceeding 20 weeks of compensation. State law further provides that an employee or contractor may receive severance pay that is not provided for in a contract or employment agreement

¹ Section 215.425(4), Florida Statutes.

if the pay represents the settlement of an employment dispute and the amount does not exceed 6 weeks of compensation. State law defines severance pay as salary, benefits, or perquisites for employment services yet to be rendered that are provided to an employee who has recently been or is about to be terminated.

From the population of 113 employees who received severance pay totaling \$5.4 million during the audit period, we examined University records supporting 58 selected employees paid severance pay totaling \$4.8 million to determine whether the severance payments complied with State law. We found that, because of a significant reduction in recurring State Institute of Food and Agricultural Sciences (IFAS) funding, the University offered IFAS employees a divestment incentive opportunity for the period April 10, 2018, through May 31, 2018. The opportunity allowed eligible IFAS employees as of June 30, 2018, to receive severance payments for compensation and health insurance premiums in exchange for separating from University employment. Thirty-four IFAS employees accepted the offer, signed an agreement that included a no-reemployment clause, and released the University from any and all claims related to their relationship with the University. Through this agreement, the 34 IFAS employees received severance payments totaling \$4.3 million, including \$4 million for compensation and \$0.3 million for health insurance premiums. However, the severance payments were \$2.7 million more than the amount equivalent to the employees' 20 weeks of compensation, contrary to State law.

In response to our inquiry, University personnel indicated that the payments were not bonuses or severance pay and that the relinquishment of tenure and permanent status provided IFAS leadership with a flexible tool to achieve efficiencies and shape its workforce to meet strategic and operational needs. According to University personnel, when it is in the best interest of the University to reduce the number of faculty who have tenure or permanent status, it must do so by mutual agreement with the faculty members and by providing consideration in exchange for the relinquishment of tenure or permanent status.

Notwithstanding this response, payment amounts totaling \$2.7 million represent compensation for employment services not yet rendered, were provided to employees who agreed to terminate their employment, and, therefore, represented severance pay. As such, the amounts exceeded statutory severance pay limits.

Recommendation: The University should ensure that severance pay provisions in future University employment agreements and related payments are limited to thresholds set by State law.

Finding 2: Student Fees

State law² and Board of Governor (BOG) regulations³ authorize university board of trustees to establish certain specified user fees, such as orientation and nonrefundable application fees, that are not to exceed

² Section 1009.24(14), Florida Statutes.

³ BOG Regulation 7.003, *Fees, Fines and Penalties*.

the specified limits of \$35 and \$30, respectively. Pursuant to University regulations,⁴ orientation and nonrefundable application fees are set at those limits.

According to University records, which included a forensic audit report,⁵ the University did not always limit freshman orientation fees to the \$35 maximum in accordance with State law and BOG regulations. Specifically, during the:

- 2015-16 and 2016-17 fiscal years, the University held a 2-day freshman orientation each fiscal year with a mandatory overnight stay costing \$200 per student, exceeding the fee limit by \$165 per student. For the 2 fiscal years, the University collected freshman orientation fees totaling \$1.5 million and \$1.4 million, respectively, approximately \$2.4 million more than the total orientation fees should have been for those fiscal years based on the \$35 limit.
- 2017-18 fiscal year, the University held a 2-day freshman orientation with an overnight stay costing \$150 per student, exceeding the fee limit by \$115 per student. Although not overtly displayed, according to University personnel, the University allowed the freshmen to forego this orientation for a base orientation cost of \$35 per student for general University information. However, according to University personnel, the students who forewent the orientation were not allowed to only pay the \$35 fee but also had to pay the full 2-day orientation cost and subsequently initiate a refund request for \$115. Of the 7,501 freshman students who registered for orientation, only 3 students forewent the 2-day orientation. The University collected freshman orientation fees totaling \$1.1 million, approximately \$900,000 more than the orientation fees should have been based on the \$35 limit.
- 2018-19 fiscal year, the University held a 2-day freshman orientation with an overnight stay costing \$150 per student, exceeding the fee limit by \$115 per student. The University allowed students to forego the 2-day orientation for a base orientation fee of \$35 per student for general University information. However, of the 6,960 freshman students who registered for orientation, only 182 students forewent the 2-day orientation. The University collected freshman orientation fees totaling \$1 million, excluding fees collected from the 182 students, approximately \$800,000 more than the orientation fees should have been based on the \$35 limit for the 2018-19 fiscal year through June 28, 2019.⁶

In response to our inquiries, University personnel indicated that the students who paid orientation fees more than the \$35 limit received goods and services such as meals and overnight housing that the additional fees covered. However, although we requested, University records were not provided to support the University's authority to provide orientation services with associated student fees more than the \$35 limit set by State law and BOG and University regulations.

In addition, contrary to State law and BOG and University regulations, the University exceeded the \$30 nonrefundable application fee limit by assessing \$35 per freshman application⁷ to 92,064 students during the period July 2016 through October 2019. For that period, the University assessed a total of \$3.2 million for freshman applications, \$460,320 more than the amount based on the nonrefundable application fee limit. For all non-freshman applicants,⁸ the University exceeded the \$30 maximum

⁴ University of Florida Regulation 3.0376, *Miscellaneous Fees*.

⁵ The forensic audit was directed by the University legal counsel.

⁶ Forensic auditor's end of fieldwork date.

⁷ The \$35 included a \$30.20 application fee and \$4.80 processing fee or \$30 application fee and \$5 processing fee depending on when the application was received.

⁸ Such as transfer, post-baccalaureate, and certificate program students.

nonrefundable application fee by assessing \$37 per application⁹ to 82,918 students during the period January 1, 2018 through October 16, 2019. For that period, the University assessed a total of \$3.1 million to non-freshman applicants, \$488,387 more than the amount based on the nonrefundable application fee limit.

In response to our inquiry, University personnel indicated that the students were assessed the additional nonrefundable application fees because the University had contracted for the development and maintenance of the University application to a third-party vendor charged with building and maintaining the application system. University personnel also indicated that the vendor charged these additional application fees directly to the applicant to process the applications and that the University only received from the vendor \$30 or \$30.20 for each freshman application submitted and \$31.45 for all other applications submitted through the vendor beginning January 1, 2018. Notwithstanding this response, although we requested, University records were not provided to evidence the authority to charge the students fee amounts in excess of the nonrefundable application fee limit.

According to University management, the University informed the vendor to reduce the total charged to the student to \$30 (inclusive of the \$5 processing fee), effective October 2019 for non-freshman applicants and November 2019 for freshman applicants. As of December 2019, there was an ongoing class action lawsuit against the University for excessive orientation fees.

Recommendation: The University should continue efforts to ensure that student orientation and nonrefundable application fees are limited to amounts specified in State law and BOG and University regulations.

Finding 3: Purchasing Cards

The University administers a purchasing card (P-card) program, which gives employees the convenience of purchasing items without using the standard purchase order process. P-cards are designed to provide a cost-effective, convenient, and decentralized method for individuals to make certain business purchases on behalf of the University. The bank that administers the P-card program requires charge disputes to be made within 60 days of the transaction posting date.

The University established a P-card administrative team that had responsibilities for issuing P-cards, monitoring P-card transactions, providing P-card training, and canceling P-cards. According to University procurement procedures, the departments of cardholders are required to e-mail the administrative team to cancel P-cards, including those assigned to employees who separated from University employment, as soon as possible and provide the team with the employee name, identification number, and reason why the P-card is being canceled. Additionally, according to Human Resource (HR) procedures, department supervisors are to conduct exit interviews using employee exit checklists that instruct employees to return their P-cards and remind supervisors to notify the administrative team to cancel the P-cards.

As of December 31, 2018, the University had 5,121 active P-cards and, during the 2018 calendar year, 477 cardholders separated from University employment. We compared University P-card records with

⁹ The \$37 included a \$31.45 application fee and \$5.55 processing fee that included a 3 percent credit card service fee of \$1.11.

University employment separation records and found that the University did not cancel the P-cards assigned to 60 employees until 62 to 176 days, or an average of 98 days after cardholders' employment separation dates. According to University personnel, department supervisors did not notify the P-card administrator to promptly cancel these 60 cards. University personnel also indicated that, in January 2019, the P-card administrative team implemented an additional step in their monthly review to identify employees who separate from University employment based on HR records and promptly suspend the P-cards of those employees.

Our examination of University records supporting the P-card activity of the 60 former employees after their employment separation dates did not disclose any inappropriate charges; however, our procedures cannot substitute for the University's responsibility to implement adequate internal controls over P-cards. The untimely cancellation of P-card privileges increases the risk that such privileges could be misused by former employees or others and may limit the University's ability to satisfactorily resolve disputed charges. Similar findings were noted in our report Nos. 2018-193 and 2016-058.

Recommendation: The University should continue efforts to ensure that P-card privileges are promptly canceled upon a cardholder's separation from University employment.

Finding 4: Disaster Recovery Plan

Disaster recovery planning is an important element of information technology (IT) controls established to manage the availability of valuable data and IT resources in the event of a processing disruption. The primary objective of disaster recovery planning is to provide the entity a plan for continuing critical operations in the event of a major hardware or software failure. A disaster recovery plan should identify key recovery personnel and critical applications, provide for backups of critical data sets, and provide a step-by-step plan for recovery. In addition, plan elements should be tested at least annually to disclose any areas not addressed and to facilitate proper conduct in an actual disruption of IT operations.

Although the University had established some elements of a disaster recovery plan by, for example, providing backup database functions that run concurrently and do not require annual testing, the University did not have as of November 2019 a comprehensive plan detailing key components for maintaining and restoring core IT infrastructure and services including the recovery and restoration of financial, payroll, student records, and other critical applications and identifying and documenting disaster recovery team members and their respective roles and responsibilities. The lack of a comprehensive disaster recovery plan and annual testing of applicable plan elements increases the risk that the University may not promptly and effectively resume IT operations, or maintain availability of IT data and resources, in the event of a disaster or other service interruption.

Recommendation: The University should develop a comprehensive disaster recovery plan. The plan should include detailed procedures for maintaining and restoring core IT infrastructure and services, identify key recovery personnel and critical applications, provide for backups of critical data sets, and provide a step-by-step plan for recovery. In addition, the University should at least annually test applicable plan elements to provide reasonable assurance of the successful recovery of critical applications and continuity of critical operations in the event of a disaster.

PRIOR AUDIT FOLLOW-UP

The University had taken corrective actions for findings included in our report No. 2018-193, except that Finding 3 was noted in our report Nos. 2018-193 and 2016-058 as Finding 3 and Finding 2, respectively.

OBJECTIVES, SCOPE, AND METHODOLOGY

The Auditor General conducts operational audits of governmental entities to provide the Legislature, Florida's citizens, public entity management, and other stakeholders unbiased, timely, and relevant information for use in promoting government accountability and stewardship and improving government operations.

We conducted this operational audit from March 2019 through November 2019 in accordance with generally accepted government auditing standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

The objectives of this operational audit were to:

- Evaluate management's performance in establishing and maintaining internal controls, including controls designed to prevent and detect fraud, waste, and abuse, and in administering assigned responsibilities in accordance with applicable laws, rules, regulations, contracts, grant agreements, and other guidelines.
- Examine internal controls designed and placed in operation to promote and encourage the achievement of management's control objectives in the categories of compliance, economic and efficient operations, reliability of records and reports, and safeguarding of assets, and identify weaknesses in those controls.
- Determine whether management had taken corrective actions for findings included in our report No. 2018-193.
- Identify statutory and fiscal changes that may be recommended to the Legislature pursuant to Section 11.45(7)(h), Florida Statutes.

This audit was designed to identify, for those programs, activities, or functions included within the scope of the audit, weaknesses in management's internal controls; instances of noncompliance with applicable laws, rules, regulations, contracts, grant agreements, and other guidelines; and instances of inefficient or ineffective operational policies, procedures, or practices. The focus of this audit was to identify problems so that they may be corrected in such a way as to improve government accountability and efficiency and the stewardship of management. Professional judgment has been used in determining significance and audit risk and in selecting the particular transactions, legal compliance matters, records, and controls considered.

As described in more detail below, for those programs, activities, and functions included within the scope of our audit, our audit work included, but was not limited to, communicating to management and those charged with governance the scope, objectives, timing, overall methodology, and reporting of our audit; obtaining an understanding of the program, activity, or function; exercising professional judgment in

considering significance and audit risk in the design and execution of the research, interviews, tests, analyses, and other procedures included in the audit methodology; obtaining reasonable assurance of the overall sufficiency and appropriateness of the evidence gathered in support of our audit findings and conclusions; and reporting on the results of the audit as required by governing laws and auditing standards.

Our audit included transactions, as well as events and conditions, occurring during the audit period of January 2018 through December 2018 and selected University actions taken prior and subsequent thereto. Unless otherwise indicated in this report, these records and transactions were not selected with the intent of statistically projecting the results, although we have presented for perspective, where practicable, information concerning relevant population value or size and quantifications relative to the items selected for examination.

An audit by its nature does not include a review of all records and actions of management, staff, and vendors and, as a consequence, cannot be relied upon to identify all instances of noncompliance, fraud, waste, abuse, or inefficiency.

In conducting our audit, we:

- Reviewed University information technology (IT) policies and procedures to determine whether the policies and procedures addressed certain important IT control functions, such as security, systems development and maintenance, and disaster recovery.
- From the population of 1,252 total employees assigned three finance application roles, we evaluated the propriety and necessity of access privileges assigned to 30 selected employees based on the employees' job duties and user account functions and whether incompatible duties were prevented.
- Evaluated University procedures that prohibit former employees' access to University IT data and resources. From the population of 10,531 employees who separated from University employment during the audit period, we examined the access privileges for 30 selected former employees to determine whether their access privileges had been timely deactivated.
- Evaluated University procedures for protecting student social security numbers (SSNs). From the population of 190 employees who had access to student SSNs during the audit period, we examined University records supporting the access privileges granted to 89 employees to determine the appropriateness and necessity of the access privileges based on the employees' assigned job responsibilities.
- Evaluated University security policies and procedures effective during the audit period governing the classification, management, and protection of sensitive and confidential information.
- Evaluated the appropriateness of the University comprehensive IT disaster recovery plan effective during the audit period and determined whether it had been recently tested.
- Examined Board of Trustees (Trustees), committee, and advisory board minutes to determine whether Trustee approval was obtained for the University policies and procedures in effect during the audit period and for evidence of compliance with Sunshine Law requirements (i.e., proper notice of meetings, meetings readily accessible to the public, and properly maintained meeting minutes).
- Reviewed the internal audit function to determine whether the University followed professional requirements and provided for peer review of reports issued. For internal audits, we determined whether audit reports were properly completed and submitted to the Trustees.

- Examined University records to determine whether the University had developed an anti-fraud policy for the audit period to provide guidance to employees for communicating known or suspected fraud to appropriate individuals. Also, we examined University records to determine whether the University had implemented appropriate and sufficient procedures to comply with its anti-fraud policy.
- From the population of payments totaling \$2.1 million and transfers totaling \$3.6 million made during the audit period from the University to its direct-support organizations (DSOs), examined University records supporting payments totaling \$984,462 and transfers totaling \$3.5 million to determine whether the transactions were as described in Section 1004.28(1)(a)2. and (2), Florida Statutes.
- Examined University records to determine whether the Trustees had prescribed by rule, pursuant to Section 1004.28(2)(b), Florida Statutes, the conditions with which the DSOs must comply in order to use University property, facilities, and personal services and whether the Trustees documented consideration and approval of anticipated property, facilities, and personal services provided to the DSOs and the related costs.
- Analyzed payments from tuition differential fees collected during the audit period to determine whether the University used tuition differential fees in compliance with Section 1009.24(16)(a), Florida Statutes.
- From the population of 97 cash collection locations with collections totaling \$672.6 million, selected 3 locations with collections totaling \$7.5 million during the audit period and examined University records supporting collections totaling \$175,520 to determine the effectiveness of University collection procedures.
- From the population of compensation payments totaling \$1.8 billion made to 41,078 employees during the audit period, selected payments totaling \$90,785 made to 30 employees and examined University records to determine the accuracy of the rate of pay, the validity of employment contracts, whether performance evaluations were completed, the accuracy of leave records, and whether supervisory personnel reviewed and approved employee reports of time worked.
- From the population of 113 employees who received severance pay totaling \$5.4 million during the audit period, examined University records supporting 58 selected employees paid severance pay totaling \$4.8 million to determine whether the severance payments complied with State law.
- Examined compensation payments made to the President during the audit period to determine whether the amounts paid did not exceed the limit established in Section 1012.975(3), Florida Statutes.
- Examined University records to determine whether selected expenses were reasonable, correctly recorded, adequately documented, for a valid University purpose, properly authorized and approved, and in compliance with applicable laws, rules, contract terms, and University policies, including competitive selection. Specifically, from the population of expenses totaling \$835.2 million for the audit period, we examined University records supporting:
 - 30 selected expenses for general expenses totaling \$4,477.
 - 30 selected payments for contractual services totaling \$12.8 million.
- From the population of 202,848 purchasing card (P-card) transactions totaling \$45.5 million during the audit period, examined University records supporting 30 selected P-card transactions totaling \$140,174 to determine whether the P-card program was administered in accordance with University policies and procedures and transactions were not of a personal nature.
- Examined P-card records for the 477 cardholders who separated from University employment during the audit period to determine whether the University timely canceled the cardholders' P-cards.

- From the population of 11 major construction projects totaling \$235.4 million and in progress during the audit period, selected 30 payments totaling \$7.5 million related to three major construction projects with contract amounts totaling \$103.5 million and examined University records to determine whether the payments were made in accordance with contract terms and conditions, University policies and procedures, and provisions of applicable State laws and rules.
- Reviewed documentation related to 3 major construction projects with total construction costs of \$25.9 million during the audit period to determine whether the University properly selected design professionals and construction managers in accordance with State law, monitored subcontractor selections, and adopted a policy establishing minimum insurance coverage requirements for design professionals, and whether design professionals provided evidence of required insurance.
- From the population of Public Education Capital Outlay and other restricted capital outlay expenses totaling \$84.4 million during the audit period, including \$1.1 million in Education and General carryforward funds, examined records supporting 30 selected expenses totaling \$12.8 million to determine whether these funds were expended in compliance with the restrictions imposed on the use of these resources.
- From the population of six projects encompassing the student data management system, examined documentation supporting the selection of consulting and implementation services to determine whether the procurements were made through the competitive vendor selection process and examined documentation supporting 20 selected payments totaling \$12.3 million to determine whether the deliverables met the contract terms and conditions.
- Examined University records supporting student fee collections, including student orientation and nonrefundable application fees, to determine whether the University properly assessed and separately accounted for the amounts as required by Section 1009.24, Florida Statutes.
- Determined whether the Board established investment policies and procedures as required by Section 218.415, Florida Statutes, and whether University investments during the audit period complied with those policies and procedures. Also, we determined whether any investment income was properly allocated to the funds that generated the investment income.
- Communicated on an interim basis with applicable officials to ensure the timely resolution of issues involving controls and noncompliance.
- Performed various other auditing procedures, including analytical procedures, as necessary, to accomplish the objectives of the audit.
- Prepared and submitted for management response the findings and recommendations that are included in this report and which describe the matters requiring corrective actions. Management's response is included in this report under the heading **MANAGEMENT'S RESPONSE**.

AUTHORITY

Section 11.45, Florida Statutes, requires that the Auditor General conduct an operational audit of each University on a periodic basis. Pursuant to the provisions of Section 11.45, Florida Statutes, I have directed that this report be prepared to present the results of our operational audit.



Sherrill F. Norman, CPA
Auditor General

MANAGEMENT'S RESPONSE



Office of the Vice President
and Chief Financial Officer
Finance and Accounting Division
University Controller's Office
<http://fa.ufl.edu/uco/>

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February 27, 2020

Sherrill F. Norman, CPA
Auditor General
Office of the Auditor General
111 West Madison Street
G74 Claude Pepper Building
Tallahassee, FL 32399-1450

Dear Ms. Norman:

Attached are responses to the University of Florida's preliminary and tentative operational audit findings for the calendar year ended December 31, 2018.

Your staff's assistance is greatly appreciated.

Sincerely,

A handwritten signature in blue ink, appearing to read "Alan M. West".

Alan M. West
Assistant Vice President and University Controller

Attachments

cc: Dr. Kent Fuchs, President, University of Florida
University of Florida Board of Trustees
Ms. Amy Hass, Vice President and General Counsel
Dr. Joseph Glover, Provost and Sr. Vice President for Academic Affairs
Mr. Michael V. McKee, Vice President and Chief Financial Officer
Mr. Elias G. Eldayrie, Vice President and Chief Information Officer
Dr. Zina Evans, Vice President for Enrollment Management and Associate Provost
Ms. Jodi Gentry, Vice President for Human Resources
Mr. Joe Cannella, Interim Chief Audit Executive

Finding 1 – Severance payments

Auditor Recommendation:

University should ensure that severance pay provisions in future University employment agreements and related payments are limited to thresholds set by State law.

University’s Response:

While the University of Florida stands by its assessment that the divestment payments did not constitute severance, we will not pursue that as a strategy in the future.

Responsible Auditee:

Jodi Gentry, Vice President for Human Resources
Amy Hass, Vice President and General Counsel

Finding 2 – Student Fees

Auditor Recommendation:

The University should continue efforts to ensure that student orientation and nonrefundable application fees are limited to amounts specified in State law and BOG and University regulations.

University Response:

The University of Florida agrees with the Auditor General’s recommendation in Finding #2 and will adhere to it.

Responsible Auditee:

Zina Evans, Vice President for Enrollment Management and Associate Provost
Amy Hass, Vice President and General Counsel

Finding 3 – Purchasing Cards

Auditor Recommendation:

The University should continue efforts to ensure that P-card privileges are timely canceled upon a cardholder’s separation from University employment.

University Response:

The University PCard team will continue efforts to ensure that PCard privileges are canceled promptly upon a cardholder’s separation from UF. As you noted in the Auditor General’s finding there have been no inappropriate charges made on PCards held by employees who separated from the University. As a result of the prior audit, in January of 2019, the PCard team began to perform the streamlined and improved Terminated Cardholder process. This resulted in the cancellation of 87 cards of terminated employees from January 2019 to October 2019.

University of Florida
Responses to Preliminary & Tentative Audit Findings
Operational Audit
For the Calendar Year 2018

In October 2019, the PCard team began performing this process weekly which has resulted in the cancelation of 47 cardholders since October 2019. Several communications have been sent to all PCard participants (Cardholders, Reviewers and Approvers) reminding them to notify the PCard team when a cardholder separates from UF. We will target communications to specific units where there was a significant delay between the employee separation date and PCard cancelation.

Additionally, UF's Information Technology unit is developing a report that identifies employees who have separated from UF. Once the report is available the PCard team will have access which will further improve the Terminated Cardholder process.

Responsible Auditee:

Michael V. McKee, Vice President and Chief Financial Officer

Finding 4 – Disaster Recovery Plan

Auditor Recommendation:

The University should develop a comprehensive disaster recovery plan. The plan should include detailed procedures for maintaining and restoring core IT infrastructure and services, identify key recovery personnel and critical applications, provide for backups of critical data sets, and provide a step-by-step plan for recovery. In addition, the University should at least annually test applicable plan elements to provide reasonable assurance of the successful recovery of critical applications and continuity of critical operations in the event of a disaster.

University Response:

The University has developed a comprehensive disaster recovery plan to address the Auditor General's recommendation. The University of Florida Information Technology (UFIT) Disaster Recovery Plan (DRP) addresses how to recover from adverse impacts to IT systems. The review of this disaster recovery plan occurs on a semi-annual basis to validate its content and currency. Final updates were added to this plan in February 2020.

Testing for the various failure scenarios will take place, at minimum, annually.

Responsible Auditee:

Elias G. Eldayrie, Vice President and Chief Information Officer.



COMMITTEE ON FINANCE, STRATEGIC PLANNING AND PERFORMANCE METRICS

AGENDA

Thursday, March 26, 2020

~1:30 p.m.

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

Committee Members:

Thomas G. Kuntz (Chair), James W. Heavener, Morteza Hosseini, Daniel T. O’Keefe, Rahul Patel, Marsha D. Powers

- 1.0 Call to Order and Welcome ... Thomas G. Kuntz, Chair
2.0 Verification of Quorum ... Vice President Liaison
3.0 Review and Approval of Minutes ... Thomas G. Kuntz, Chair
4.0 Action Items ... Michael McKee, Vice President and CFO
5.0 Discussion Items ... Thomas G. Kuntz, Chair
6.0 New Business ... Thomas G. Kuntz, Chair
7.0 Adjourn ... Thomas G. Kuntz, Chair



**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS**

Meeting Minutes

December 5, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 1:47 p.m.

Time Adjourned: 2:58 p.m.

Committee and Board members present:

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

Others present were:

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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; members of the University of Florida Community, and other members of the public and the media.

1.0 Verification of Quorum

Vice President Michael McKee verified a quorum with all members present.

2.0 Call to Order and Welcome

Committee Chair Thomas G. Kuntz welcomed everyone in attendance and called the meeting to order at 1:47 p.m.

3.0 Review and Approval of Minutes

Committee Chair Kuntz asked for a motion to approve the minutes of the September 6, 2019 and November 6, 2019 committee meetings. The Committee Chair asked for further discussion, and the motion was approved unanimously.

The following Discussion/Informational Items were the addressed by the Committee:

4.0 Discussion Items

4.1 Enterprise Cash Working Group

Committee Chair Thomas Kuntz introduced Trustee Rahul Patel who gave an overview of the Enterprise Cash Working Group. Following Trustee Patel's introduction, Assistant Vice President Alan West provided a high-level overview of the group's progress to date. The overview included a summary of objectives and areas of interest discussed during meetings on June 20, 2019, July 31, 2019, October 7, 2019, and November 21, 2019. Assistant Vice President West also reviewed lessons learned from each meeting along with some recommendations from the group. There was discussion regarding auxiliaries and how many will be eliminated, and discussion about Provost Funds. Committee Chair Kuntz stated that all Provost money was thoroughly reviewed by the group and determined to be necessary and appropriate, but there may be some opportunity for increased Board governance. Trustee Patel noted that the group has a number of recommendations including a bi-annual review of Provost Funds but that the group will continue to vet recommendations to ensure appropriateness before returning to the Board for approval. Board Chair Morteza Hosseini suggested that all changes be done in the most efficient way. Trustee Patel stated that the group is focused on creating appropriate checks and balances along with having a true understanding of each process. Committee Chair Kuntz ended the conversation by agreeing that it is important for the Board to understand these processes as they involve a large amount of money.

4.2 UFICO Update

UFICO's Chief Investment Officer, William Reeser, began the discussion by providing an overview of the Endowment Portfolio's FY19 performance. He indicated that there was a 7% return despite a lot of volatility throughout the year. He also provided an overview of UF Operating Investment performance for FY19, and indicated a 3.1% return. There was a question from Committee Chair Kuntz about increasing returns to \$50m and what it would take from a risk perspective. William Reeser stated that there would minimal change. Board Chair Hosseini questioned the daily balance of the cash account. Assistant Vice President West explained that on average, there is an overnight balance of \$2.5m in uninvested cash. Board Chair Hosseini also asked what the return is for short-term, overnight balances, and William Reeser indicated a return of about 1.5%-1.7%. Finally, there was a discussion about the transition since moving operating funds to UFICO. Vice President McKee and UFICO's William Reeser both agreed that the transition has been smooth and stated that there have been many meetings and much collaboration. Committee Chair Kuntz and Trustee Dan O'Keefe stressed the importance of handling the money well given the large amount.

4.3 Faculty Hiring Update and 4.6 Student to Faculty Ratio Plan

Committee Chair Kuntz began the discussion by explaining the need for a new plan since completion of the Faculty 500 initiative. Board Chair Hosseini asked if the goal of the initiative was met. Provost Joseph Glover stated that nearly all 500 new positions were allocated and filled, but not all. Committee Chair Kuntz indicated that these positions will continue to be tracked but there needs to be a focus on the student to faculty ratio going forward. There was then a discussion about the net number of Faculty 500 positions filled, which prompted a shift in the conversation to the faculty hiring update.

Vice President Jodi Gentry went through the faculty hiring report and indicated that there were 415 net new faculty. She explained that the student to faculty ratio was not yet finalized, but the preliminary ratio is 17.3:1. Provost Glover indicated that 483 of the Faculty 500 positions were filled, but not all vacant positions were filled resulting in a net number of 415. Vice President Gentry touched on turnover, stating that the University is in line with national norms. Committee Chair Kuntz questioned the widespread differences in turnover rates between colleges and suggested the committee look into that. Board Chair Hosseini stated the need to reach a 16:1 ratio in order to get into the top five and asked what ratio would be reported to US World News. Provost Glover explained that the final ratio was not yet calculated but if it is indeed 17.3:1, it will be reported at 17:1, and if it is 17.5:1, it will be reported at 18:1. Committee Chair Kuntz stated that the committee would continue to look at Vice President Gentry's data and dig deeper to reach a 16:1 ratio.

The discussion then shifted back to the student to faculty ratio plan. Provost Glover explained that the University needed to hire another 175 instructional faculty members, 125 new plus fill 50+ open positions, in order to reach a 16:1 ratio. President Kent Fuchs mentioned the need to celebrate moving the ratio from 21:1 to 17:1 over the past 5 years. He also noted that the university would eventually need to stop increasing faculty and hire support staff, and stressed the need for infrastructure support and compensating faculty at the level of the best universities. Board Chair Hosseini agreed that support staff are needed, and noted that in addition to obtaining a 16:1 student to faculty ratio and getting into the top five, UF needs to improve their staff to faculty ratio as well. He suggested that doing so was necessary to maintain as a top public university. Provost Glover stated that deploying faculty properly was just as important as the student to faculty ratio, and that UF has done well at faculty deployment. Committee Chair Kuntz ended the conversation by reiterating the need to hire 85 more faculty to reach the goal of the Faculty 500 initiative, and then hire an additional 175 to reach the 16:1 ratio.

4.4 June 2019 Financials

Vice President Michael McKee introduced Assistant Vice President West who provided a high-level summary and highlights of the year-end financials. Committee Chair Kuntz asked if UF was roughly on target in regards to financial performance. Assistant Vice President West indicated that the University was on target and had a strong year. There was no further discussion.

4.5 September 2019 Financials

September 2019 Financials were not discussed due to time limitations.

6.0 New Business

There was no new business to come before the committee.

7.0 Adjourn

There being no further discussion, Committee Chair Kuntz adjourned at the meeting at 2:58 p.m.

DRAFT



**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS**

Pre-Meeting Minutes

Telephone Conference Call

Thursday, March 26, 2020

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 1:00 p.m.

Time Adjourned: 1:54 p.m.

Committee and Board members present:

Thomas G. Kuntz (Committee Chair), David L. Brandon, James W. Heavener, Marsha D. Powers, Ray G. Thomas, Anita G. Zucker

Others present were:

W. Kent Fuchs, President; Amy Hass, Vice President and General Counsel; Elias Eldayrie, Vice President and Chief Information Officer; Jodi Gentry, Vice President for Human Resources; Michael McKee, Vice President and Chief Financial Officer; Lisa Deal Assistant Vice President and Chief Procurement Officer; William Reeser, Chief Executive Officer and Chief Investment Officer, UFICO; Brian Mawdsley Managing Director UFICO; George Kolb, Assistant Vice President, Financial Analysis and Budget; Alan West, Assistant Vice President and University Controller; Melissa Curry, Assistant Vice President, Human Resources, members of the University of Florida Community, and other members of the public and the media.

1.0 Call to Order and Welcome

Committee Chair Thomas G. Kuntz welcomed everyone in attendance and called the meeting to order at 1:00pm.

2.0 Roll Call

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Discussion Items

Committee Chair Kuntz began by discussing that the purpose of today's meeting was to review the agenda for the upcoming meeting. He then started the review with the with the review and approval of minutes. He asked if anyone had any questions or concerns with the minutes. Hearing none Committee Chair Kuntz moved on to the following discussion items:

UFICO Update

UFICO Chief Investment Officer William Reeser discussed his presentation at the March Board meeting will include an operating portfolio update, financial strategy, endowment portfolio update and peer review. As it relates to our investment performance, Committee Chair Kuntz asked that he include a comparison of our performance versus our peers. Mr. Reeser discussed a new forward strategy to maximize liquidity and not sacrifice return. Committee Chair Kuntz asked that Mr. Reeser spend adequate time on this topic at the board meeting because its important for all to understand. Committee Chair Kuntz also asked Trustee Heavener for his input. Trustee Heavener agreed that it appears to be very well done. After Mr. Reeser briefed the committee on Endowment portfolio, Committee Chair Kuntz questioned who controls the spend policy. Mr. Reeser pointed out the the UF Foundation controls the spend policy. Committee Chair Kuntz asked if the UF Foundation could share their process on how to handle down or volatile markets at the March meeting. Mr. Reeser summarized the peer review pointing out that endowment growth is based on the return, spend, and fundraising. Committee Chair Kuntz summarized that in order to grow the endowment we must receive above average return, lower spend, and grow our fundraising efforts. Trustee Zucker added that though the Foundation is making progress, it is a challenge to raise endowment fund through fundraising, since it is the donor's choice if funds should be allocated to the endowment.

Faculty Hiring Update

Committee Chair Kuntz introduced Vice President Gentry and questioned the progress on reaching a new goal of 600 new faculty members. Vice President Gentry began the discussion by giving an update of progress since the last meeting to include 451 net new faculty and over 500 Faculty 500 hires, with engineering exceeding their target. She stated that they expect a surge of new hires in the fall, we currently have 200 faculty vacancies we expect to fill which should result in us hitting the 500 net new goal. Committee Chair Kuntz questioned whether a new goal of 600 as previously mentioned would be attainable, which Vice President Gentry indicated will take further review. Committee Chair Kuntz asked Vice President Gentry to include information about the reasons for turnover and exit interview findings at the March meeting.

Quarterly Financials

Vice President Mike McKee indicated that in addition all the financials that will be reviewed at the March meeting, Assistant Vice President Alan West and team prepared a financial snapshot in coordination with the executive summary. The snapshot highlights the quarterly report and provides visuals, referencing the executive summary. Committee Chair Kuntz like the addition but stressed the importance of including the detailed reports. Vice President McKee also introduced a budget to actual report prepared by Assistant Vice President George Kolb and team that provides a visual representation of the budget variance, net revenue vs. operating expenses. Committee Chair Kuntz said it was an excellent document and asked if this was cumulative or quarterly snapshot. Vice President McKee said it will be prepared by quarter and year going forward. Kuntz also called the Committee's attention to the last quarter spending as the information was very informative.

Annual Financial Report

Vice President Mike McKee presented the Annual Financial Report prepared by Assistant Vice President Alan West and team. After some discussion, Committee Chair Kuntz asked for Senior Vice President Charlie Lane to prepare a financial impact of the Corona virus. President Fuchs shared that Senior Vice President Charlie Lane is working on a financial impact of the Corona virus with Vice President McKee. Vice President McKee agreed that they will have information to share at the March meeting.

Carryforward Update

Vice President Michael McKee gave a brief overview of the Carryforward Spending Plan. Since the report shows three years, which may look misleading, Committee Chair Kuntz asked for year by year information be included with the report. Vice President McKee agreed. Trustee Brandon questioned whether the construction projects are reflected on the major construction projects report. Vice President McKee indicated that not all construction projects are represented because we are not able to spend carryforward funds on those projects.

PCard Audit Results

Committee Chair Kuntz informed the committee of a finding on the recent operational audit involving the universities need to continue efforts to ensure purchasing cards are timely cancelled upon cardholders' separation from employment. Vice President Michael McKee indicated this is a very decentralized business process, but stated a Terminated Cardholder review process is now being performed on a weekly basis. As a result, we are identifying terminated cardholders sooner. In addition we continue to find additional ways to eliminate the problem, including creating a report from IT when employees separate from UF. Vice President McKee also noted that there have been no inappropriate charges made nor misuse of Pcards held by employees who separated from the university. Trustee Powers added that auditors seem to be pleased with the new system and the Audit Committee will monitor new processes. She will go over the audit in the Audit and Compliance Committee meeting in March. Committee Chair Kuntz stressed the importance of reviewing and continuing to eliminate PCards.

4.0 New Business

Assistant Vice President West indicated that there will be an action item added to the March meeting agenda requiring we designate a new account signature with Vice President McKee's upcoming retirement. General Counsel Hass agreed that per statute this needs to be included as an action item to be voted on by the board. After some discussion of potential signers, President Fuchs agreed it would be best to assign Executive Chief of Staff Winfred Phillips. With March being Vice President McKee's last meeting before he retires, President Fuchs closed the meeting by thanking Vice President McKee for his service and contributions to the university.

5.0 Adjourn

There being no further discussion, Committee Chair Kuntz adjourned the meeting at 1:54pm.



**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS
ACTION ITEM FSPPM1
March 26, 2020**

SUBJECT: Depository Payment Signatory Authority

BACKGROUND INFORMATION

Section 1011.42(7), Florida Statutes, requires that the University of Florida Board of Trustees specifically designate in the minutes of the Board the name and position title of any University employee authorized to sign checks and make payments from the University's depositories to pay legal obligations of the University. The University desires to update the list of authorized signatories for checks, payments and transfers of funds.

PROPOSED COMMITTEE ACTION

The Committee on Finance, Strategic Planning and Performance Metrics is asked to approve Resolution R20-232 (updating the list of designated signatories authorized to sign checks and make payments from, and transfer funds to, within or between, depository accounts on behalf of the University of Florida) for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors' approval is not required.

Supporting Documentation Included: See attached [Resolution R20-232](#).

Submitted by: Michael McKee, Vice President and Chief Financial Officer

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20 - 232

Subject: Resolution R20-232 - Amendment to R18-203, as amended by R16-183, as amended by R04-21, as amended by R10-69, as amended by R11-91, as amended by R12-103, as amended by R13-125, as amended by R14-137, as amended by R15-154, as amended by R16-181 - Depository Payment Signatory Authority

Date: March 26, 2020

WHEREAS, the University of Florida Board of Trustees (the "Trustees") adopted Resolution R04-21, as amended by Resolution R10-69, Resolution R11-91, Resolution R12-103, Resolution R13-125, Resolution R14-137, Resolution R15-154, Resolution R16-181, and Resolution R16-183 setting forth depositories designated for deposit of funds for the University of Florida (the "University") and authorized signatories respecting said accounts on behalf of the University, all as required pursuant to Section 1011.42(7), Florida Statutes; and

WHEREAS, the University desires to update the list of authorized signatories for checks, payments and transfers of funds respecting the depositories designated for deposit of funds for the University pursuant to this Resolution which amends and restates in their entirety the cited prior Resolutions' authorized signatories on such depositories on behalf of the University;

NOW THEREFORE, BE IT RESOLVED, that pursuant to Section 1011.42(7), Florida Statutes:

- (1) The University employees listed on **Attachment A** attached hereto are each singly (or as required by the internal controls referenced below) hereby authorized, on behalf of the University, in connection with the depository account(s) specified for the relevant employee, to sign checks and make payments of legal obligations of the University from, and to transfer funds to, within or between, depositories for investment or payment of expenditures of the University, including signing related documentation, for so long as such employee is employed by the University in the specified position or until such time as such

authority is terminated by the Board of Trustees or by the President of the University or his designee with notice to the Trustees, provided, however, that the Vice President and Chief Financial Officer in consultation with the Chief Audit Executive shall approve internal controls for withdrawals and transfers of funds; and

(2) The University employees designated for removal of signatory authority on **Attachment A** are removed as authorized signatories for the Wells Fargo N.A., and Bank of America accounts, as applicable.

To the extent this Resolution conflicts with any prior Resolutions, including Resolutions R04-21, R10-69, R11-91, R12-103, R13-125, R14-137, R15-154, R16-181 or R16-183, R18-203 the terms of this Resolution shall control.

Adopted this this 26th day of March, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs President and Corporate Secretary

Attachment A
to University of Florida Board of Trustees Resolution
Resolution
R20-TBD

(1) Depositories:

- Wells Fargo Bank, N.A.
- Banca Intesa – UF Vicenza Institute of Architecture
- U.S. Bank-prepaid bank cards

(2) Signature Authority:

- Wells Fargo Bank, N.A.

All accounts:

Winfred M. Phillips, Executive Chief of Staff

Alan M. West, Assistant Vice President and University Controller

Cashiers account (request for cash in vault):

Karen Gillespie, University Cashier/ Accounting Specialist – authority to request

Shane Anderson, Assistant Controller – receives email confirmation of the request*

Concentration, ACH and Euro accounts: The following individuals have authority to initiate **or** approve wire transfers out of these accounts. None of them have authority to initiate **and** approve wires.

Laura B. Ling, Sr. Associate Controller

Shane Anderson, Assistant Controller*

Terry Wooding, Associate Controller

Elizabeth Johnson, Accountant 3

Amy Hu, Accountant 3

- Banca Intesa

Franca Stocco, Director, Vicenza Institute of Architecture

Jason Alread, Director, School of Architecture

Chinemelu Anumba, Dean, College of Design, Construction and Planning

- U.S. Bank

Laura B. Ling, Sr. Associate Controller

Shane Anderson, Assistant Controller*

Elizabeth Johnson, Accountant 3

Remove Signature Authority:

- Wells Fargo Bank, N.A.

All accounts:

Michael V. McKee, Vice President and Chief Financial Officer

Cashiers account (request for cash in vault):

Hema, Patel, Fiscal Assistant 3 – authority to request

Brad Bennett, Sr. Associate Controller

- Bank of America

Brad Bennett, Sr. Associate Controller


* Added since R18-203. All other signatories remain the same. Additional changes are indicated in redline.



UF

University of Florida Investment Corporation

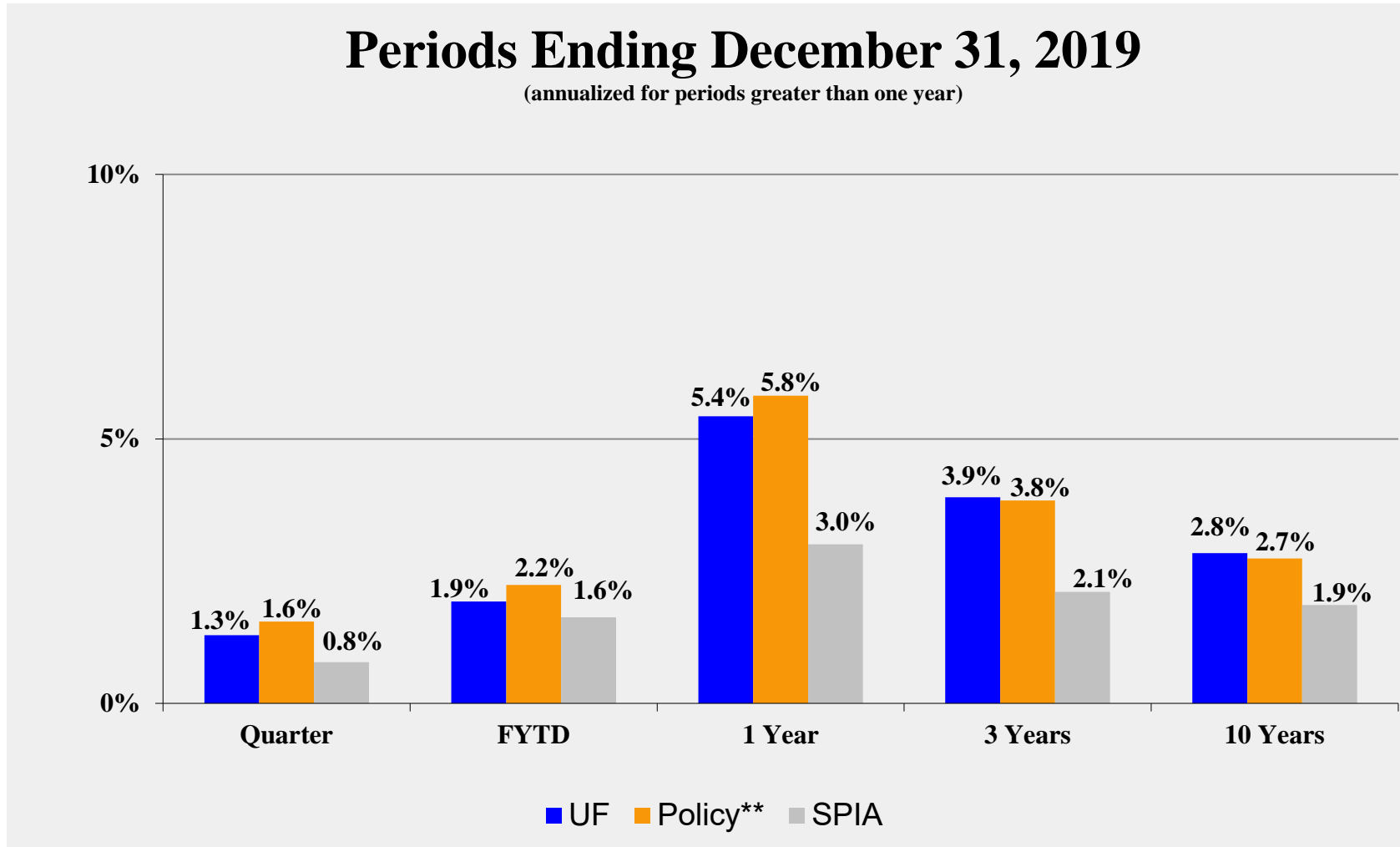
Finance, Strategic Planning & Performance Metrics Committee
University of Florida Board of Trustees
March 2020



365/810

UF Operating Portfolio Update

Investment Performance*



* Preliminary performance. Includes 95% of NAV reported for 12/31/19.

** Policy Benchmark: blended using actual allocations. SPIA, Central Bank Loans, and MPM portfolios are benchmarked to themselves. UFICO portfolios use the benchmarks of the underlying portfolios.

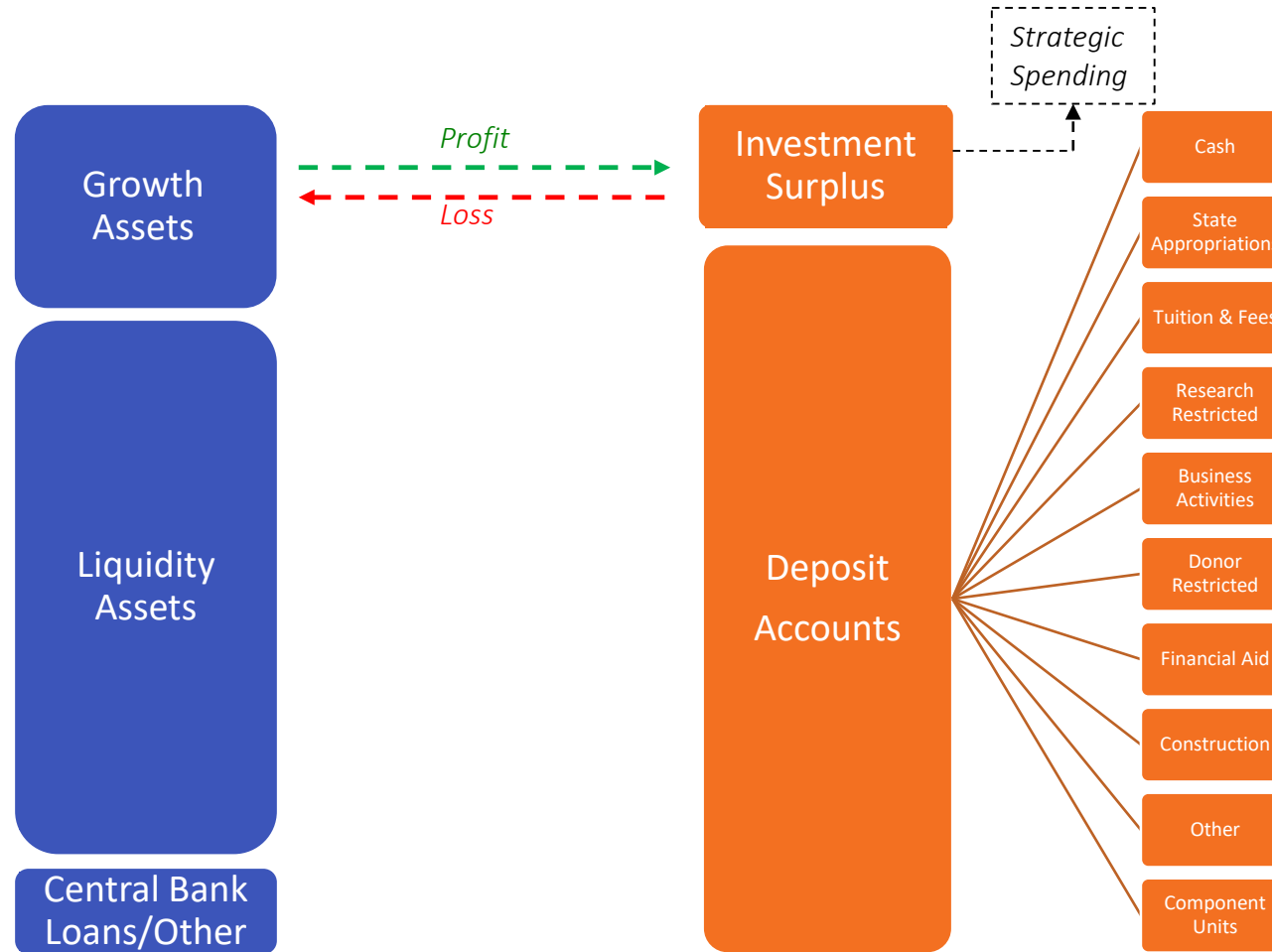
Asset Allocation Proforma 2/1/2020

| | Sub Portfolios | Estimated Current Allocation | Broad Allocation |
|-----------------------------|--------------------------|------------------------------|------------------|
| Liquidity Allocation | SPIA Portfolio | 34.8% | } 76.9% |
| | Short-term Treasuries | 42.1% | |
| Growth Allocation | Long-term Pool | 18.9% | 18.9% |
| Other Allocation | Central Bank Loans | 4.0% | } 4.2% |
| | Other Direct Investments | 0.2% | |
| | Totals | 100.0% | 100.0% |

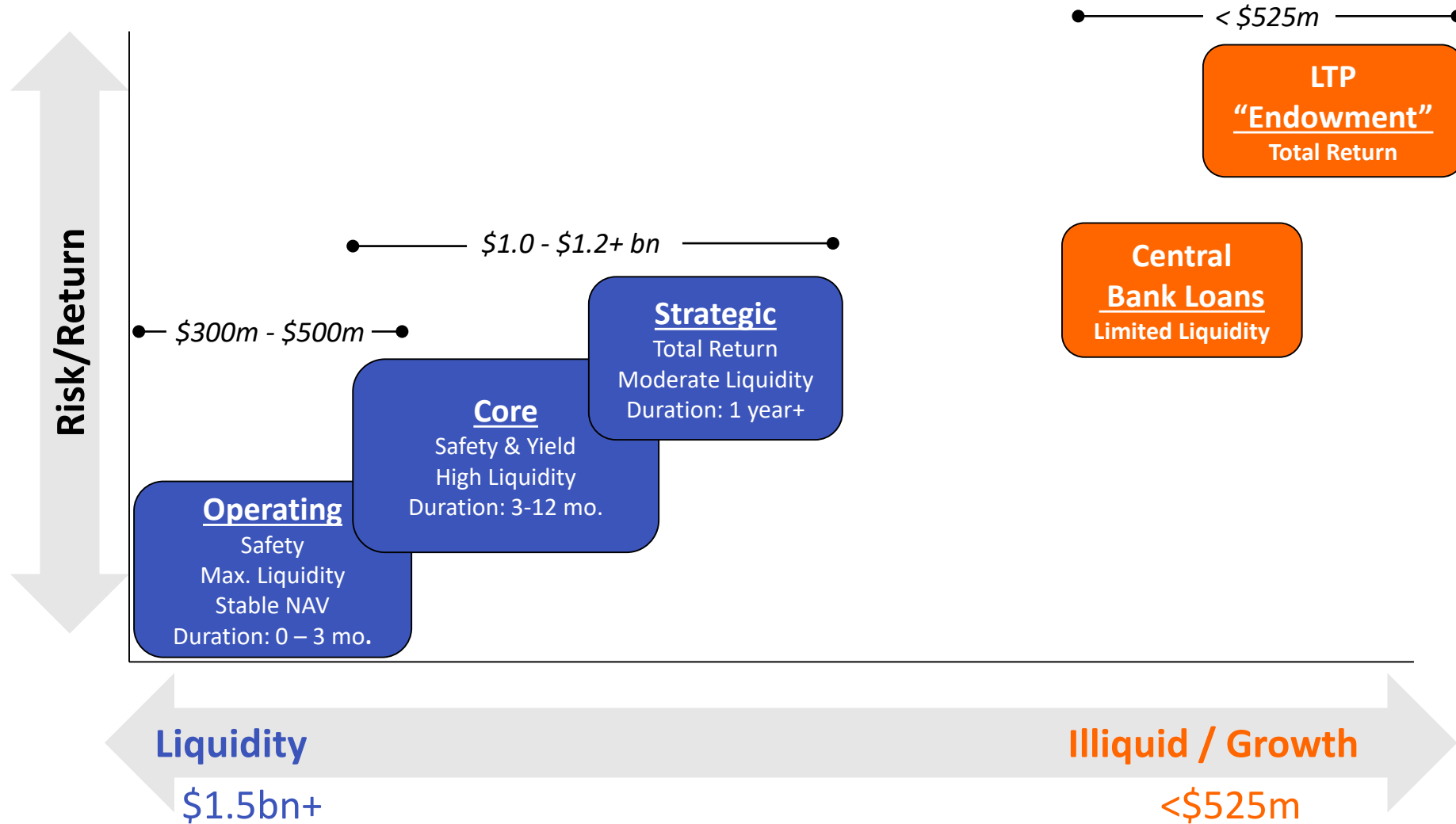
Portfolio Structure

Investment Perspective

Accounting Perspective



Portfolio Construction



Forward Strategy

| | | <u>Current</u> | | | | <u>Forward</u> | | | |
|----------------------------------|------------------------|--------------------|----------------|--------------------------|----------------------------------|-----------------------|--------------------|----------------|---------------|
| | | | (\$mil) | | | (\$mil) | | | |
| | | | <u>NAV</u> | <u>Allocation</u> | | <u>NAV</u> | <u>Allocation</u> | | |
| Liquidity | SPIA Portfolio | <i>Operating</i> | \$659 | 31.7% | Liquidity | Florida Prime | <i>Operating</i> | \$300 | 14.4% |
| | Short-term Treasuries | <i>Core</i> | \$913 | 43.9% | | Short-term Treasuries | <i>Core</i> | \$772 | 37.1% |
| | Total Liquidity | | \$1,572 | 75.6% | | SPIA Portfolio | <i>Strategic</i> | \$500 | 24.1% |
| Growth | Long-term Pool | | \$416 | 20.0% | Growth | Long-term Pool | | \$416 | 20.0% |
| | Other | Central Bank Loans | \$86 | 4.2% | | Other | Central Bank Loans | \$86 | 4.2% |
| Other Direct Investments | | \$5 | 0.2% | Other Direct Investments | \$5 | | 0.2% | | |
| UF Operating Pool - Total | | | \$2,079 | 100.0% | UF Operating Pool - Total | | | \$2,079 | 100.0% |

Forward Strategy

| <i>Estimates</i> | | Prior Allocation | Forward Allocation |
|-------------------------|----------|------------------|--------------------|
| Total Est. Yield/Payout | | \$52.4m | \$51.5m |
| Duration (years)* | | 1.7 | 1.2 |
| % Credit* | | 28% | 37% |
| Liquidity* | Daily | \$20 | \$320 |
| | 5 days | \$75 | \$75 |
| | Monthly | \$1,004 | \$875 |
| | 6 Months | \$495 | \$300 |

* Measured over the liquidity allocation only. Growth (LTP/Central bank loan) balances excluded.

Prior Allocation: \$785m allocation to 0-1 Year and \$785m allocation to Florida SPIA

Forward Allocation: \$300m to Florida Prime, \$770m to 0-1 Year and \$500m to Florida SPIA

0-1 Yr. UST: Currently UFICO portfolio offers monthly liquidity; however, the 0-1 Yr. allocation is sufficiently liquid to offer daily liquidity should an investor need it

SPIA liquidity: Redemptions permitted up to \$20 million daily, up to \$75 million on 5 day notice, over \$75 million dollars requires 20 days notice; however, as UF is not a 'state agency' redemptions greater than 60% of prior three month's average balance requires 180 day notice; Redemption limits reset monthly

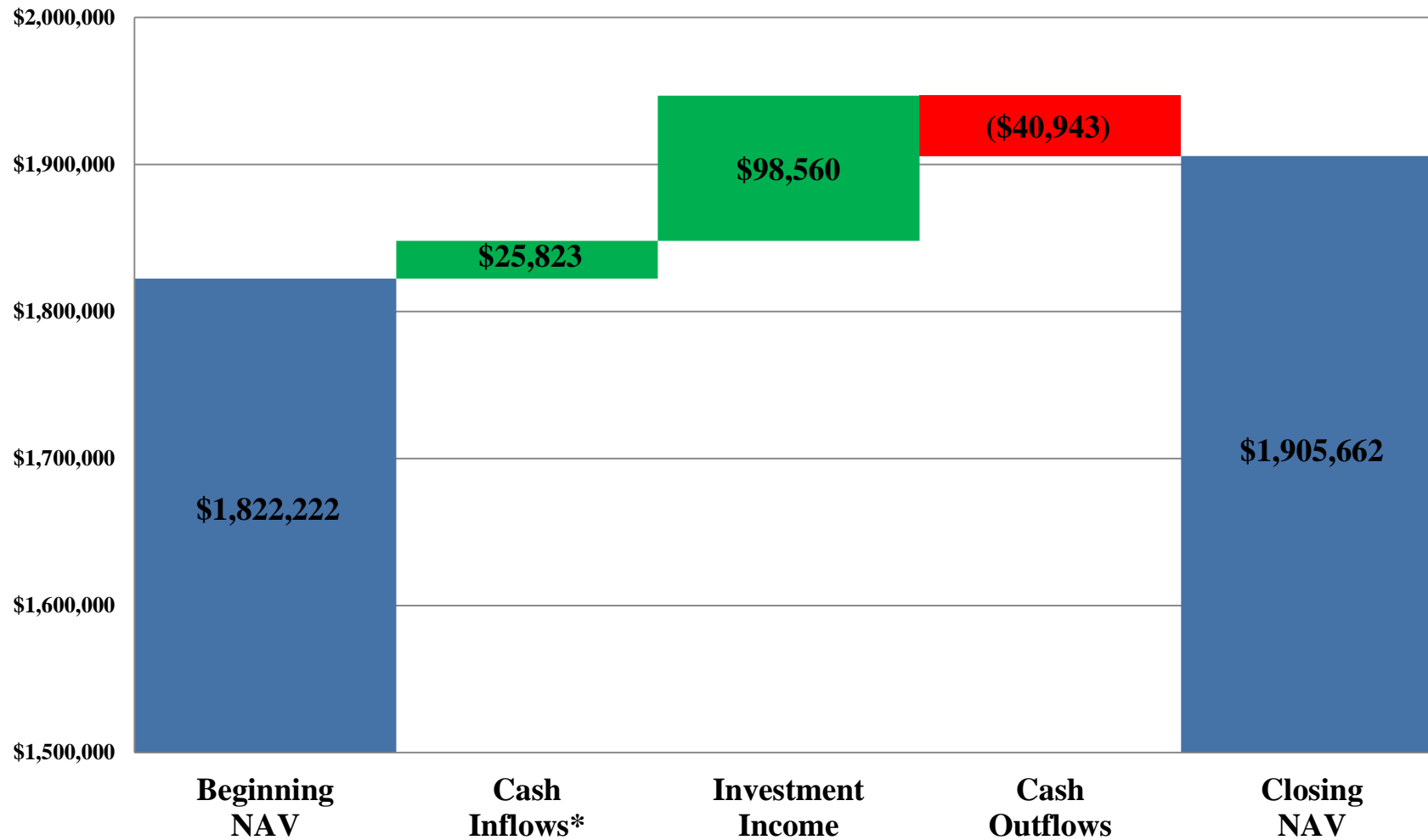
Forward Benchmarks

| Allocation | | Benchmark | Rationale |
|--------------------------|-----------|--|--|
| Liquidity Allocation | Operating | Barclays 1 Month T-Bill | Investable alternative representing liquidity & safety objectives with daily and longer duration capital |
| | Core | Barclays Short Treasury | |
| | Strategic | Barclays 1 – 3 Year Treasury | |
| Growth Allocation | | 60% MSCI AC World + 40% Barclays Global Agg Bond | UFF Endowment investable alternative benchmark balancing growth & volatility |
| Central Bank Loans | | UF Total Pool Return | Under/over performance represents opportunity cost/benefit; unable to quantify strategic value |
| Other Direct Investments | | UF Total Pool Return | Under/over performance represents opportunity cost/benefit; unable to quantify strategic value |
| Total Policy | | Composite of actual weightings & allocation benchmarks | Roll-up of underlying benchmarks; Allocations are function of operating needs not investment opportunities |

UF Endowment Portfolio Update

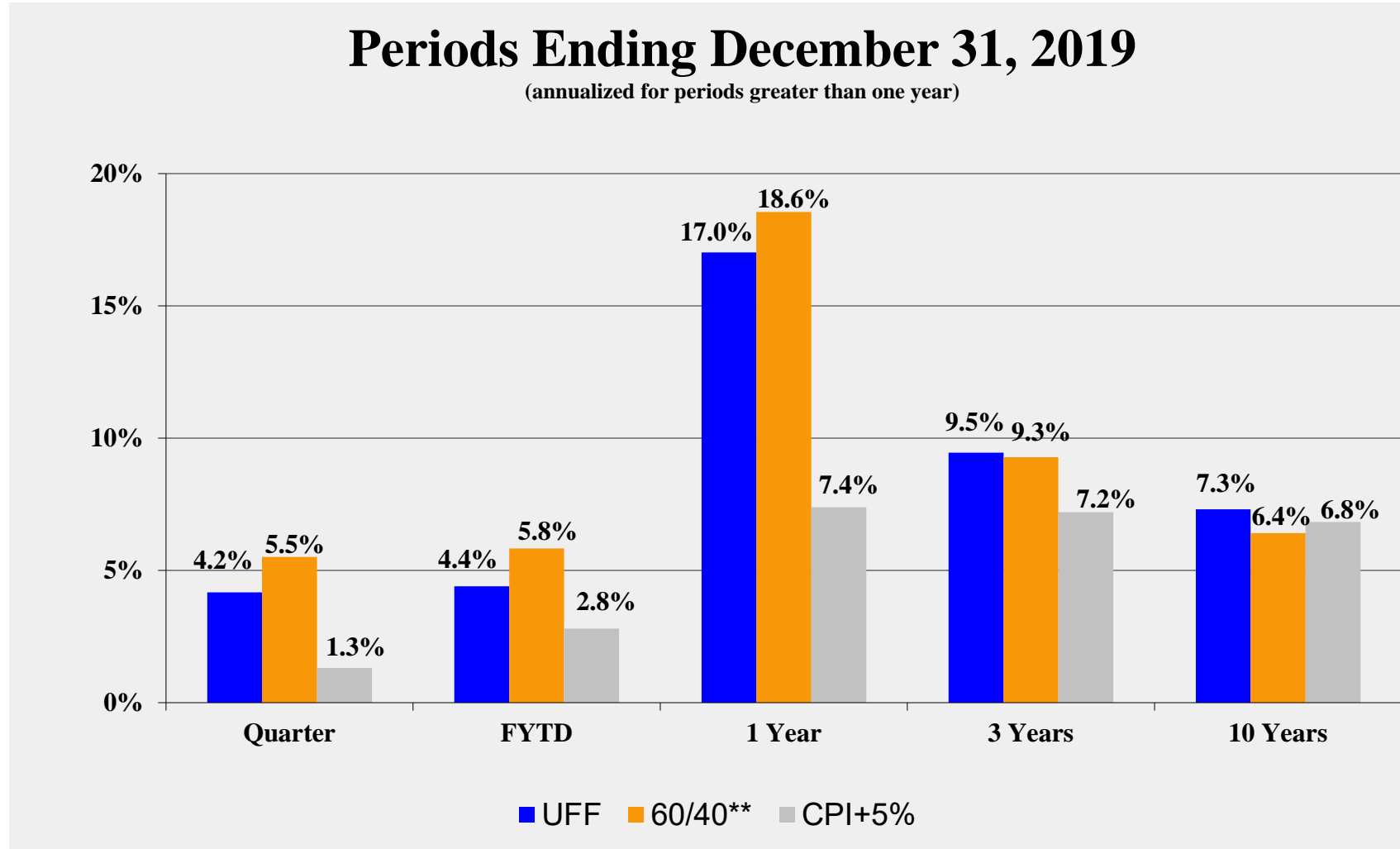
Financial Recap

Fiscal Year-to-Date 12/31/2019
(\$000's)



* Note: The timing of cash inflows does not always correspond with the timing of endowment gifts.

Investment Performance*



* Preliminary performance. Includes 77% of NAV reported for 12/31/19.
 ** 60% MSCI ACWI / 40% Barclays Global Agg

Asset Allocation Proforma 2/1/2020

| Sub Portfolios | | Estimated Current Allocation | Broad Allocation Actual | Broad Allocation Targets | Sub Portfolio Targets | Sub Portfolio Variances |
|--------------------------------|----------------------|------------------------------|-------------------------|--------------------------|-----------------------|-------------------------|
| Growth Allocation | Public Equity | 37.0% | } 78.0% | 80.0% | 40.0% | -3.0% |
| | Private Growth | 23.3% | | | 30.0% | -6.7% |
| | Private Park | 5.9% | | | 0.0% | 5.9% |
| | Mkt. Directional HFs | 11.8% | | | 10.0% | 1.8% |
| Diversifying Allocation | Diversifying HFs | 11.9% | 11.9% | 10.0% | 10.00% | 1.9% |
| Liquidity Allocation | Fixed Income | 6.6% | } 10.1% | 10.0% | 6.5% | 0.1% |
| | Inflation Liquidity | 2.5% | | | 2.5% | 0.0% |
| | Cash | 1.0% | | | 1.0% | 0.0% |
| Totals | | 100.0% | 100.0% | 100.0% | 100.0% | |

FY 2019 Peer Review

Peer Returns

As of June 30, 2019

UFF Endowment 7.0%

Caution: Comparing one year returns can be misleading

| NACUBO Median 1 Year Return | | |
|--------------------------------------|----------|-----------|
| | Reported | Adjusted* |
| All Institutions (774) | 5.1 | 4.9 |
| Over \$1 billion (104) | 5.9 | 5.7 |
| All Public Institutions (304) | 5.4 | 5.2 |
| Institution Related Foundation (178) | 5.5 | 5.3 |

() number in parenthesis indicates sample size

* Adjusted for oversight costs –
Greater than ~70% peers do not include oversight costs in reported returns, which are estimated to be 20bps

() number in parenthesis indicates sample size

U.S. News Top Public Universities

| US News Rank | School | FY 2019 Return | Return Rank | Endowment (\$000) | Enrollment | Endowment per Student |
|--------------|------------------------------|----------------|-------------|-------------------|---------------|-----------------------|
| 1 | UCLA* | 3.7 | 10 | 4,600,000 | 45,930 | 100,000 |
| 2 | UC - Berkeley* | 4.9 | 9 | 4,600,000 | 42,501 | 108,000 |
| 3 | University of Michigan | 6.4 | 6 | 11,700,000 | 46,716 | 250,000 |
| 4 | University of Virginia | 5.8 | 7 | 6,900,000 | 24,639 | 280,000 |
| 5 | Georgia Tech | 5.1 | 8 | 2,100,000 | 32,723 | 64,000 |
| 5 | University of North Carolina | 7.7 | 2 | 3,300,000 | 30,011 | 110,000 |
| 7 | UC – Santa Barbara* | 8.1 | 1 | 357,900 | 25,976 | 14,000 |
| 7 | University of Florida | 7.0 | 4 | 1,800,000 | 52,218 | 34,000 |
| 9 | UC – Irvine* | 6.7 | 5 | 940,000 | 36,032 | 26,000 |
| 10 | UC - San Diego* | 7.1 | 3 | 1,600,000 | 37,887 | 42,000 |

Source: US News, Publicly available data. FY 2019 performance as reported by each respective institution. Estimated.

* Per US News ranking, top 10 Publics include four campuses of the University of California system. UCLA and UC-Berkeley have independent Foundations in addition to a share of the total University of California Endowment. Total assets for each UC campus includes both the pro-rata share of the General Endowment as well as the respective Campus Foundation, if any.

Long-term Peer Returns As of June 30, 2019

UF Endowment *generally* in line with peers

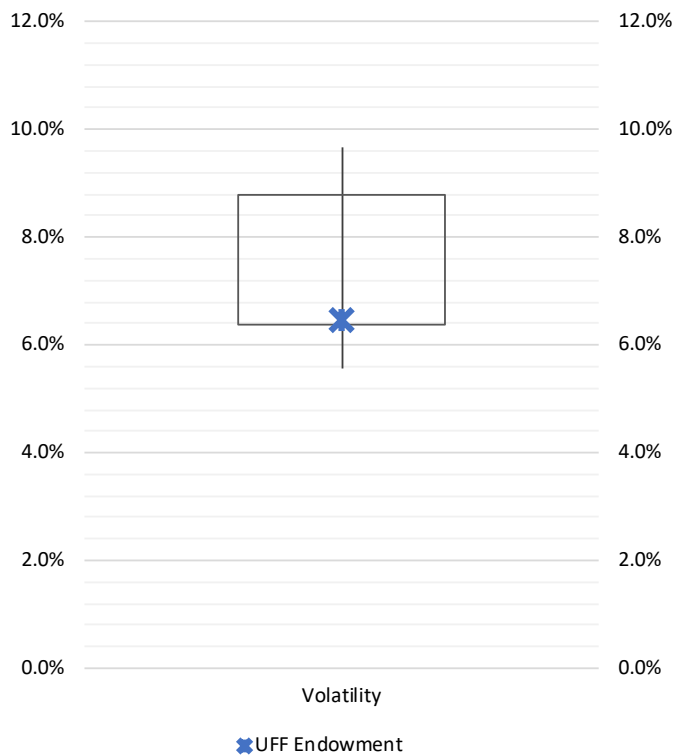
| Annualized Returns | 5 Years | 10 Years |
|---|-------------|-------------|
| NACUBO Median <i>All Institutions</i> | 5.1% | 8.5% |
| NACUBO Median <i>\$1bn+ Institutions</i> | 6.1% | 9.0% |
| CA Median <i>All Institutions</i> | 5.2% | 8.6% |
| CA Median <i>\$1bn+ Institutions</i> | 6.2% | 9.2% |
| UF Endowment | 5.5% | 7.9% |
| <i>CPI + 5%</i> | <i>6.5%</i> | <i>6.8%</i> |

Note: oversight fees (~20bps) impact UF Endowment, generally peers exclude oversight fees

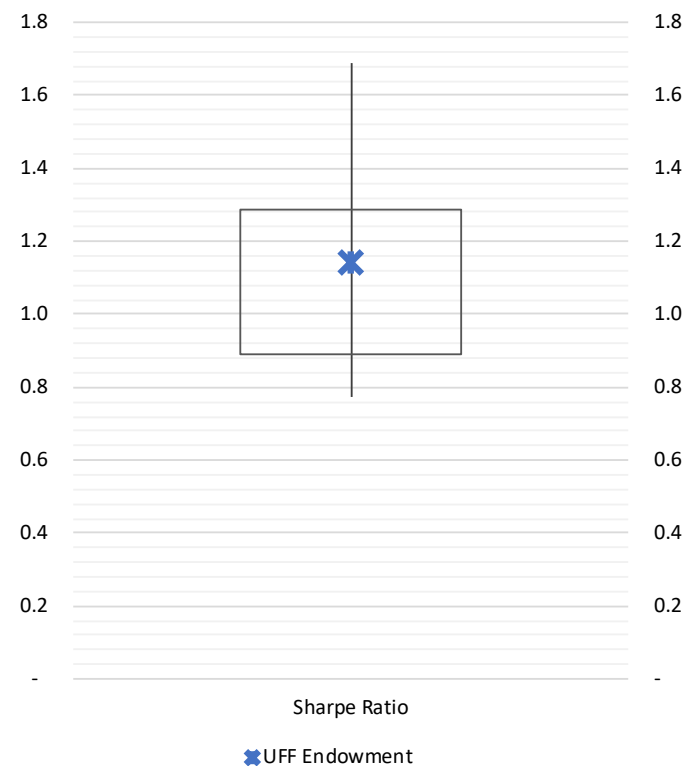
Peer Comparison

10 Year Risk Adjusted Returns

Above median Sharpe ratio while realizing near bottom quartile risk



| | |
|----------------|------|
| First Quartile | 8.8% |
| Median | 7.9% |
| Third Quartile | 6.4% |
| UFF Endowment | 6.5% |



| | |
|----------------|------|
| First Quartile | 1.29 |
| Median | 1.03 |
| Third Quartile | 0.89 |
| UFF Endowment | 1.14 |

UF | UNIVERSITY *of* FLORIDA
INVESTMENT CORPORATION

Faculty Hiring Report

03/01/2020



| | U.S. News and World Report | | | |
|-------------------|--------------------------------------|-----------------------|-----------------|------------------------------|
| | Full-Time Base Faculty Headcount (A) | Instructional FTE (B) | Student FTE (C) | Student-to-Teacher Ratio (D) |
| Fall 2009 | 3,289 | 2,122 | 43,370 | 20.4:1 |
| Fall 2010 | 3,401 | 2,076 | 42,708 | 20.5:1 |
| Fall 2011 | 3,591 | 2,075 | 42,438 | 20.5:1 |
| Fall 2012 | 3,578 | 1,979 | 42,431 | 21.4:1 |
| Fall 2013 | 3,618 | 2,006 | 42,186 | 21.0:1 |
| Fall 2014 | 3,691 | 2,034 | 42,149 | 20.7:1 |
| Fall 2015 | 3,792 | 2,104 | 43,455 | 20.7:1 |
| Fall 2016 | 3,905 | 2,142 | 43,716 | 20.4:1 |
| Fall 2017 | 4,117 | 2,292 | 43,778 | 19.1:1 |
| Fall 2018 | 4,357 | 2,410 | 43,700 | 18.0:1 |
| Fall 2019 | 4,537 | 2,457 | TBA | TBA |
| March 2020 Update | 4,568 | 2,463 | TBA | TBA |

| June 2017 | UF announces plans to hire 500 new faculty positions | | | |
|--|--|-----------------------|-----------------|------------------------------|
| | U.S. News and World Report | | | |
| | Full-Time Base Faculty Headcount (A) | Instructional FTE (B) | Student FTE (C) | Student-to-Teacher Ratio (D) |
| Fall 2017 | 4,117 | 2,292 | 43,778 | 19.1:1 |
| Faculty Departures | 410 | 116 | | |
| Faculty Hires | 650 | 234 | | |
| Fall 2018 | 4,357 | 2,410 | 43,700 | 18.0:1 |
| Faculty Departures | 330 | 218 | | |
| Faculty Hires | 510 | 265 | | |
| Fall 2019 | 4,537 | 2,457 | | |
| Faculty Departures | 57 | 33 | | |
| Faculty Hires | 88 | 39 | | |
| March 2020 Update | 4,568 | 2,463 | | |
| Total Activity Since Fall 2017 | | | | |
| New Faculty Hires—Total | 1,248 | 538 | | |
| Net New Faculty Hires—Total | 451 | 171 | | |
| <i>New Faculty 500—Hires and Accepted Offers</i> | <i>509</i> | <i>484</i> | | |
| <i>Recruiting</i> | <i>7</i> | <i>7</i> | | |

| College/Center | Total Hires | Faculty 500 | | |
|---|-------------|-------------|-----------------|---------------|
| | | Hires | Accepted Offers | Hiring Target |
| College of Agriculture and Life Sciences | 84 | 39 | 2 | 44 |
| College of Business | 16 | 11 | 0 | 11 |
| College of Dentistry | 21 | 4 | 0 | 4 |
| College of Design, Construction & Planning | 22 | 17 | 2 | 20 |
| College of Education | 38 | 27 | 0 | 27 |
| College of Engineering | 95 | 92 | 3 | 78 |
| College of Health & Human Performance | 16 | 16 | 4 | 20 |
| College of Journalism & Communications | 24 | 22 | 1 | 24 |
| College of Law | 15 | 0 | 0 | 0 |
| College of Liberal Arts & Sciences | 211 | 133 | 4 | 139 |
| College of Medicine | 374 | 21 | 4 | 25 |
| College of Nursing | 21 | 21 | 1 | 22 |
| College of Pharmacy | 30 | 8 | 0 | 8 |
| College of Public Health & Health Professions | 47 | 26 | 1 | 27 |
| College of the Arts | 50 | 30 | 1 | 31 |
| College of Veterinary Medicine | 37 | 10 | 1 | 11 |
| Florida Museum of Natural History | 3 | 2 | 0 | 2 |
| Office of Research | 4 | 1 | 0 | 1 |
| College of Medicine--Jacksonville | 132 | 0 | 0 | 0 |
| Center for Latin American Studies | 3 | 1 | 0 | 1 |
| Whitney Labs | 3 | 2 | 0 | 2 |
| Honor's Program | 1 | 1 | 0 | 2 |
| Innovation Academy | 1 | 1 | 0 | 1 |
| Florida Sea Grant | 0 | 0 | 0 | 0 |
| Totals | 1248 | 485 | 24 | 500 |
| Total--Hires and Accepted Offers | | 509 | | |

| Departure from Base | Reasons for Departure | | | | Total Base Faculty | Turnover (12 months) |
|---------------------|-----------------------|------------|-------------|-----------|--------------------|----------------------|
| | Resignation | Retirement | Involuntary | Other | | |
| 85 | 35 | 40 | 6 | 4 | 580 | 7% |
| 14 | 7 | 3 | 3 | 1 | 102 | 6% |
| 24 | 14 | 7 | 1 | 2 | 116 | 11% |
| 8 | 5 | 3 | 0 | 0 | 89 | 8% |
| 27 | 11 | 10 | 2 | 4 | 104 | 13% |
| 46 | 35 | 9 | 2 | 0 | 362 | 6% |
| 8 | 4 | 4 | 0 | 0 | 47 | 7% |
| 5 | 2 | 2 | 1 | 0 | 56 | 3% |
| 13 | 7 | 1 | 0 | 5 | 70 | 14% |
| 77 | 37 | 31 | 5 | 4 | 706 | 7% |
| 285 | 212 | 19 | 23 | 31 | 1270 | 9% |
| 11 | 3 | 4 | 1 | 3 | 51 | 9% |
| 20 | 17 | 2 | 0 | 1 | 112 | 12% |
| 40 | 37* | 2 | 1 | 0 | 158 | 22% |
| 15 | 6 | 6 | 2 | 1 | 118 | 8% |
| 28 | 20 | 6 | 1 | 1 | 149 | 7% |
| 6 | 1 | 3 | 0 | 2 | 29 | 7% |
| 3 | 2 | 1 | 0 | 0 | 15 | 11% |
| 80 | 66 | 5 | 4 | 5 | 409 | 10% |
| 0 | 0 | 0 | 0 | 0 | 8 | 8% |
| 0 | 0 | 0 | 0 | 0 | 12 | 0% |
| 1 | 1 | 0 | 0 | 0 | 4 | 0% |
| 0 | 0 | 0 | 0 | 0 | 0 | 0% |
| 1 | 0 | 0 | 0 | 1 | 1 | 50% |
| 797 | 522 | 158 | 52 | 65 | 4568 | |

Notes: Base faculty includes faculty in academic departments and excludes adjuncts, county extension, librarians, faculty administrators (dean level and above), and career faculty. Instructional faculty are not a subset of Base faculty. Base and Instructional faculty are over-lapping sets. The Instructional faculty reported for the Student Faculty ratio exclude faculty in stand-alone graduate and professional programs (Medicine, Dentistry, Veterinary Medicine, and Law). Include staff teaching a course as 1/3 FTE. *College of Health and Health Professions Speech and Hearing Clinic transferred to UF Health-Shands, which resulted in 21 resignations and 1 non-renewal.

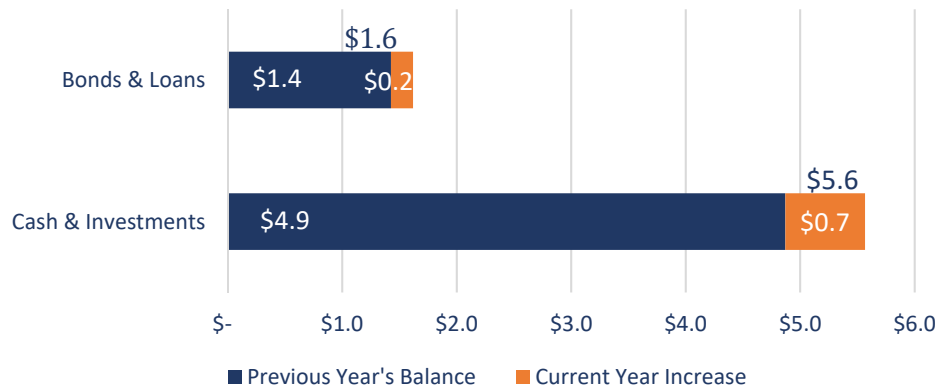
AS OF DECEMBER 31, 2019

UF Enterprise Notable Assets & Liabilities

From December 31st, 2018 to December 31st, 2019, as shown by the orange portion on the graph,

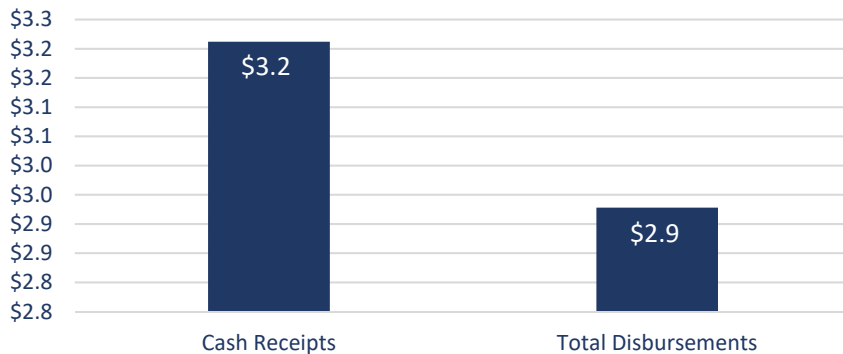
- Total bonds & loans increased by 13.6%, from \$1.4 to \$1.6 billion (*Note 1*)
- Total cash & investments for the Enterprise increased by 14.3%, from \$4.9 to \$5.6 billion (*Note 2*)

Current Balances of Notable Accounts
(in billions)



UF Enterprise Notable Receipts & Disbursements for the six months ended December 31, 2019

Current Receipts & Disbursements
(in billions)



From July 1st to December 31st,

- Total cash receipts amounted to \$3.2 billion
- Total disbursement expenses amounted to \$2.9 billion
- Total other receipts & disbursements of \$52 million

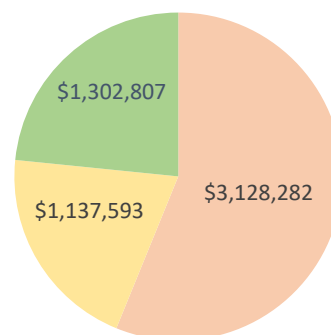
Equals: Net Operating Cash & Investments of \$232 million (*Note 4*)

UF Enterprise Cash & Investment Analysis for the six months ended December 31, 2019

For the past 2 quarters, the UF Enterprise cash and investment position grew by 4.4%:

- Starting cash and investment balance as of 6/30/2019
\$5.3 billion
- Ending cash and investment balance as of 12/31/2019
\$5.6 billion

Composition of Cash & Investments
(in thousands) (*Note 6*)



386/840 ■ Conditionally Available ■ Generally Available

Notable Financial Balances and Cash Analysis- UF Enterprise

For the quarter ended December 31, 2019

Executive Summary

The attached reporting packet provides UF Enterprise financial information for the 2nd quarter of fiscal year 2020. This includes the UF Enterprise Notable Non-GAAP Assets & Liabilities and Receipts & Disbursements as well as the UF Enterprise Cash Analysis which shows the major sources/uses driving the cash and investment balances and the various levels of restriction placed thereupon.

UF Enterprise Notable Assets & Liabilities

Note 1 - Bonds and Loans for the Enterprise are up \$193 million from the prior year as new debt has been issued over the past year to fund construction projects. Most notably, debt has been issued by UF Jacksonville Physicians to fund construction of the UFHealth at Wildlight medical office complex, by Shands Teaching Hospital to finance capital improvements at health care facilities, and by Florida Clinical Practice Association for the remodeling of the new Oaks Mall Clinic.

Note 2 - The Total Cash and Investments for the Enterprise is up \$697 million, or 14%, from the prior year. This is driven by a number of factors, most notably the investment by component units of the proceeds from bonds issued to fund construction projects, the reinvestment of strong investment earnings across the Enterprise as driven by market conditions, and new gifts and contributions to the endowment brought in by the University of Florida Foundation.

UF Enterprise Notable Receipts & Disbursements

Note 3 - The results of operations for the UF Enterprise were relatively strong through the second quarter of fiscal year 2020, with \$232 million additional cash and investments generated, which represents over 4% of the total cash and investment balance for the Enterprise.

Note 4 - Operating receipts outweighed operating disbursements for net operating receipts of \$284 million. This was driven primarily by increases in Federal & State Financial Aid receipts at the University for Bright Futures, receipts by the hospitals and practice plans for services provided to patients, and investment earnings generated across the Enterprise.

Note 5 - Non-operating disbursements for Equipment and Building Expenses were up due to expenses incurred by UF Jacksonville Physicians toward construction of the UF Health Wildlight medical office complex, Shands Teaching Hospital toward various renovations to health care facilities, and additional expenses at the University to complete the new parking Garage, the Herbert Wertheim College of Engineering, and the Vet Med Energy Plant. However, these expenses were largely offset by non-operating receipts of debt proceeds from major debt issuances at Shands Teaching Hospital and UF Jacksonville Physicians to fund their respective construction projects.

UF Enterprise Cash & Investment Analysis

Note 6 - For the overall UF Enterprise cash and investment balance of \$5.6 billion, 24% is generally available, 20% is conditionally available, and 56% is not available. Generally available monies are largely driven by the University of Florida and Shands Teaching Hospital and Clinics, comprising of State appropriations and Board designated amounts towards supporting capital projects and other health programs. Conditionally available monies are primarily powered by the University of Florida and UF Self-Insurance, consisting of amounts restricted for research from indirect cost recovery, various auxiliary funds, and insurance programs for payments of claims, losses, and loss adjustment expenses. Not available monies are mainly determined by the University of Florida and the University of Florida Foundation, entailing monies restricted for specific ongoing and future construction projects, transferred and held on behalf of component units, financial aid, and endowed funds.

UF Enterprise
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | University of Florida | University of Florida Foundation | University Athletic Association | Other Direct Support Organizations | Florida Clinical Practice Plan | Other Practice Plans | Shands Teaching Hospital and Clinics | Shands Jacksonville HealthCare | Total UF Enterprise 12/31/19 | Total UF Enterprise 12/31/18 | \$ Variance | % Variance |
|---|-----------------------|----------------------------------|---------------------------------|------------------------------------|--------------------------------|----------------------|--------------------------------------|--------------------------------|------------------------------|------------------------------|--------------------|--------------|
| Cash and Investments | | | | | | | | | | | | |
| Cash in Bank <i>(Note 1)</i> | \$ 13,191 | \$ 18,819 | \$ 4,356 | \$ 36,911 | \$ 41,921 | \$ 32,812 | \$ 38,490 | \$ 60,860 | \$ 247,360 | \$ 204,567 | \$ 42,793 | 20.9% |
| State Appropriation <i>(Note 2)</i> | 255,494 | - | - | - | - | - | - | - | 255,494 | 222,182 | 33,312 | 15.0% |
| Tuition and Technology Fees | 23,885 | - | - | - | - | - | - | - | 23,885 | 16,637 | 7,248 | 43.6% |
| Research Restricted | 538,692 | - | - | - | - | - | - | - | 538,692 | 509,191 | 29,501 | 5.8% |
| Business Activities | 331,238 | - | - | - | - | - | - | - | 331,238 | 313,467 | 17,771 | 5.7% |
| Donor Restricted | 202,158 | - | - | - | - | - | - | - | 202,158 | 194,917 | 7,241 | 3.7% |
| Student Financial Aid <i>(Note 3)</i> | 133,895 | - | - | - | - | - | - | - | 133,895 | 63,404 | 70,491 | 111.2% |
| Construction | 177,571 | - | - | - | - | - | - | - | 177,571 | 187,016 | (9,445) | -5.1% |
| Other <i>(Note 4)</i> | 164,803 | - | - | - | - | - | - | - | 164,803 | 139,308 | 25,495 | 18.3% |
| Held on Behalf of Component Units <i>(Note 5)</i> | 210,471 | - | - | - | - | - | - | - | 210,471 | 178,227 | 32,244 | 18.1% |
| Endowment <i>(Note 6)</i> | - | 1,921,348 | - | - | - | - | - | - | 1,921,348 | 1,663,045 | 258,303 | 15.5% |
| Component Unit Short-Term Inv | - | - | 52,087 | 38,740 | 27,782 | 237,808 | 30,354 | 24,088 | 410,859 | 416,843 | (5,984) | -1.4% |
| Component Unit Long-Term Inv <i>(Note 7)</i> | - | 137,132 | 54,763 | 492 | 7,894 | - | 740,771 | 9,856 | 950,908 | 762,926 | 187,982 | 24.6% |
| Total Cash and Investments | \$ 2,051,398 | \$ 2,077,299 | \$ 111,206 | \$ 76,143 | \$ 77,597 | \$ 270,620 | \$ 809,615 | \$ 94,804 | \$ 5,568,682 | \$ 4,871,730 | \$ 696,952 | 14.3% |
| Accounts Receivable | | | | | | | | | | | | |
| Contracts and Grants Receivable | \$ 57,944 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 57,944 | \$ 55,892 | \$ 2,052 | 3.7% |
| Donor Receivables | - | 89,557 | - | - | - | - | - | - | 89,557 | 56,625 | 32,932 | 58.2% |
| Patient Receivables | - | - | - | - | 66,831 | 12,673 | 260,914 | 121,268 | 461,686 | 404,592 | 57,094 | 14.1% |
| Other Accounts Receivable | 1,584 | 4,694 | 31,301 | 6,888 | 19,038 | 43,534 | - | - | 107,039 | 74,858 | 32,181 | 43.0% |
| Total Accounts Receivable (Note 8) | \$ 59,528 | \$ 94,251 | \$ 31,301 | \$ 6,888 | \$ 85,869 | \$ 56,207 | \$ 260,914 | \$ 121,268 | \$ 716,226 | \$ 591,967 | \$ 124,259 | 21.0% |
| Buildings and Equipment | \$ 1,664,366 | \$ 62,273 | \$ 199,007 | \$ 14,347 | \$ 97,034 | \$ 37,933 | \$ 1,100,209 | \$ 238,881 | \$ 3,414,050 | \$ 3,392,984 | \$ 21,066 | 0.6% |
| Accounts Payable | \$ 64,464 | \$ 56 | \$ 8,821 | \$ 15,466 | \$ 1,075 | \$ 8,856 | \$ 192,302 | \$ 34,164 | \$ 325,204 | \$ 351,451 | \$ (26,247) | -7.5% |
| Due To Component Units (Note 9) | \$ 210,471 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 210,471 | \$ 178,227 | \$ 32,244 | 18.1% |
| Bonds and Loans (Note 10) | \$ 161,520 | \$ 907 | \$ 119,375 | \$ - | \$ 89,160 | \$ 30,742 | \$ 973,340 | \$ 243,903 | \$ 1,618,947 | \$ 1,425,729 | \$ 193,218 | 13.6% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | University of Florida | University of Florida Foundation | University Athletic Association | Other Direct Support Organizations | Florida Clinical Practice Plan | Other Practice Plans | Shands Teaching Hospital and Clinics | Shands Jacksonville HealthCare | Total UF Enterprise Q2 FY20 | Total UF Enterprise Q2 FY19 | \$ Variance | % Variance |
|--|-----------------------|----------------------------------|---------------------------------|------------------------------------|--------------------------------|----------------------|--------------------------------------|--------------------------------|-----------------------------|-----------------------------|-------------------|----------------|
| Cash Receipts | | | | | | | | | | | | |
| Tuition and Fees | \$ 203,905 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 203,905 | \$ 190,026 | \$ 13,879 | 7.3% |
| State Appropriations | 381,936 | - | 3,696 | 2,822 | - | - | 2,350 | - | 390,804 | 395,424 | (4,620) | -1.2% |
| Contracts and Grants | 343,578 | - | - | - | - | - | - | - | 343,578 | 347,282 | (3,704) | -1.1% |
| Federal and State Financial Aid (Note 11) | 187,494 | - | - | - | - | - | - | - | 187,494 | 114,354 | 73,140 | 64.0% |
| Patient Service Revenue | - | - | - | - | 267,511 | 142,567 | 778,945 | 360,747 | 1,549,770 | 1,454,670 | 95,100 | 6.5% |
| Contributions/Donations (Note 12) | - | 105,712 | - | 8,632 | - | - | 8,944 | - | 123,288 | 98,783 | 24,505 | 24.8% |
| Investment Income (Note 13) | 26,022 | 1,186 | 4,592 | 820 | 1,922 | 9,635 | 36,565 | 512 | 81,254 | (12,282) | 93,536 | -761.6% |
| Licensing and Royalties (Note 14) | - | - | 13,078 | 39,259 | - | - | - | - | 52,337 | 39,765 | 12,572 | 31.6% |
| Sales of Goods & Services | 103,024 | - | 14,990 | 110,995 | - | 8,213 | - | - | 237,222 | 219,102 | 18,120 | 8.3% |
| Other Cash Receipts | 13,475 | - | - | 5,436 | - | - | 17,099 | 6,004 | 42,014 | 50,380 | (8,366) | -16.6% |
| Total Cash Receipts | \$ 1,259,434 | \$ 106,898 | \$ 36,356 | \$ 167,964 | \$ 269,433 | \$ 160,415 | \$ 843,903 | \$ 367,263 | \$ 3,211,666 | \$ 2,897,504 | \$ 314,162 | 10.8% |
| Transfers | | | | | | | | | | | | |
| From Component Units | | | | | | | | | | | | |
| Hospitals and Practice Plans | \$ 384,225 | \$ - | \$ - | \$ - | \$ 70,983 | \$ 32,362 | \$ - | \$ - | \$ 487,570 | \$ 461,350 | \$ 26,220 | 5.7% |
| UF Foundation (Donor Restricted) | 64,956 | - | - | 9,319 | - | - | - | - | 74,275 | 59,575 | 14,700 | 24.7% |
| Other | 21,078 | - | 16,416 | - | - | - | - | - | 37,494 | 27,200 | 10,294 | 37.8% |
| To University/Component Units | - | (64,956) | (105) | (46,708) | (261,221) | (97,978) | (99,000) | (29,371) | (599,339) | (548,125) | (51,214) | 9.3% |
| Net Transfers | \$ 470,259 | \$ (64,956) | \$ 16,311 | \$ (37,389) | \$ (190,238) | \$ (65,616) | \$ (99,000) | \$ (29,371) | \$ - | \$ - | \$ - | 0.0% |
| Total Revenues Net of Transfers | \$ 1,729,693 | \$ 41,942 | \$ 52,667 | \$ 130,575 | \$ 79,195 | \$ 94,799 | \$ 744,903 | \$ 337,892 | \$ 3,211,666 | \$ 2,897,504 | \$ 314,162 | 10.8% |
| Operating Expense Disbursements | | | | | | | | | | | | |
| Employee Compensation and Benefits | | | | | | | | | | | | |
| Instruction | \$ 314,305 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 314,305 | \$ 317,736 | \$ (3,431) | -1.1% |
| Research | 235,498 | - | - | - | - | - | - | - | 235,498 | 229,235 | 6,263 | 2.7% |
| Patient Services and Other Public Services | 323,294 | - | - | - | - | 51,819 | 366,582 | 176,405 | 918,100 | 901,616 | 16,484 | 1.8% |
| Support | 133,974 | - | - | - | - | - | - | - | 133,974 | 136,194 | (2,220) | -1.6% |
| Other | 105,040 | 10,860 | 33,513 | 2,033 | - | - | - | - | 151,446 | 149,396 | 2,050 | 1.4% |
| Total Employee Comp & Benefits | \$ 1,112,111 | \$ 10,860 | \$ 33,513 | \$ 2,033 | \$ - | \$ 51,819 | \$ 366,582 | \$ 176,405 | \$ 1,753,323 | \$ 1,734,177 | \$ 19,146 | 1.1% |
| Other Operating Expense Disbursements | | | | | | | | | | | | |
| Instruction | \$ 16,636 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 16,636 | \$ 17,985 | \$ (1,349) | -7.5% |
| Research | 110,382 | - | - | - | - | - | - | - | 110,382 | 111,918 | (1,536) | -1.4% |
| Patient Services and Other Public Services | 45,537 | - | - | - | 80,613 | 40,239 | 310,101 | 188,407 | 664,897 | 634,429 | 30,468 | 4.8% |
| Support | 43,563 | - | - | - | - | - | - | - | 43,563 | 53,778 | (10,215) | -19.0% |
| Scholarships and Student Support | 79,210 | - | - | - | - | - | - | - | 79,210 | 75,538 | 3,672 | 4.9% |
| Other | 94,487 | 10,747 | 34,382 | 120,064 | - | - | - | - | 259,680 | 244,639 | 15,041 | 6.1% |
| Total Other Operating Expense Disbursements | \$ 389,815 | \$ 10,747 | \$ 34,382 | \$ 120,064 | \$ 80,613 | \$ 40,239 | \$ 310,101 | \$ 188,407 | \$ 1,174,368 | \$ 1,138,287 | \$ 36,081 | 3.2% |
| Total Operating Expense Disbursements | \$ 1,501,926 | \$ 21,607 | \$ 67,895 | \$ 122,097 | \$ 80,613 | \$ 92,058 | \$ 676,683 | \$ 364,812 | \$ 2,927,691 | \$ 2,872,464 | \$ 55,227 | 1.9% |
| Total Cash Receipts and Transfers Less | | | | | | | | | | | | |
| Operating Expense Disbursements | \$ 227,767 | \$ 20,335 | \$ (15,228) | \$ 8,478 | \$ (1,418) | \$ 2,741 | \$ 68,220 | \$ (26,920) | \$ 283,975 | \$ 25,040 | \$ 258,935 | 1034.1% |
| Other Receipts & Disbursements | | | | | | | | | | | | |
| Equipment and Building Expenses (Note 15) | \$ (106,569) | \$ 1,342 | \$ (17,251) | \$ (1,462) | \$ (15,266) | \$ (16,724) | \$ (66,703) | \$ (6,713) | \$ (229,346) | \$ (175,884) | \$ (53,462) | 30.4% |
| Debt Proceeds/Repayment (Note 16) | \$ (6,182) | \$ (1,109) | \$ (10,336) | \$ - | \$ (821) | \$ 12,736 | \$ 166,837 | \$ (394) | \$ 160,731 | \$ 62,468 | \$ 98,263 | 157.3% |
| Increase (Decrease) in Fair Value of Investments (Note 17) | \$ 20,211 | \$ 97,179 | \$ - | \$ 143 | \$ (1,376) | \$ - | \$ 1,687 | \$ - | \$ 117,844 | \$ (86,329) | \$ 204,173 | -236.5% |
| Change in Receivables and Payables (Note 18) | \$ (38,213) | \$ 13,143 | \$ (6,749) | \$ 110 | \$ (16,550) | \$ (2,648) | \$ (45,525) | \$ (4,656) | \$ (101,088) | \$ 4,920 | \$ (106,008) | -2154.6% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ 97,014 | \$ 130,890 | \$ (49,564) | \$ 7,269 | \$ (35,431) | \$ (3,895) | \$ 124,516 | \$ (38,683) | \$ 232,116 | \$ (169,785) | \$ 401,901 | -236.7% |

389/810

UF Enterprise

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|--|---|
| 1 | Cash and Investments - Cash in Bank | Increase is due to cash generated from operations by Shands Jacksonville, primarily from receipt of Low Income Pool program from the State for services provided under Medicaid, as well as due to proceeds received by Shands Jacksonville on a line of credit. |
| 2 | Cash and Investments - State Appropriation | Increase is due to greater use of carryforward funding to cover non-recurring expenses in the 12 months prior to Q2 FY19 as compared to Q2 FY20. |
| 3 | Cash and Investments - Student Financial Aid | Increase is due to the timing of when funding for Bright Futures scholarships was received by the University for the spring semester, which was delayed until Q3 in the prior fiscal year. |
| 4 | Cash and Investments - Other | Increase is primarily due to unexpended investment earnings at the University. |
| 5 | Cash and Investments - Held on Behalf of Component Units | Increase is due to significant additional deposits made by UF Research Foundation into the University's Component Unit fund following Q2 FY19. |
| 6 | Cash and Investments - Endowment | Increase is driven by contributions to the endowment and investment returns at the UF Foundation. |
| 7 | Cash and Investments - Component Unit Long-Term Inv | Increase is primarily due to increased gifts invested in sweep investments at the UF Foundation, investment earnings generated and reinvested by UF Self-Insurance Program and Healthcare Education Insurance Company over the past year, and investment of bond proceeds by Shands Teaching Hospital. |
| 8 | Total Accounts Receivable | Increase is due to new pledges at the UF Foundation (\$33M), the timing of receipts by the Florida Clinical Practice Association (\$34M) and UF Jacksonville Physicians (\$15M) on amounts due from the State for intergovernmental transfers and Medicaid funding, and additional amounts receivable by Shands Teaching Hospital (\$41M) due to increased patient volumes and increased rate for services performed. |
| 9 | Due to Component Units | Increase is due to significant additional deposits made by UF Research Foundation into the University's Component Unit fund following Q2 FY19. |
| 10 | Bonds and Loans | Increase is due to debt issued by the Florida Clinical Practice Association for the new Oaks Mall medical facility (\$30M), by UF Jacksonville Physicians to fund construction of the UFHealth at Wildlight medical office complex (\$19M), and by Shands Teaching Hospital (\$175M) to finance and reimburse capital improvements for health care facilities, offset by debt service payments. |

UF Enterprise

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|---|--|
| 11 | Federal and State Financial Aid | Increase is due to the timing of when funding for Bright Futures scholarships was received by the University for the spring semester, which was delayed until Q3 in the prior fiscal year. |
| 12 | Contributions/Donations | Increase is due to several large private gifts received by the UF Foundation in FY20. |
| 13 | Investment Income | Increase is due to stronger market conditions during the first 6 months of FY20 as compared to FY19, driving increased investment earnings across the Enterprise. |
| 14 | Licensing and Royalties | Increase is due to a one-time \$10M license fee received by UF Research Foundation. |
| 15 | Equipment and Building Expenses | Increase is primarily due to higher expenses to complete construction projects at the University for the new parking Garage, the Herbert Wertheim College of Engineering, and the Vet Med Energy Plant, as well as expenses incurred by UF Jacksonville Physicians toward construction of the UF Health Wildlight medical office complex, and at Shands Teaching Hospital toward construction and improvements of a new hotel, the Fixel Neurological building, and various other renovations to health care facilities. |
| 16 | Debt Proceeds/Repayment | Increase is due to additional debt issued by UF Jacksonville Physicians to fund construction of the UFHealth Wildlight medical office building and by Shands Teaching Hospital to finance and reimburse certain capital improvements to health care facilities. |
| 17 | Increase (Decrease) in Fair Value of Investments | Increase is due to stronger market conditions during the first 6 months of FY20 as compared to FY19, driving increased investment gains across the Enterprise. |
| 18 | Change in Receivables and Payables | Decrease is primarily due to the timing of payments at the University for payroll taxes (\$47M), at the University Athletic Association for contracts and guarantees payable (\$12M), and at Shands Teaching Hospital related to the return of collateral for terminated interest rate swap agreements (\$31M). |

University of Florida
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|---|---------------------|---------------------|--------------------|--------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 13,191 | \$ 7,993 | \$ 5,198 | 65.0% |
| State Appropriation <i>(Note 1)</i> | 255,494 | 222,182 | 33,312 | 15.0% |
| Tuition and Technology Fees | 23,885 | 16,637 | 7,248 | 43.6% |
| Research Restricted | 538,692 | 509,191 | 29,501 | 5.8% |
| Business Activities | 331,238 | 313,467 | 17,771 | 5.7% |
| Donor Restricted | 202,158 | 194,917 | 7,241 | 3.7% |
| Student Financial Aid <i>(Note 2)</i> | 133,895 | 63,404 | 70,491 | 111.2% |
| Construction | 177,571 | 187,016 | (9,445) | -5.1% |
| Other <i>(Note 3)</i> | 164,803 | 139,308 | 25,495 | 18.3% |
| Held on Behalf of Component Units <i>(Note 4)</i> | 210,471 | 178,227 | 32,244 | 18.1% |
| Total Cash and Investments | \$ 2,051,398 | \$ 1,832,342 | \$ 219,056 | 12.0% |
| Accounts Receivable | | | | |
| Contracts and Grants Receivable | \$ 57,944 | \$ 55,892 | \$ 2,052 | 3.7% |
| Other Accounts Receivable | 1,584 | 1,671 | (87) | -5.2% |
| Total Accounts Receivable | \$ 59,528 | \$ 57,563 | \$ 1,965 | 3.4% |
| Buildings and Equipment | \$ 1,664,366 | \$ 1,707,214 | \$ (42,848) | -2.5% |
| Accounts Payable <i>(Note 5)</i> | \$ 64,464 | \$ 53,392 | \$ 11,072 | 20.7% |
| Due To Component Units <i>(Note 6)</i> | \$ 210,471 | \$ 178,227 | \$ 32,244 | 18.1% |
| Bonds and Loans | \$ 161,520 | \$ 172,533 | \$ (11,013) | -6.4% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

University of Florida

Notable Non-GAAP Receipts & Disbursements (in thousands)

For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|---------------------|---------------------|--------------------|---------------|
| Cash Receipts | | | | |
| Tuition and Fees | \$ 203,905 | \$ 190,026 | \$ 13,879 | 7.3% |
| State Appropriations | 381,936 | 385,863 | (3,927) | -1.0% |
| Contracts and Grants | 343,578 | 347,276 | (3,698) | -1.1% |
| Federal and State Financial Aid <i>(Note 7)</i> | 187,494 | 114,354 | 73,140 | 64.0% |
| Investment Income | 26,022 | 19,745 | 6,277 | 31.8% |
| Sales of Goods & Services | 103,024 | 95,429 | 7,595 | 8.0% |
| Other Cash Receipts | 13,475 | 17,571 | (4,096) | -23.3% |
| Total Cash Receipts | \$ 1,259,434 | \$ 1,170,264 | \$ 89,170 | 7.6% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plans | \$ 384,225 | \$ 360,573 | \$ 23,652 | 6.6% |
| UF Foundation (Donor Restricted) | 64,956 | 56,353 | 8,603 | 15.3% |
| Other | 21,078 | 17,709 | 3,369 | 19.0% |
| Net Transfers | \$ 470,259 | \$ 434,635 | \$ 35,624 | 8.2% |
| Total Cash Receipts Net of Transfers | \$ 1,729,693 | \$ 1,604,899 | \$ 124,794 | 7.8% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Instruction | \$ 314,305 | \$ 317,736 | \$ (3,431) | -1.1% |
| Research | 235,498 | 229,235 | 6,263 | 2.7% |
| Patient Services and Other Public Services | 323,294 | 313,633 | 9,661 | 3.1% |
| Support | 133,974 | 136,194 | (2,220) | -1.6% |
| Other | 105,040 | 104,350 | 690 | 0.7% |
| Total Employee Comp & Benefits | \$ 1,112,111 | \$ 1,101,148 | \$ 10,963 | 1.0% |
| Other Operating Expense Disbursements | | | | |
| Instruction | \$ 16,636 | \$ 17,985 | \$ (1,349) | -7.5% |
| Research | 110,382 | 111,918 | (1,536) | -1.4% |
| Patient Services and Other Public Services <i>(Note 8)</i> | 45,537 | 55,708 | (10,171) | -18.3% |
| Support <i>(Note 9)</i> | 43,563 | 53,778 | (10,215) | -19.0% |
| Scholarships and Student Support | 79,210 | 75,538 | 3,672 | 4.9% |
| Other | 94,487 | 91,775 | 2,712 | 3.0% |
| Total Other Operating Expense Disbursements | \$ 389,815 | \$ 406,702 | \$ (16,887) | -4.2% |
| | \$ 1,501,926 | \$ 1,507,850 | \$ (5,924) | -0.4% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 227,767 | \$ 97,049 | \$ 130,718 | 134.7% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses <i>(Note 10)</i> | \$ (106,569) | \$ (87,083) | \$ (19,486) | 22.4% |
| Debt Proceeds/Repayment <i>(Note 11)</i> | \$ (6,182) | \$ 25,626 | \$ (31,808) | -124.1% |
| Increase (Decrease) in Fair Value Investments <i>(Note 12)</i> | \$ 20,211 | \$ (23,163) | \$ 43,374 | -187.3% |
| Change in Receivables and Payables <i>(Note 13)</i> | \$ (38,213) | \$ 12,443 | \$ (50,656) | -407.1% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ 97,014 | \$ 24,872 | \$ 72,142 | 290.1% |

University of Florida

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|---|---|
| 1 | Cash and Investments - State Appropriation | Increase is due to greater use of carryforward funding to cover non-recurring expenses in the 12 prior to Q2 FY19 as compared to Q2 FY20. |
| 2 | Cash and Investments - Student Financial Aid | Increase is due to the timing of when funding for Bright Futures scholarships was received by the University. Funding for Spring FY19 semester was delayed and not received until January (after the end of 2nd quarter). However, funding for Spring FY20 semester was received in December (before the end of 2nd quarter). |
| 3 | Cash and Investments - Other | Increase is primarily due to unexpended investment earnings at the University. |
| 4 | Cash and Investments - Held on Behalf of Component Units | Increase is due to significant additional deposits made by UF Research Foundation into the University's Component Unit fund following Q2 FY19 (\$50M). |
| 5 | Accounts Payable | Increase is due to the transition to the new Jagger AP system in FY20 and the timing of payments to vendors. |
| 6 | Due to Component Units | Increase is due to significant additional deposits made by UF Research Foundation into the University's Component Unit fund following Q2 FY19 (\$50M). |
| 7 | Federal and State Financial Aid | Increase is due to the timing of when funding for Bright Futures scholarships was received by the University. Funding for Spring FY19 semester was delayed and not received until January (after the end of 2nd quarter). However, funding for Spring FY20 semester was received in December (before the end of 2nd quarter). |
| 8 | Other Operating Expense Disbursements - Patient Services and Other Public Services | Decrease is primarily due to the conclusion of a large project with the US Dept. of Health and Human Services in FY19, and the related discontinuance of expenses toward this project. |
| 9 | Other Operating Expense Disbursements - Support | Decrease is due to nonrecurring expenses toward the COMPASS student information systems implementation in FY19, as well as greater use of carryforward funding in FY19 to cover other non-recurring expenses. |
| 10 | Equipment and Building Expenses | Increase is due to higher expenses toward construction of the new parking garage, the Herbert Wertheim Laboratory for Engineering Excellence, and the Vet Med Energy Plant in FY20. |
| 11 | Debt Proceeds/Repayment | Decrease is due to debt proceeds that were received in FY19 for the construction of the new parking garage. |
| 12 | Increase (Decrease) in Fair Value of Investments | Increase is due to stronger market conditions during the first 6 months of FY20 as compared to FY19. |
| 13 | Change in Receivable and Payables | Decrease is primarily due to the timing of payments related to payroll taxes. |

University of Florida Foundation
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | <u>12/31/2019</u> | <u>12/31/2018</u> | <u>\$ Variance</u> | <u>% Variance</u> |
|--|---------------------|---------------------|--------------------|-------------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 18,819 | \$ 12,443 | \$ 6,376 | 51.2% |
| Endowment <i>(Note 1)</i> | 1,921,348 | 1,663,045 | 258,303 | 15.5% |
| Component Unit Long-Term Inv <i>(Note 2)</i> | 137,132 | 113,305 | 23,827 | 21.0% |
| Total Cash and Investments | \$ 2,077,299 | \$ 1,788,793 | \$ 288,506 | 16.1% |
| Accounts Receivable | | | | |
| Donor Receivables <i>(Note 3)</i> | \$ 89,557 | \$ 56,625 | \$ 32,932 | 58.2% |
| Other Accounts Receivable | 4,694 | 3,848 | 846 | 22.0% |
| Total Accounts Receivable | \$ 94,251 | \$ 60,473 | \$ 33,778 | 55.9% |
| Buildings and Equipment | | | | |
| | \$ 62,273 | \$ 62,251 | \$ 22 | 0.0% |
| Accounts Payable | | | | |
| | \$ 56 | \$ 214 | \$ (158) | -73.8% |
| Bonds and Loans | | | | |
| | \$ 907 | \$ 2,024 | \$ (1,117) | -55.2% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

University of Florida Foundation
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|--------------------|--------------------|-------------------|----------------|
| Cash Receipts | | | | |
| Contributions/Donations <i>(Note 4)</i> | \$ 105,712 | \$ 84,124 | \$ 21,588 | 25.7% |
| Investment Income | 1,186 | 782 | 404 | 51.7% |
| Total Cash Receipts | \$ 106,898 | \$ 84,906 | \$ 21,992 | 25.9% |
| Transfers | | | | |
| To University/Component Units | \$ (64,956) | \$ (56,353) | \$ (8,603) | 15.3% |
| Net Transfers | \$ (64,956) | \$ (56,353) | \$ (8,603) | 15.3% |
| Total Cash Receipts Net of Transfers | \$ 41,942 | \$ 28,553 | \$ 13,389 | 46.9% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Other | \$ 10,860 | \$ 10,792 | \$ 68 | 0.6% |
| Total Employee Comp & Benefits | \$ 10,860 | \$ 10,792 | \$ 68 | 0.6% |
| Other Operating Expense Disbursements | | | | |
| Other | 10,747 | 8,301 | 2,446 | 29.5% |
| Total Other Operating Expense Disbursements | \$ 10,747 | \$ 8,301 | \$ 2,446 | 29.5% |
| Total Operating Expense Disbursements | \$ 21,607 | \$ 19,093 | \$ 2,514 | 13.2% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 20,335 | \$ 9,460 | \$ 10,875 | 115.0% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ 1,342 | \$ (1,616) | \$ 2,958 | -183.0% |
| Debt Proceeds/Repayment | \$ (1,109) | \$ (1,108) | \$ (1) | 0.1% |
| Increase (Decrease) in Fair Value of Investments <i>(Note 5)</i> | \$ 97,179 | \$ (63,485) | \$ 160,664 | -253.1% |
| Change in Receivables and Payables | \$ 13,143 | \$ 18,701 | \$ (5,558) | -29.7% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ 130,890 | \$ (38,048) | \$ 168,938 | -444.0% |

University of Florida Foundation

Notes to Notable Non-GAAP Financial Information

For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|--|--|
| 1 | Endowment | Increase is driven by contributions to the endowment and investment returns, net of spendable transfers and administrative overhead. |
| 2 | Component Unit Long-Term Inv | Increase is primarily due to increased gifts over the prior year driving an increase in sweep investments. |
| 3 | Donor Receivables | Increase is attributable to new pledges, net of payoffs, subsequent to Q2 FY19. |
| 4 | Contributions/Donations | Increase is due to several large private gifts received by the UF Foundation in FY20. |
| 5 | Increase (Decrease) in Fair Value of Investments | Increase is due to stronger market conditions during the first 6 months of FY20 as compared to FY19. |

University Athletic Association
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|---|-------------------|-------------------|--------------------|---------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 4,356 | \$ 5,630 | \$ (1,274) | -22.6% |
| Component Unit Short-Term Inv <i>(Note 1)</i> | 52,087 | 74,453 | (22,366) | -30.0% |
| Component Unit Long-Term Inv | 54,763 | 45,432 | 9,331 | 20.5% |
| Total Cash and Investments | \$ 111,206 | \$ 125,515 | \$ (14,309) | -11.4% |
| Accounts Receivable | | | | |
| Other Accounts Receivable | \$ 31,301 | \$ 31,879 | \$ (578) | -1.8% |
| Total Accounts Receivable | \$ 31,301 | \$ 31,879 | \$ (578) | -1.8% |
| Buildings and Equipment | \$ 199,007 | \$ 184,785 | \$ 14,222 | 7.7% |
| Accounts Payable (Note 2) | \$ 8,821 | \$ 21,036 | \$ (12,215) | -58.1% |
| Bonds and Loans | \$ 119,375 | \$ 126,025 | \$ (6,650) | -5.3% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

University Athletic Association
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|--------------------|--------------------|--------------------|-----------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 3,696 | \$ 3,357 | \$ 339 | 10.1% |
| Investment Income | 4,592 | (2,619) | 7,211 | -275.3% |
| Licensing and Royalties | 13,078 | 11,732 | 1,346 | 11.5% |
| Sales of Goods & Services | 14,990 | 8,901 | 6,089 | 68.4% |
| Total Cash Receipts | \$ 36,356 | \$ 21,371 | \$ 14,985 | 70.1% |
| Transfers | | | | |
| From Component Units | | | | |
| Other | 16,416 | 9,491 | 6,925 | 73.0% |
| To University/Component Units | (105) | (332) | 227 | -68.4% |
| Net Transfers | \$ 16,311 | \$ 9,159 | \$ 7,152 | 78.1% |
| Total Cash Receipts Net of Transfers | \$ 52,667 | \$ 30,530 | \$ 22,137 | 72.5% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Other | \$ 33,513 | \$ 32,262 | \$ 1,251 | 3.9% |
| Total Employee Comp & Benefits | \$ 33,513 | \$ 32,262 | \$ 1,251 | 3.9% |
| Other Operating Expense Disbursements | | | | |
| Other | 34,382 | 32,079 | 2,303 | 7.2% |
| Total Other Operating Expense Disbursements | \$ 34,382 | \$ 32,079 | \$ 2,303 | 7.2% |
| Total Operating Expense Disbursements | \$ 67,895 | \$ 64,341 | \$ 3,554 | 5.5% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (15,228) | \$ (33,811) | \$ 18,583 | -55.0% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (17,251) | \$ (10,738) | \$ (6,513) | 60.7% |
| Debt Proceeds/Repayment (<i>Note 3</i>) | \$ (10,336) | \$ 43,367 | \$ (53,703) | -123.8% |
| Change in Receivables and Payables (<i>Note 4</i>) | \$ (6,749) | \$ 6,009 | \$ (12,758) | -212.3% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ (49,564) | \$ 4,827 | \$ (54,391) | -1126.8% |

University Athletic Association

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|------------------------------------|--|
| 1 | Component Unit Short Term Inv | Decrease is primarily due to use of proceeds from the bond issued to cover construction expenses on the new baseball/softball stadium. |
| 2 | Accounts Payable | Decrease is due to payments on amounts outstanding on contracts payable, amounts guaranteed to other schools for sporting competitions, and a nonrecurring payable to a performer at a concert. |
| 3 | Debt Proceeds/Repayment | Decrease is due to bond proceeds that were received in the prior year of (\$55M) for construction of the new baseball/softball stadium, as well as debt repayments scheduled in the current fiscal year. |
| 4 | Change in Receivables and Payables | Decrease is due to the timing of payments on contracts payable, amounts guaranteed to other schools for sporting competitions, and a nonrecurring amounts paid to a performer at a concert. |

Other Direct Support Organizations

Notable Non-GAAP Assets & Liabilities (in thousands)

As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|-----------------------------------|------------------|------------------|-----------------|--------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 36,911 | \$ 40,150 | \$ (3,239) | -8.1% |
| Component Unit Short-Term Inv | 38,740 | 31,556 | 7,184 | 22.8% |
| Component Unit Long-Term Inv | 492 | 489 | 3 | 0.6% |
| Total Cash and Investments | \$ 76,143 | \$ 72,195 | \$ 3,948 | 5.5% |
| Accounts Receivable | | | | |
| Other Accounts Receivable | \$ 6,888 | \$ 4,643 | \$ 2,245 | 48.4% |
| Total Accounts Receivable | \$ 6,888 | \$ 4,643 | \$ 2,245 | 48.4% |
| Buildings and Equipment | \$ 14,347 | \$ 13,277 | \$ 1,070 | 8.1% |
| Accounts Payable | \$ 15,466 | \$ 12,438 | \$ 3,028 | 24.3% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Other Direct Support Organizations
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|---|--------------------|--------------------|--------------------|---------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 2,822 | \$ 4,441 | \$ (1,619) | -36.5% |
| Contracts and Grants | - | 6 | (6) | -100.0% |
| Contributions/Donations | 8,632 | 8,979 | (347) | -3.9% |
| Investment Income | 820 | 466 | 354 | 76.0% |
| Licensing and Royalties <i>(Note 1)</i> | 39,259 | 28,033 | 11,226 | 40.0% |
| Sales of Goods & Services | 110,995 | 109,191 | 1,804 | 1.7% |
| Other Cash Receipts | 5,436 | 4,443 | 993 | 22.3% |
| Total Cash Receipts | \$ 167,964 | \$ 155,559 | \$ 12,405 | 8.0% |
| Transfers | | | | |
| From Component Units | | | | |
| UF Foundation (Donor Restricted) | \$ 9,319 | \$ 3,222 | \$ 6,097 | 189.2% |
| To University/Component Units <i>(Note 2)</i> | (46,708) | (30,090) | (16,618) | 55.2% |
| Net Transfers | \$ (37,389) | \$ (26,868) | \$ (10,521) | 39.2% |
| Total Cash Receipts Net of Transfers | \$ 130,575 | \$ 128,691 | \$ 1,884 | 1.5% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Other | \$ 2,033 | \$ 1,992 | \$ 41 | 2.1% |
| Total Employee Comp & Benefits | \$ 2,033 | \$ 1,992 | \$ 41 | 2.1% |
| Other Operating Expense Disbursements | | | | |
| Other | \$ 120,064 | \$ 112,484 | \$ 7,580 | 6.7% |
| Total Other Operating Expense Disbursements | \$ 120,064 | \$ 112,484 | \$ 7,580 | 6.7% |
| Total Operating Expense Disbursements | \$ 122,097 | \$ 114,476 | \$ 7,621 | 6.7% |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 8,478 | \$ 14,215 | \$ (5,737) | -40.4% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (1,462) | \$ (354) | \$ (1,108) | 313.0% |
| Increase (Decrease) in Fair Value of Investments | \$ 143 | \$ 123 | \$ 20 | 16.3% |
| Change in Receivables and Payables | \$ 110 | \$ (5,247) | \$ 5,357 | -102.1% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ 7,269 | \$ 8,737 | \$ (1,468) | -16.8% |

Other Direct Support Organizations

Notes to Notable Non-GAAP Financial Information
For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|-------------------------------|---|
| 1 | Licensing and Royalties | Increase is due to a \$10M license fee received by UF Research Foundation. |
| 2 | To University/Component Units | Increase is due to payments made by UF Research Foundation to the University for several startup commitments to new faculties, as well as increased allocations to the University driven by increased licensing and royalty revenue at UF Research Foundation over the last year. |

Florida Clinical Practice Plan
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|--|------------------|------------------|-------------------|---------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 41,921 | \$ 34,304 | \$ 7,617 | 22.2% |
| Component Unit Short-Term Inv | 27,782 | 24,184 | 3,598 | 14.9% |
| Component Unit Long-Term Inv | 7,894 | 10,146 | (2,252) | -22.2% |
| Total Cash and Investments | \$ 77,597 | \$ 68,634 | \$ 8,963 | 13.1% |
| Accounts Receivable | | | | |
| Patient Receivables (<i>Note 1</i>) | \$ 66,831 | \$ 49,403 | \$ 17,428 | 35.3% |
| Other Accounts Receivable (<i>Note 2</i>) | 19,038 | 2,831 | 16,207 | 572.5% |
| Total Accounts Receivable | \$ 85,869 | \$ 52,234 | \$ 33,635 | 64.4% |
| Buildings and Equipment (<i>Note 3</i>) | \$ 97,034 | \$ 74,808 | \$ 22,226 | 29.7% |
| Accounts Payable | \$ 1,075 | \$ 4,164 | \$ (3,089) | -74.2% |
| Bonds and Loans (<i>Note 4</i>) | \$ 89,160 | \$ 63,490 | \$ 25,670 | 40.4% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Florida Clinical Practice Plan
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|---------------------|---------------------|--------------------|---------------|
| Cash Receipts | | | | |
| Patient Service Revenue <i>(Note 5)</i> | \$ 267,511 | \$ 232,985 | \$ 34,526 | 14.8% |
| Investment Income | 1,922 | (1,202) | 3,124 | -259.9% |
| Total Cash Receipts | \$ 269,433 | \$ 231,783 | \$ 37,650 | 16.2% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plans | \$ 70,983 | \$ 76,300 | \$ (5,317) | -7.0% |
| To University/Component Units | (261,221) | (250,408) | (10,813) | 4.3% |
| Net Transfers | \$ (190,238) | \$ (174,108) | \$ (16,130) | 9.3% |
| Total Cash Receipts Net of Transfers | \$ 79,195 | \$ 57,675 | \$ 21,520 | 37.3% |
| Operating Expense Disbursements | | | | |
| Other Operating Expense Disbursements | | | | |
| Patient Services and Other Public Services <i>(Note 6)</i> | 80,613 | 68,474 | 12,139 | 17.7% |
| Total Other Operating Expense Disbursements | \$ 80,613 | \$ 68,474 | \$ 12,139 | 17.7% |
| Total Operating Expense Disbursements | \$ 80,613 | \$ 68,474 | \$ 12,139 | 17.7% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (1,418) | \$ (10,799) | \$ 9,381 | -86.9% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (15,266) | \$ (6,346) | \$ (8,920) | 140.6% |
| Debt Proceeds/Repayment | \$ (821) | \$ 5,899 | \$ (6,720) | -113.9% |
| Increase (Decrease) in Fair Value of Investments | \$ (1,376) | \$ (527) | \$ (849) | 161.1% |
| Change in Receivables and Payables | \$ (16,550) | \$ (7,271) | \$ (9,279) | 127.6% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ (35,431) | \$ (19,044) | \$ (16,387) | 86.0% |

Florida Clinical Practice Plan
Notes to Notable Non-GAAP Financial Information
For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|---------------|---|--|
| 1 | Patient Receivables | Increase is due to the timing of receipt on amounts due from the State for Low Income Pool program for services provided under Medicaid. |
| 2 | Other Accounts Receivable | Increase is due to outstanding intergovernmental transfers due from the Agency for Health Care Administration, as compared to no outstanding transfers in the prior year. |
| 3 | Buildings and Equipment | Increase is due to continued work in progress on the new medical facility at the Oaks Mall. |
| 4 | Bonds and Loans | Increase is due to the debt issued for the new medical facility at the Oaks Mall. |
| 5 | Patient Service Revenue | Increase is driven by a number of factors, including increased volume of patient visits, additional Medicaid Upper Payment Limit and Low Income Pool (LIP) funding, additional revenues from Anesthesiology services, and funding provided by Agency for Health Care Administration. |
| 6 | Operating Expense disbursements - Patient Services and Other Public Services | Increase is driven by a number of factors, including increased volume of patient visits, disbursements of Agency for Health Care Administration funding, and increased payments for health care extenders, contractual services, and operating supplies. |

Other Practice Plans

Notable Non-GAAP Assets & Liabilities (in thousands)

As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|--|-------------------|-------------------|------------------|---------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 32,812 | \$ 41,910 | \$ (9,098) | -21.7% |
| Component Unit Short-Term Inv <i>(Note 1)</i> | 237,808 | 207,145 | 30,663 | 14.8% |
| Total Cash and Investments | \$ 270,620 | \$ 249,055 | \$ 21,565 | 8.7% |
| Accounts Receivable | | | | |
| Patient Receivables | \$ 12,673 | \$ 14,894 | \$ (2,221) | -14.9% |
| Other Accounts Receivable <i>(Note 2)</i> | 43,534 | 29,986 | 13,548 | 45.2% |
| Total Accounts Receivable | \$ 56,207 | \$ 44,880 | \$ 11,327 | 25.2% |
| Buildings and Equipment <i>(Note 3)</i> | \$ 37,933 | \$ 19,356 | \$ 18,577 | 96.0% |
| Accounts Payable | \$ 8,856 | \$ 9,044 | \$ (188) | -2.1% |
| Bonds and Loans <i>(Note 4)</i> | \$ 30,742 | \$ 3,655 | \$ 27,087 | 741.1% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Other Practice Plans

Notable Non-GAAP Receipts & Disbursements (in thousands)

For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|--------------------|--------------------|------------------|----------------|
| Cash Receipts | | | | |
| Patient Service Revenue | \$ 142,567 | \$ 133,300 | \$ 9,267 | 7.0% |
| Investment Income <i>(Note 5)</i> | 9,635 | (1,746) | 11,381 | -651.8% |
| Sales of Goods & Services | 8,213 | 5,581 | 2,632 | 47.2% |
| Total Cash Receipts | \$ 160,415 | \$ 137,135 | \$ 23,280 | 17.0% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plan | \$ 32,362 | \$ 24,477 | \$ 7,885 | 32.2% |
| To University/Component Units | (97,978) | (99,523) | 1,545 | -1.6% |
| Net Transfers | \$ (65,616) | \$ (75,046) | \$ 9,430 | -12.6% |
| Total Cash Receipts Net of Transfers | \$ 94,799 | \$ 62,089 | \$ 32,710 | 52.7% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Patient Services and Other Public Services | \$ 51,819 | \$ 48,445 | \$ 3,374 | 7.0% |
| Total Employee Comp & Benefits | \$ 51,819 | \$ 48,445 | \$ 3,374 | 7.0% |
| Other Operating Expense Disbursements | | | | |
| Patient Services and Other Public Services | \$ 40,239 | \$ 32,146 | \$ 8,093 | 25.2% |
| Total Other Operating Expense Disbursements | \$ 40,239 | \$ 32,146 | \$ 8,093 | 25.2% |
| Total Operating Expense Disbursements | \$ 92,058 | \$ 80,591 | \$ 11,467 | 14.2% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 2,741 | \$ (18,502) | \$ 21,243 | -114.8% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses <i>(Note 6)</i> | \$ (16,724) | \$ (2,095) | \$ (14,629) | 698.3% |
| Debt Proceeds/Repayment <i>(Note 7)</i> | \$ 12,736 | \$ - | \$ 12,736 | 0.0% |
| Change in Receivables and Payables | \$ (2,648) | \$ 2,845 | \$ (5,493) | -193.1% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ (3,895) | \$ (17,752) | \$ 13,857 | -78.1% |

Other Practice Plans

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|--|--|
| 1 | Component Unit Short-Term Inv | Increase is primarily due to investment earnings generated and reinvested by UF Self-Insurance Program & Healthcare Education Insurance Company over the past year. |
| 2 | Other Accounts Receivable | Increase is due to the timing of receipt by UF Jacksonville Physicians on funding from State programs to help support Medicaid. |
| 3 | Buildings and Equipment | Increase is due to construction and capitalization of the new UFHealth at Wildlight medical office complex by UF Jacksonville Physicians . |
| 4 | Bonds and Loans | Increase is primarily due to debt issued by UF Jacksonville Physicians to fund construction of the UFHealth Wildlight medical office complex. |
| 5 | Investment Income | Increase is due to investment returns generated by UF Self-Insurance Program & Healthcare Education Insurance Company due to stronger market conditions during the first 6 months of FY20 as compared to FY19. |
| 6 | Equipment and Building Expenses | Increase is due to expenses incurred by UF Jacksonville Physicians toward construction of the UFHealth Wildlight medical office complex. |
| 7 | Debt Proceeds/Repayment | Increase is due to draws on the debt issued by UF Jacksonville Physicians to fund construction of the UFHealth Wildlight medical office complex. |

Shands Teaching Hospital and Clinics

Notable Non-GAAP Assets & Liabilities (in thousands)

As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|---|---------------------|---------------------|-------------------|--------------|
| Cash and Investments | | | | |
| Cash in Bank | \$ 38,490 | \$ 32,896 | \$ 5,594 | 17.0% |
| Component Unit Short-Term Inv <i>(Note 1)</i> | 30,354 | 53,801 | (23,447) | -43.6% |
| Component Unit Long-Term Inv <i>(Note 2)</i> | 740,771 | 583,735 | 157,036 | 26.9% |
| Total Cash and Investments | \$ 809,615 | \$ 670,432 | \$ 139,183 | 20.8% |
| Accounts Receivable | | | | |
| Patient Receivables <i>(Note 3)</i> | \$ 260,914 | \$ 219,513 | \$ 41,401 | 18.9% |
| Total Accounts Receivable | \$ 260,914 | \$ 219,513 | \$ 41,401 | 18.9% |
| Buildings and Equipment | \$ 1,100,209 | \$ 1,074,967 | \$ 25,242 | 2.3% |
| Accounts Payable | \$ 192,302 | \$ 200,914 | \$ (8,612) | -4.3% |
| Bonds and Loans <i>(Note 4)</i> | \$ 973,340 | \$ 815,419 | \$ 157,921 | 19.4% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Shands Teaching Hospital and Clinics
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|--------------------|--------------------|-------------------|----------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 2,350 | \$ 1,763 | \$ 587 | 33.3% |
| Patient Service Revenue | \$ 778,945 | \$ 767,268 | 11,677 | 1.5% |
| Contributions/Donations | \$ 8,944 | \$ 5,469 | 3,475 | 63.5% |
| Investment Income <i>(Note 5)</i> | \$ 36,565 | \$ (28,137) | 64,702 | -230.0% |
| Other Cash Receipts | \$ 17,099 | \$ 23,069 | (5,970) | -25.9% |
| Total Cash Receipts | \$ 843,903 | \$ 769,432 | \$ 74,471 | 9.7% |
| Transfers | | | | |
| To University/Component Units | \$ (99,000) | \$ (90,233) | \$ (8,767) | 9.7% |
| Net Transfers | \$ (99,000) | \$ (90,233) | \$ (8,767) | 9.7% |
| Total Cash Receipts Net of Transfers | \$ 744,903 | \$ 679,199 | \$ 65,704 | 9.7% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Patient Services and Other Public Services | \$ 366,582 | \$ 366,404 | \$ 178 | 0.0% |
| Total Employee Comp & Benefits | \$ 366,582 | \$ 366,404 | \$ 178 | 0.0% |
| Other Operating Expense Disbursements | | | | |
| Patient Services and Other Public Services | \$ 310,101 | \$ 297,754 | \$ 12,347 | 4.1% |
| Total Other Operating Expense Disbursements | \$ 310,101 | \$ 297,754 | \$ 12,347 | 4.1% |
| Total Operating Expense Disbursements | \$ 676,683 | \$ 664,158 | \$ 12,525 | 1.9% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 68,220 | \$ 15,041 | \$ 53,179 | 353.6% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses <i>(Note 6)</i> | \$ (66,703) | \$ (53,463) | \$ (13,240) | 24.8% |
| Debt Proceeds/Repayment <i>(Note 7)</i> | \$ 166,837 | \$ (9,552) | \$ 176,389 | -1846.6% |
| Increase (Decrease) in Fair Value of Investments | \$ 1,687 | \$ 723 | \$ 964 | 133.3% |
| Change in Receivables and Payables <i>(Note 8)</i> | \$ (45,525) | \$ (18,025) | \$ (27,500) | 152.6% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ 124,516 | \$ (65,276) | \$ 189,792 | -290.8% |

Shands Teaching Hospital and Clinics

Notes to Notable Non-GAAP Financial Information For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|---|--|
| 1 | Component Unit Short-Term Inv | Decrease in due to liquidation of short-term investments to support operating cash needs and to fund purchases of capital assets. |
| 2 | Component Unit Long-Term Inv | Increase is due to investment returns generated over the past year, as well as due to proceeds on a bond issued, a portion of which was placed in a long-term project fund. |
| 3 | Patient Receivables | Increase in receivables is due to increasing patient volumes, rate inflation for services performed, and timing of payments received on outstanding amounts receivable. |
| 4 | Bonds and Loans | Increase is due to a new bond issued in Q2 2020, which includes a portion used to refund existing debt and terminate related interest rate swaps as well as additional debt (\$175M) used to finance and reimburse certain capital improvements to health care facilities. |
| 5 | Investment Income | Increase is due to stronger market conditions during the first 6 months of FY20 as compared to FY19. |
| 6 | Equipment and Building Expenses | Increase is due to costs incurred toward construction and improvements on a new hotel, the Fixel Neurological building, and various other renovations to health care facilities. |
| 7 | Debt Proceeds/Repayment | Increase is due to additional debt issued to finance and reimburse certain capital improvements to health care facilities. |
| 8 | Change in Receivables and Payables | Decrease is due to the return of collateral held on behalf of the counterparty in interest rate swap agreements terminated in conjunction with the debt refunding described in Note 4. |

Shands Jacksonville HealthCare
Notable Non-GAAP Assets & Liabilities (in thousands)
As of December 31, 2019

| | 12/31/2019 | 12/31/2018 | \$ Variance | % Variance |
|-----------------------------------|-------------------|-------------------|--------------------|---------------|
| Cash and Investments | | | | |
| Cash in Bank <i>(Note 1)</i> | \$ 60,860 | \$ 29,241 | \$ 31,619 | 108.1% |
| Component Unit Short-Term Inv | 24,088 | 25,704 | (1,616) | -6.3% |
| Component Unit Long-Term Inv | 9,856 | 9,819 | 37 | 0.4% |
| Total Cash and Investments | \$ 94,804 | \$ 64,764 | \$ 30,040 | 46.4% |
| Accounts Receivable | | | | |
| Patient Receivables | \$ 121,268 | \$ 120,782 | \$ 486 | 0.4% |
| Total Accounts Receivable | \$ 121,268 | \$ 120,782 | \$ 486 | 0.4% |
| Buildings and Equipment | \$ 238,881 | \$ 256,326 | \$ (17,445) | -6.8% |
| Accounts Payable (Note 2) | \$ 34,164 | \$ 50,249 | \$ (16,085) | -32.0% |
| Bonds and Loans | \$ 243,903 | \$ 242,583 | \$ 1,320 | 0.5% |

Note: Excludes items related to Other Post-employment Benefits Liability, Pension Liability, and Compensated Absences Liability

Shands Jacksonville HealthCare
Notable Non-GAAP Receipts & Disbursements (in thousands)
For the Six Months Ended December 31, 2019

| | Q2 FY20 | Q2 FY19 | \$ Variance | % Variance |
|--|--------------------|--------------------|-------------------|---------------|
| Cash Receipts | | | | |
| Patient Service Revenue <i>(Note 3)</i> | \$ 360,747 | \$ 321,117 | \$ 39,630 | 12.3% |
| Contributions/Donations | - | 211 | (211) | -100.0% |
| Investment Income | 512 | 429 | 83 | 19.3% |
| Other Cash Receipts | 6,004 | 5,297 | 707 | 13.3% |
| Total Cash Receipts | \$ 367,263 | \$ 327,054 | \$ 40,209 | 12.3% |
| Transfers | | | | |
| To University/Component Units | \$ (29,371) | \$ (21,186) | \$ (8,185) | 38.6% |
| Net Transfers | \$ (29,371) | \$ (21,186) | \$ (8,185) | 38.6% |
| Total Cash Receipts Net of Transfers | \$ 337,892 | \$ 305,868 | \$ 32,024 | 10.5% |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | | | | |
| Patient Services and Other Public Services | \$ 176,405 | \$ 173,134 | \$ 3,271 | 1.9% |
| Total Employee Comp & Benefits | \$ 176,405 | \$ 173,134 | \$ 3,271 | 1.9% |
| Other Operating Expense Disbursements | | | | |
| Patient Services and Other Public Services | \$ 188,407 | \$ 180,347 | \$ 8,060 | 4.5% |
| Total Other Operating Expense Disbursements | \$ 188,407 | \$ 180,347 | \$ 8,060 | 4.5% |
| Total Operating Expense Disbursements | \$ 364,812 | \$ 353,481 | \$ 11,331 | 3.2% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (26,920) | \$ (47,613) | \$ 20,693 | -43.5% |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (6,713) | \$ (14,189) | \$ 7,476 | -52.7% |
| Debt Proceeds/Repayment | \$ (394) | \$ (1,764) | \$ 1,370 | -77.7% |
| Change in Receivables and Payables | \$ (4,656) | \$ (4,535) | \$ (121) | 2.7% |
| Net Cash and Investments for the Six Months Ended Dec. 31, 2019 | \$ (38,683) | \$ (68,101) | \$ 29,418 | -43.2% |

Shands Jacksonville HealthCare

Notes to Notable Non-GAAP Financial Information

For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|-------------------------|---|
| 1 | Cash in Bank | Increase is due to cash generated from operations, primarily from receipt of Low Income Pool supplemental program from the State for services provided under Medicaid, as well as proceeds from a line of credit. |
| 2 | Accounts Payable | Decrease is due to payoff of a 3rd party settlement, as well as the timing of payment on amounts due to vendors and suppliers. |
| 3 | Patient Service Revenue | Increase is primarily due to timing of receipt on Low Income Pool supplemental funding from the state for services provided under Medicaid, which were delayed until Q3 in the prior fiscal year. |

University of Florida Enterprise - Cash and Investments Reconciliation
As of December 31, 2019
(amounts expressed in thousands)

| | | Generally Available | Conditional Availability | Not Available |
|---|---------------------|---------------------|--------------------------|---------------------|
| | Total | | | |
| Cash and Investment Balance as of 6/30/2019 | \$ 5,336,566 | \$ 1,298,415 | \$ 1,095,217 | \$ 2,942,934 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | 232,116 | 4,392 | 42,376 | 185,348 |
| Cash and Investment Balance as of 12/31/2019 | \$ 5,568,682 | \$ 1,302,807 | \$ 1,137,593 | \$ 3,128,282 |

University of Florida Enterprise
Cash and Investment Balances by Restriction as of December 31, 2019

| | | Generally Available | Conditional Availability | Not Available |
|--|---------------------|---------------------|--------------------------|---------------------|
| | Total | | | |
| University of Florida | \$ 2,051,398 | \$ 332,542 | \$ 768,177 | \$ 950,679 |
| University of Florida Foundation | 2,077,299 | 16,561 | 88,308 | 1,972,430 |
| University Athletic Association | 111,206 | 53,144 | - | 58,062 |
| Other Direct Support Organizations | | | | |
| Florida Foundation Seed Producers | 12,522 | - | 12,522 | - |
| Citrus Research & Development Foundation | 2,552 | 2,552 | - | - |
| Gator Boosters | 2,350 | 1,858 | - | 492 |
| University of Florida Development Corporation | 2,346 | 2,346 | - | - |
| GatorCare Health Management Corporation | 54,991 | 54,991 | - | - |
| University of Florida Research Foundation | 1,382 | - | 1,382 | - |
| Florida Clinical Practice Plan | 77,597 | 3,477 | 28,781 | 45,339 |
| Other Practice Plans | | | | |
| Faculty Associates | 16,456 | 16,456 | - | - |
| College of Pharmacy Practice Plan | 101 | 101 | - | - |
| UF Jacksonville Physicians | 21,320 | 21,320 | - | - |
| Veterinary Medicine Faculty Association | 4,180 | 4,180 | - | - |
| UF Self-Insurance / HealthCare Education Insurance | 228,563 | - | 228,563 | - |
| Shands Teaching Hospital and Clinics | 809,615 | 708,335 | - | 101,280 |
| Shands Jacksonville HealthaCare | 94,804 | 84,944 | 9,860 | - |
| Total UF Enterprise | \$ 5,568,682 | \$ 1,302,807 | \$ 1,137,593 | \$ 3,128,282 |

UF Enterprise

Notes to Cash and Investment Balances by Restriction

For the Six Months Ended December 31, 2019

| Line Description | Amount (in thousands) | Explanation |
|--|-----------------------|--|
| University of Florida | \$ 2,051,398 | |
| Generally Available | \$ 332,542 | Consists of State appropriations (\$225M), unrestricted student tuition and fees (\$6M), monies in the University's Strategic fund (\$37M), overhead charged to campus to fund support units (\$35M), and institutional investments (\$29M) |
| Conditional Availability | \$ 768,177 | Consists primarily of amounts restricted for research from indirect cost recovery (\$314M), residual amounts on Contracts and Grants (\$78M), allocations of royalties from UF Research Foundation restricted for research and sponsored training (\$49M), and the UF strategic fund for research (\$18M); amounts in various auxiliary funds (\$224M); amounts held for infrastructure projects (\$48M); State appropriations for recruitment, program enhancement, and online programs (\$28M); and student fees for UF Online (\$9M). |
| Not Available | \$ 950,679 | Consists primarily of monies restricted for construction projects (\$130M); monies transferred from component units, including donor restricted amounts from UF Foundation (\$202M) and Practice Plans (\$33M) to pay clinical faculty salaries; investments held on behalf of component units (\$210M); financial aid (\$147M) and other amounts related to Contracts and Grants (\$80M); and student fees restricted for instructional technology (\$12M). |
| UF Foundation | \$ 2,077,299 | |
| Generally Available | \$ 16,561 | Consists of amounts on hand to fund general administration and operations of the UF Foundation. |
| Conditional Availability | \$ 88,308 | Consists of temporarily restricted earnings on UF Foundation investments and non-endowed monies that have not yet been transferred to the University. |
| Not Available | \$ 1,972,430 | Consists of permanently restricted endowed funds held by the UF Foundation as well as split-interest agreements intended to benefit endowment funds. |
| University Athletic Association | \$ 111,206 | |
| Generally Available | \$ 53,144 | Consists of amounts on hand to fund general administration and operations of the University Athletic Association. |
| Not Available | \$ 58,062 | Consists primarily of amounts on hand to fund construction projects (\$23M) and to satisfy debt covenants (\$30M). Also included are certain donor restricted funds (\$3M) and amounts on hand to satisfy contracts payable (\$2M). |
| Florida Foundation Seed Producers | \$ 12,522 | |
| Conditional Availability | \$ 12,522 | Consists of amounts on hand from sale of seeds that are restricted to IFAS departments for research. |

UF Enterprise

Notes to Cash and Investment Balances by Restriction

For the Six Months Ended December 31, 2019

| Line Description | Amount (in thousands) | Explanation |
|---|-----------------------|---|
| Citrus Research and Development Foundation | \$ 2,552 | |
| Generally Available | \$ 2,552 | Consists of amounts on hand from State appropriations to Citrus Research and Development Foundation to carry out its mission of researching diseases impacting citrus crops. |
| Gator Boosters | \$ 2,350 | |
| Generally Available | \$ 1,858 | Consists of amounts on hand to fund general administration and operations of Gator Boosters. |
| Not Available | \$ 492 | Consists of amounts on hand from donor contributions and restricted for various purposes as specified by the donors. |
| UF Development Corporation | \$ 2,346 | |
| Generally Available | \$ 2,346 | Consists of amounts on hand to fund general administration and operations of UF Development Corporation. |
| GatorCare Health Management Corporation | \$ 54,991 | |
| Generally Available | \$ 54,991 | Consists primarily of amounts held in reserve to fund current and future claims payable on behalf of participating organizations. Also includes amounts on hand to fund general administration and operations. |
| UF Research Foundation | \$ 1,382 | |
| Conditional Availability | \$ 1,382 | Consists of amounts generated by the various intellectual properties related to the University and restricted for distribution to inventors, programs, and UF colleges and departments. |
| Florida Clinical Practice Association | \$ 77,597 | |
| Generally Available | \$ 3,477 | Consists of amounts on hand to fund general administration and operations of the Florida Clinical Practice Association. |
| Conditionally Available | \$ 28,781 | Consists of the Florida Clinical Practice Association investment portfolio held in reserve for contingencies or strategic initiatives. |
| Not Available | \$ 45,339 | Consists of amounts set aside and restricted for payroll funding (\$17M), construction projects (\$11M), and to satisfy debt covenants (\$10M), as well as FCPA's joint venture investment in UF Health South Central (\$7M). |
| Faculty Associates | \$ 16,456 | |
| Generally Available | \$ 16,456 | Consists of amounts on hand to fund general administration and operations of Faculty Associates. |

UF Enterprise

Notes to Cash and Investment Balances by Restriction

For the Six Months Ended December 31, 2019

| Line Description | Amount (in thousands) | Explanation |
|---|-----------------------|---|
| College of Pharmacy Practice Plan | \$ 101 | |
| Generally Available | \$ 101 | Consists of amounts on hand to fund general administration and operations of the College of Pharmacy Practice Plan. |
| UF Jacksonville Physicians | \$ 21,320 | |
| Generally Available | \$ 21,320 | Consists of amounts on hand to fund general administration and operations of UF Jacksonville Physicians. |
| Veterinary Medicine Faculty Association | \$ 4,180 | |
| Generally Available | \$ 4,180 | Consists of amounts on hand to fund general administration and operations of the Veterinary Medicine Faculty Association. |
| UF Self-Insurance / HealthCare Education Insurance | \$ 228,563 | |
| Conditional Availability | \$ 228,563 | Consists of amounts held by UF Self-Insurance and HealthCare Education Insurance programs in reserve for the payment of claims, losses, and loss adjustment expenses. |
| Shands Teaching Hospital and Clinics | \$ 809,615 | |
| Generally Available | \$ 708,335 | Consists primarily of amounts designated by the Shands Teaching Hospital Board of Directors for specific purposes, such as to support capital projects and other health programs (\$639M). Also includes amounts on hand to fund general administration and operations (\$69M). |
| Not Available | \$ 101,280 | Consists of amounts reserved to fund construction projects (\$94M) and satisfy debt covenants (\$7M) |
| Shands Jacksonville HealthaCare | \$ 94,804 | |
| Generally Available | \$ 84,944 | Consists primarily of amounts on hand to fund general administration and operations of Shands Jacksonville (\$65M) as well as amounts internally designated by the Shands Jacksonville Board of Directors for clinical support, education, research, and other health programs (\$20M). |
| Conditionally Available | \$ 9,860 | Consists of amounts on hand to satisfy debt covenants (\$10M). |

University of Florida Enterprise - Analysis of Cash Receipts and Disbursements
For the Six Months Ended December 31, 2019
(amounts expressed in thousands)

| | | Generally Available | Conditional Availability | Not Available |
|---|---------------------|---------------------|--------------------------|---------------------|
| | Total | | | |
| Cash Receipts | | | | |
| Tuition and Fees | \$ 203,905 | \$ 69,212 | \$ 61,726 | \$ 72,967 |
| State Appropriations | 390,804 | 334,170 | 23,297 | 33,337 |
| Contracts and Grants | 343,578 | - | 70,074 | 273,504 |
| Federal and State Financial Aid | 187,494 | - | - | 187,494 |
| Patient Service Revenue | 1,549,770 | 1,549,770 | - | - |
| Contributions/Donations | 123,288 | 17,899 | 69,563 | 35,826 |
| Investment Income | 81,254 | 68,435 | 10,443 | 2,376 |
| Licensing and Royalties | 52,337 | 13,078 | 39,259 | - |
| Sales of Goods & Services | 237,222 | 128,407 | 70,282 | 38,533 |
| Other Cash Receipts | 42,014 | 23,446 | 10,832 | 7,736 |
| Total Cash Receipts | \$ 3,211,666 | \$ 2,204,417 | \$ 355,476 | \$ 651,773 |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plans | \$ 487,570 | \$ 103,345 | \$ 4,273 | \$ 379,952 |
| UF Foundation (Donor Restricted) | 74,275 | 9,319 | 1 | 64,955 |
| Other | 37,494 | 4,330 | 21,499 | 11,665 |
| To University/Component Units | (599,339) | (372,730) | (134,690) | (91,919) |
| Net Transfers | \$ - | \$ (255,736) | \$ (108,917) | \$ 364,653 |
| Total Cash Receipts Net of Transfers | \$ 3,211,666 | \$ 1,948,681 | \$ 246,559 | \$ 1,016,426 |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | \$ 1,753,323 | \$ 1,091,847 | \$ 115,830 | \$ 545,646 |
| Operating Expense Disbursements | \$ 1,174,368 | \$ 845,491 | \$ 100,288 | \$ 228,589 |
| Total Operating Expense Disbursements | \$ 2,927,691 | \$ 1,937,338 | \$ 216,118 | \$ 774,235 |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 283,975 | \$ 11,343 | \$ 30,441 | \$ 242,191 |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (229,346) | \$ (85,848) | \$ (13,588) | \$ (129,910) |
| Debt Proceeds/Repayment | \$ 160,731 | \$ 69,990 | \$ (3,432) | \$ 94,173 |
| Increase (Decrease) in Fair Value of Investments | \$ 117,844 | \$ 27,174 | \$ 306 | \$ 90,364 |
| Change in Receivables and Payables | \$ (101,088) | \$ (18,267) | \$ 28,649 | \$ (111,470) |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ 232,116 | \$ 4,392 | \$ 42,376 | \$ 185,348 |

University of Florida - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | | Conditional Availability | | | | | | Not Available | | | | | | | | |
|---|---------------------|------------|-----------|--------------------------|-----------|---------------------|---------------------|--------------|-----------|---------------|---------------------|---------------------|------------------|--------------------|--------------|------------|-----------------------------------|------------|
| Total | State Appropriation | Tuition | Other | State Appropriation | Tuition | Research Restricted | Business Activities | Construction | Other | Tech Fees | Research Restricted | Business Activities | Donor Restricted | Student Financials | Construction | Other | Held on Behalf of Component Units | |
| Cash and Investment Balance as of 6/30/2019 | \$ 1,954,384 | \$ 167,129 | \$ 99,054 | \$ 58,275 | \$ 28,965 | \$ 4,802 | \$ 445,291 | \$ 223,549 | \$ 47,704 | \$ - | \$ 10,231 | \$ 60,391 | \$ 94,052 | \$ 198,001 | \$ 50,601 | \$ 143,024 | \$ 101,492 | \$ 221,823 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | 97,014 | 57,808 | (93,096) | 43,372 | 1,792 | 1,324 | 13,792 | 612 | 346 | - | 1,570 | 19,218 | 13,025 | 4,157 | 96,286 | (13,504) | (38,336) | (11,352) |
| Cash and Investment Balance as of 12/31/2019 | \$ 2,051,398 | \$ 224,937 | \$ 5,958 | \$ 101,647 | \$ 30,757 | \$ 6,126 | \$ 459,083 | \$ 224,161 | \$ 48,050 | \$ - | \$ 11,801 | \$ 79,609 | \$ 107,077 | \$ 202,158 | \$ 146,887 | \$ 129,520 | \$ 63,156 | \$ 210,471 |

University of Florida - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | | Conditional Availability | | | | | | Not Available | | | | | | | Held on Behalf of Component Units | | |
|---|---------------------|---------------------|--------------------|--------------------------|---------------------|-------------------|---------------------|---------------------|---------------|---------------|-----------------|---------------------|---------------------|------------------|--------------------|--------------------|-----------------------------------|--------------------|--|
| | Total | State Appropriation | Tuition | Other | State Appropriation | Tuition | Research Restricted | Business Activities | Construction | Other | Tech Fees | Research Restricted | Business Activities | Donor Restricted | Student Financials | Construction | | Other | |
| Cash Receipts | | | | | | | | | | | | | | | | | | | |
| Tuition and Fees | \$ 203,905 | \$ - | \$ 68,112 | \$ 1,100 | \$ - | \$ 5,193 | \$ - | \$ 56,533 | \$ - | \$ - | \$ 3,895 | \$ - | \$ 8,208 | \$ - | \$ 49,678 | \$ - | \$ 11,186 | \$ - | |
| State Appropriations | 381,936 | 328,998 | - | - | 19,321 | - | - | 280 | - | - | - | - | 4,942 | - | - | 28,395 | - | - | |
| Contracts and Grants | 343,578 | - | - | - | - | - | 69,924 | 150 | - | - | - | 269,789 | 768 | - | 2,947 | - | - | - | |
| Federal and State Financial Aid | 187,494 | - | - | - | - | - | - | - | - | - | - | - | - | - | 187,494 | - | - | - | |
| Investment Income | 26,022 | - | - | 24,715 | - | - | - | 8 | 346 | - | - | 12 | - | - | 551 | 390 | - | - | |
| Sales of Goods & Services | 103,024 | - | - | 851 | - | - | - | 63,640 | - | - | - | - | 38,533 | - | - | - | - | - | |
| Other Cash Receipts | 13,475 | - | 37 | 227 | - | - | 3,131 | 2,344 | - | - | - | - | 174 | - | (568) | 8,130 | - | - | |
| Total Cash Receipts | \$ 1,259,434 | \$ 328,998 | \$ 68,149 | \$ 26,893 | \$ 19,321 | \$ 5,193 | \$ 73,055 | \$ 122,955 | \$ 346 | \$ - | \$ 3,895 | \$ 269,801 | \$ 52,625 | \$ - | \$ 240,102 | \$ 36,915 | \$ 11,186 | \$ - | |
| Transfers | | | | | | | | | | | | | | | | | | | |
| From Component Units | | | | | | | | | | | | | | | | | | | |
| Hospitals and Practice Plans | \$ 384,225 | \$ - | \$ - | \$ - | \$ - | \$ - | \$ - | \$ 4,273 | \$ - | \$ - | \$ - | \$ - | \$ 379,952 | \$ - | \$ - | \$ - | \$ - | \$ - | |
| UF Foundation (Donor Restricted) | 64,956 | - | - | - | - | - | - | 1 | - | - | - | 3,540 | - | 52,047 | 9,368 | - | - | - | |
| Other | 21,078 | - | - | - | - | - | 21,499 | - | - | - | - | - | (1,711) | 1,290 | - | - | - | - | |
| Within the University | - | 104,764 | (14,201) | 16,036 | 1,610 | (2,613) | (7,287) | (21,390) | - | - | - | (3,513) | (10,252) | (6,704) | (92,808) | 37,270 | (912) | - | |
| Net Transfers | \$ 470,259 | \$ 104,764 | \$ (14,201) | \$ 16,036 | \$ 1,610 | \$ (2,613) | \$ 14,212 | \$ (17,116) | \$ - | \$ - | \$ - | \$ 27 | \$ 367,989 | \$ 45,343 | \$ (82,150) | \$ 37,270 | \$ (912) | \$ - | |
| Total Cash Receipts Net of Transfers | \$ 1,729,693 | \$ 433,762 | \$ 53,948 | \$ 42,929 | \$ 20,931 | \$ 2,580 | \$ 87,267 | \$ 105,839 | \$ 346 | \$ - | \$ 3,895 | \$ 269,828 | \$ 420,614 | \$ 45,343 | \$ 157,952 | \$ 74,185 | \$ 10,274 | \$ - | |
| Operating Expense Disbursements | | | | | | | | | | | | | | | | | | | |
| Employee Compensation and Benefits | \$ 1,112,111 | \$ 293,491 | \$ 147,044 | \$ 11,982 | \$ 17,984 | \$ 1,256 | \$ 38,533 | \$ 57,698 | \$ - | \$ - | \$ 1,409 | \$ 147,264 | \$ 370,826 | \$ 26,460 | \$ - | \$ - | \$ (1,836) | \$ - | |
| Operating Expense Disbursements | 389,815 | 77,301 | - | 14,055 | 1,477 | - | 21,867 | 47,427 | - | - | 845 | 102,494 | 36,794 | 14,309 | 62,474 | - | 10,772 | - | |
| Total Operating Expense Disbursements | \$ 1,501,926 | \$ 370,792 | \$ 147,044 | \$ 26,037 | \$ 19,461 | \$ 1,256 | \$ 60,400 | \$ 105,125 | \$ - | \$ - | \$ 2,254 | \$ 249,758 | \$ 407,620 | \$ 40,769 | \$ 62,474 | \$ - | \$ 8,936 | \$ - | |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 227,767 | \$ 62,970 | \$ (93,096) | \$ 16,892 | \$ 1,470 | \$ 1,324 | \$ 26,867 | \$ 714 | \$ 346 | \$ - | \$ 1,641 | \$ 20,070 | \$ 12,994 | \$ 4,574 | \$ 95,478 | \$ 74,185 | \$ 1,338 | \$ - | |
| Other Receipts & Disbursements | | | | | | | | | | | | | | | | | | | |
| Equipment and Building Expenses | \$ (106,569) | \$ (11,700) | \$ - | \$ (572) | \$ (254) | \$ - | \$ (11,464) | \$ (1,534) | \$ - | \$ - | \$ (91) | \$ (4,320) | \$ (3,471) | \$ (802) | \$ - | \$ (71,876) | \$ (485) | \$ - | |
| Debt Proceeds/Repayment | (6,182) | (69) | - | (178) | - | - | (2,300) | (19) | - | - | - | (44) | (14) | 32 | - | (2,617) | (973) | - | |
| Increase (Decrease) in Fair Value of Investments | 20,211 | - | - | 27,010 | - | - | - | - | - | - | - | - | - | - | - | - | (6,799) | - | |
| Change in Receivables and Payables | (38,213) | 6,607 | - | 220 | 576 | - | 689 | 1,451 | - | - | 20 | 3,512 | 3,516 | 353 | 808 | (13,196) | (31,417) | (11,352) | |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ 97,014 | \$ 57,808 | \$ (93,096) | \$ 43,372 | \$ 1,792 | \$ 1,324 | \$ 13,792 | \$ 612 | \$ 346 | \$ - | \$ 1,570 | \$ 19,218 | \$ 13,025 | \$ 4,157 | \$ 96,286 | \$ (13,504) | \$ (38,336) | \$ (11,352) | |

University of Florida Foundation - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | | Generally Available | Conditional Availability | Not Available |
|---|--------------|---------------------|--------------------------|---------------|
| | Total | Board Designated | Donor Related | Donor Related |
| Cash and Investment Balance as of 6/30/2019 | \$ 1,946,409 | \$ 10,423 | \$ 66,258 | \$ 1,869,728 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | 130,890 | 6,138 | 22,050 | 102,702 |
| Cash and Investment Balance as of 12/31/2019 | \$ 2,077,299 | \$ 16,561 | \$ 88,308 | \$ 1,972,430 |

University of Florida Foundation - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | | Generally Available | Conditional Availability | Not Available |
|---|--------------------|---------------------|--------------------------|-------------------|
| | Total | Board Designated | Donor Related | Donor Related |
| Cash Receipts | | | | |
| Contributions/Donations | \$ 105,712 | \$ 323 | \$ 69,563 | \$ 35,826 |
| Investment Income | 1,186 | 28 | 95 | 1,063 |
| Total Cash Receipts | \$ 106,898 | \$ 351 | \$ 69,658 | \$ 36,889 |
| Transfers | | | | |
| To University/Component Units | \$ (64,956) | \$ 8,038 | \$ (72,994) | \$ - |
| Net Transfers | \$ (64,956) | \$ 8,038 | \$ (72,994) | \$ - |
| Total Cash Receipts Net of Transfers | \$ 41,942 | \$ 8,389 | \$ (3,336) | \$ 36,889 |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | \$ 10,860 | \$ 10,860 | \$ - | \$ - |
| Operating Expense Disbursements | 10,747 | 6,645 | 3,201 | 901 |
| Total Operating Expense Disbursements | \$ 21,607 | \$ 17,505 | \$ 3,201 | \$ 901 |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 20,335 | \$ (9,116) | \$ (6,537) | \$ 35,988 |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ 1,342 | \$ (360) | \$ 1,126 | \$ 576 |
| Debt Proceeds/Repayment | (1,109) | (100) | (1,009) | - |
| Increase (Decrease) in Fair Value of Investments | 97,179 | - | 19 | 97,160 |
| Change in Receivables and Payables | 13,143 | 15,714 | 28,451 | (31,022) |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ 130,890 | \$ 6,138 | \$ 22,050 | \$ 102,702 |

University Athletic Association - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | Conditional Availability | Not Available | | | | |
|---|----------------------------|--------------------------|------------------|----------------|--------------|-------------------|----------|
| Total | General Admin & Operations | State Appropriation | Donor Restricted | Debt Covenants | Construction | Contracts Payable | |
| Cash and Investment Balance as of 6/30/2019 | \$ 160,770 | \$ 79,746 | \$ - | \$ 8,272 | \$ 31,506 | \$ 37,712 | \$ 3,534 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | (49,564) | (26,602) | - | (4,676) | (1,662) | (15,101) | (1,523) |
| Cash and Investment Balance as of 12/31/2019 | \$ 111,206 | \$ 53,144 | \$ - | \$ 3,596 | \$ 29,844 | \$ 22,611 | \$ 2,011 |

University Athletic Association - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | | Generally Available | Conditional Availability | Not Available | | | |
|---|--------------------|----------------------------|--------------------------|-------------------|-------------------|--------------------|-------------------|
| | Total | General Admin & Operations | State Appropriation | Donor Restricted | Debt Covenants | Construction | Contracts Payable |
| Cash Receipts | | | | | | | |
| State Appropriations | \$ 3,696 | \$ - | \$ 3,696 | \$ - | \$ - | \$ - | \$ - |
| Investment Income | 4,592 | 4,592 | - | - | - | - | - |
| Licensing and Royalties | 13,078 | 13,078 | - | - | - | - | - |
| Sales of Goods & Services | 14,990 | 14,990 | - | - | - | - | - |
| Total Cash Receipts | \$ 36,356 | \$ 32,660 | \$ 3,696 | \$ - | \$ - | \$ - | \$ - |
| Transfers | | | | | | | |
| From Component Units | | | | | | | |
| Other | \$ 16,416 | \$ 4,330 | \$ - | \$ 12,086 | \$ - | \$ - | \$ - |
| To University/Component Units | (105) | (105) | - | - | - | - | - |
| Net Transfers | \$ 16,311 | \$ 4,225 | \$ - | \$ 12,086 | \$ - | \$ - | \$ - |
| Total Cash Receipts Net of Transfers | \$ 52,667 | \$ 36,885 | \$ 3,696 | \$ 12,086 | \$ - | \$ - | \$ - |
| Operating Expense Disbursements | | | | | | | |
| Employee Compensation and Benefits | \$ 33,513 | \$ 31,990 | \$ - | \$ - | \$ - | \$ - | \$ 1,523 |
| Operating Expense Disbursements | 34,382 | 30,686 | 3,696 | - | - | - | - |
| Total Operating Expense Disbursements | \$ 67,895 | \$ 62,676 | \$ 3,696 | \$ - | \$ - | \$ - | \$ 1,523 |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ (15,228) | \$ (25,791) | \$ - | \$ 12,086 | \$ - | \$ - | \$ (1,523) |
| Other Receipts & Disbursements | | | | | | | |
| Equipment and Building Expenses | \$ (17,251) | \$ 14,612 | \$ - | \$ (16,762) | \$ - | \$ (15,101) | \$ - |
| Debt Proceeds/Repayment | (10,336) | (8,674) | - | - | (1,662) | - | - |
| Change in Receivables and Payables | (6,749) | (6,749) | - | - | - | - | - |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ (49,564) | \$ (26,602) | \$ - | \$ (4,676) | \$ (1,662) | \$ (15,101) | \$ (1,523) |

Other Direct Support Organizations - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | Conditional Availability | Not Available | |
|---|----------------------|----------------------------|--------------------------|------------------|--------|
| Total | State Appropriations | General Admin & Operations | Research Restricted | Donor Restricted | |
| Cash and Investment Balance as of 6/30/2019 | \$ 68,874 | \$ 4,044 | \$ 50,044 | \$ 14,297 | \$ 489 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | 7,269 | (1,492) | 9,151 | (393) | 3 |
| Cash and Investment Balance as of 12/31/2019 | \$ 76,143 | \$ 2,552 | \$ 59,195 | \$ 13,904 | \$ 492 |

Other Direct Support Organizations - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | Conditional Availability | Not Available | |
|---|---------------------|----------------------|----------------------------|---------------------|------------------|
| | Total | State Appropriations | General Admin & Operations | Research Restricted | Donor Restricted |
| Cash Receipts | | | | | |
| State Appropriations | \$ 2,822 | \$ 2,822 | \$ - | \$ - | \$ - |
| Contributions/Donations | 8,632 | 520 | 8,112 | - | - |
| Investment Income | 820 | 54 | 654 | 112 | - |
| Licensing and Royalties | 39,259 | - | - | 39,259 | - |
| Sales of Goods & Services | 110,995 | - | 110,725 | 270 | - |
| Other Cash Receipts | 5,436 | - | 79 | 5,357 | - |
| Total Cash Receipts | \$ 167,964 | \$ 3,396 | \$ 119,570 | \$ 44,998 | \$ - |
| Transfers | | | | | |
| From Component Units | | | | | |
| UF Foundation (Donor Restricted) | \$ 9,319 | \$ - | \$ 9,319 | \$ - | \$ - |
| To University/Component Units | (46,708) | - | (16,416) | (30,292) | - |
| Net Transfers | \$ (37,389) | \$ - | \$ (7,097) | \$ (30,292) | \$ - |
| Total Cash Receipts Net of Transfers | \$ 130,575 | \$ 3,396 | \$ 112,473 | \$ 14,706 | \$ - |
| Operating Expense Disbursements | | | | | |
| Employee Compensation and Benefits | \$ 2,033 | \$ 182 | \$ 1,492 | \$ 359 | \$ - |
| Operating Expense Disbursements | 120,064 | 4,485 | 101,972 | 13,607 | - |
| Total Operating Expense Disbursements | \$ 122,097 | \$ 4,667 | \$ 103,464 | \$ 13,966 | \$ - |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 8,478 | \$ (1,271) | \$ 9,009 | \$ 740 | \$ - |
| Other Receipts & Disbursements | | | | | |
| Equipment and Building Expenses | \$ (1,462) | \$ - | \$ - | \$ (1,462) | \$ - |
| Increase (Decrease) in Fair Value of Investments | 143 | - | 139 | 1 | 3 |
| Change in Receivables and Payables | 110 | (221) | 3 | 328 | - |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ 7,269 | \$ (1,492) | \$ 9,151 | \$ (393) | \$ 3 |

Florida Clinical Practice Plan - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | Conditional Availability | Not Available | | | | |
|---|----------------------------|--------------------------|---------------|--|--------------|----------------------|-----------------|
| Total | General Admin & Operations | Other | Debt Covenant | Investment in UF Health South Central, LLC | Construction | Employment Contracts | Payroll Funding |
| Cash and Investment Balance as of 6/30/2019 | \$ 113,028 | \$ 27,817 | \$ 10,000 | \$ 6,855 | \$ 23,058 | \$ 15,000 | \$ 17,000 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | (35,431) | 964 | - | 39 | (11,613) | (15,000) | - |
| Cash and Investment Balance as of 12/31/2019 | \$ 77,597 | \$ 28,781 | \$ 10,000 | \$ 6,894 | \$ 11,445 | \$ - | \$ 17,000 |

Florida Clinical Practice Plan - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | Generally Available | Conditional Availability | Not Available | | |
|---|----------------------------|--------------------------|--|--------------|----------------------|
| Total | General Admin & Operations | Other | Investment in UF Health South Central, LLC | Construction | Employment Contracts |
| Cash Receipts | | | | | |
| Patient Service Revenue | \$ 267,511 | \$ 267,511 | \$ - | \$ - | \$ - |
| Investment Income | 1,922 | 1,244 | 678 | - | - |
| Total Cash Receipts | \$ 269,433 | \$ 268,755 | \$ 678 | \$ - | \$ - |
| Transfers | | | | | |
| From Component Units | | | | | |
| Hospitals and Practice Plans | \$ 70,983 | \$ 70,983 | \$ - | \$ - | \$ - |
| To University/Component Units | (261,221) | (246,221) | - | - | (15,000) |
| Net Transfers | \$ (190,238) | \$ (175,238) | \$ - | \$ - | \$ (15,000) |
| Total Cash Receipts Net of Transfers | \$ 79,195 | \$ 93,517 | \$ 678 | \$ - | \$ (15,000) |
| Operating Expense Disbursements | | | | | |
| Employee Compensation and Benefits | \$ - | \$ - | \$ - | \$ - | \$ - |
| Operating Expense Disbursements | 80,613 | 80,613 | - | - | - |
| Total Operating Expense Disbursements | \$ 80,613 | \$ 80,613 | \$ - | \$ - | \$ - |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ (1,418) | \$ 12,904 | \$ 678 | \$ - | \$ (15,000) |
| Other Receipts & Disbursements | | | | | |
| Equipment and Building Expenses | \$ (15,266) | \$ (3,653) | \$ - | \$ (11,613) | \$ - |
| Debt Proceeds/Repayment | (821) | (821) | - | - | - |
| Increase (Decrease) in Fair Value of Investments | (1,376) | (1,662) | 286 | - | - |
| Change in Receivables and Payables | (16,550) | (16,589) | - | 39 | - |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ (35,431) | \$ (9,821) | \$ 964 | \$ 39 | \$ (11,613) |

Other Practice Plans - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | Conditional Availability |
|---|----------------------------|---------------------------|
| Total | General Admin & Operations | Self-Insurance Restricted |
| Cash and Investment Balance as of 6/30/2019 | \$ 50,671 | \$ 223,844 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | (8,614) | 4,719 |
| Cash and Investment Balance as of 12/31/2019 | \$ 42,057 | \$ 228,563 |

Other Practice Plans - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | | Generally Available | Conditional Availability |
|---|--------------------|----------------------------|---------------------------|
| | Total | General Admin & Operations | Self-Insurance Restricted |
| Cash Receipts | | | |
| Patient Service Revenue | \$ 142,567 | \$ 142,567 | \$ - |
| Contributions/Donations | - | - | - |
| Investment Income | 9,635 | 431 | 9,204 |
| Sales of Goods & Services | 8,213 | 1,841 | 6,372 |
| Total Cash Receipts | \$ 160,415 | \$ 144,839 | \$ 15,576 |
| Transfers | | | |
| From Component Units | | | |
| Hospitals and Practice Plans | \$ 32,362 | \$ 32,362 | \$ - |
| To University/Component Units | (97,978) | (96,254) | (1,724) |
| Net Transfers | \$ (65,616) | \$ (63,892) | \$ (1,724) |
| Total Cash Receipts Net of Transfers | \$ 94,799 | \$ 80,947 | \$ 13,852 |
| Operating Expense Disbursements | | | |
| Employee Compensation and Benefits | \$ 51,819 | \$ 51,819 | \$ - |
| Operating Expense Disbursements | 40,239 | 31,226 | 9,013 |
| Total Operating Expense Disbursements | \$ 92,058 | \$ 83,045 | \$ 9,013 |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 2,741 | \$ (2,098) | \$ 4,839 |
| Other Receipts & Disbursements | | | |
| Equipment and Building Expenses | \$ (16,724) | \$ (16,724) | \$ - |
| Debt Proceeds/Repayment | 12,736 | 12,736 | - |
| Change in Receivables and Payables | (2,648) | (2,528) | (120) |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ (3,895) | \$ (8,614) | \$ 4,719 |

Shands Teaching Hospital and Clinics - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | Not Available | | |
|---|----------------------------|------------------|-------------------|-----------------|------------------|
| Total | General Admin & Operations | Board Designated | Debt Reserves | Construction | |
| Cash and Investment Balance as of 6/30/2019 | \$ 685,099 | \$ 59,815 | \$ 585,119 | \$ 40,165 | \$ - |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | 124,516 | 9,029 | 54,372 | (32,731) | 93,846 |
| Cash and Investment Balance as of 12/31/2019 | \$ 809,615 | \$ 68,844 | \$ 639,491 | \$ 7,434 | \$ 93,846 |

Shands Teaching Hospital and Clinics - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | Generally Available | | Not Available | |
|---|----------------------------|--------------------|------------------|--------------------|
| Total | General Admin & Operations | Board Designated | Debt Reserves | Construction |
| Cash Receipts | | | | |
| State Appropriations | \$ 2,350 | \$ 2,350 | \$ - | \$ - |
| Patient Service Revenue | 778,945 | 778,945 | - | - |
| Contributions/Donations | 8,944 | 8,944 | - | - |
| Investment Income | 36,565 | 1,833 | 34,372 | 360 |
| Other Cash Receipts | 17,099 | 17,099 | - | - |
| Total Cash Receipts | \$ 843,903 | \$ 809,171 | \$ 34,372 | \$ 360 |
| Transfers | | | | |
| To University/Component Units | \$ (99,000) | \$ (99,000) | \$ - | \$ - |
| Net Transfers | \$ (99,000) | \$ (99,000) | \$ - | \$ - |
| Total Cash Receipts Net of Transfers | \$ 744,903 | \$ 710,171 | \$ 34,372 | \$ 360 |
| Operating Expense Disbursements | | | | |
| Employee Compensation and Benefits | \$ 366,582 | \$ 366,582 | \$ - | \$ - |
| Operating Expense Disbursements | 310,101 | 310,101 | - | - |
| Total Operating Expense Disbursements | \$ 676,683 | \$ 676,683 | \$ - | \$ - |
| Total Cash Receipts and Transfers Less Operating Expense Disbursements | \$ 68,220 | \$ 33,488 | \$ 34,372 | \$ 360 |
| Other Receipts & Disbursements | | | | |
| Equipment and Building Expenses | \$ (66,703) | \$ (60,738) | \$ - | \$ (5,965) |
| Debt Proceeds/Repayment | 166,837 | 47,386 | 20,000 | 99,451 |
| Increase (Decrease) in Fair Value of Investments | 1,687 | 1,687 | - | - |
| Change in Receivables and Payables | (45,525) | (12,794) | - | (32,731) |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ 124,516 | \$ 9,029 | \$ 54,372 | \$ (32,731) |

Shands Jacksonville HealthCare - Cash and Investments Reconciliation

As of December 31, 2019

(amounts expressed in thousands)

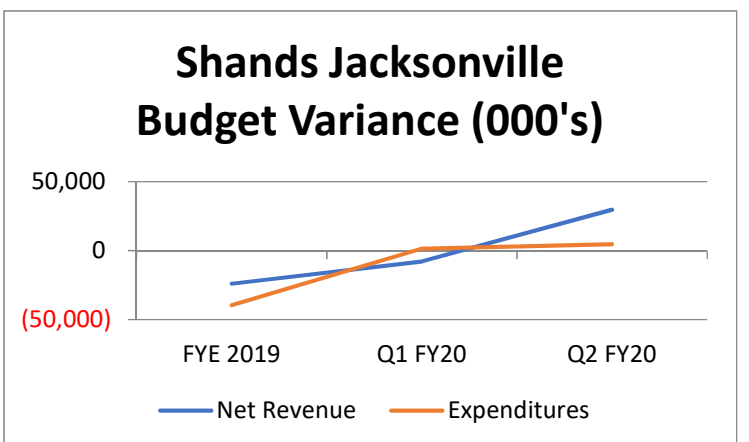
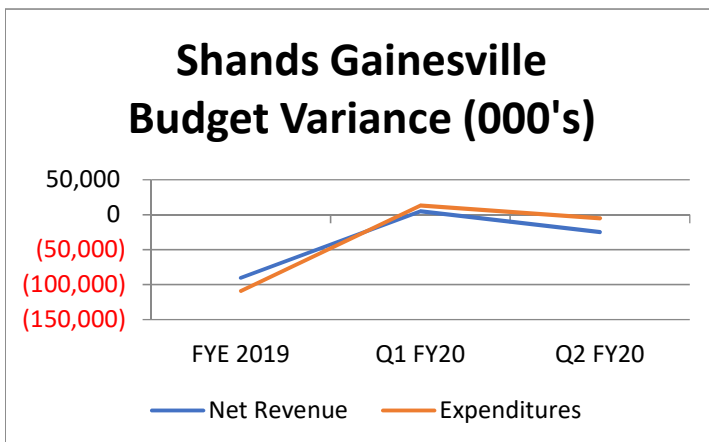
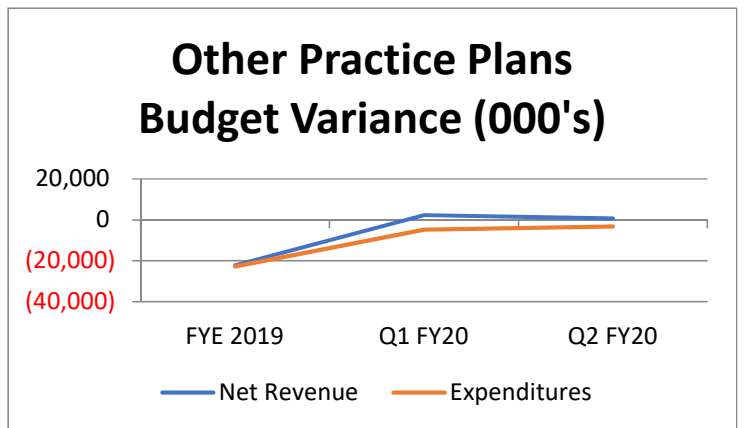
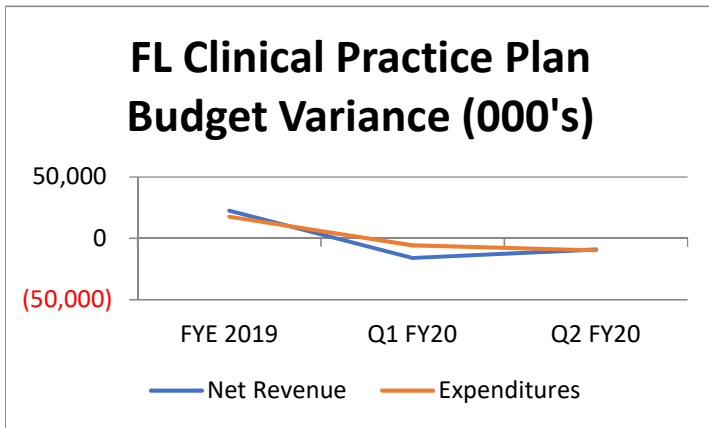
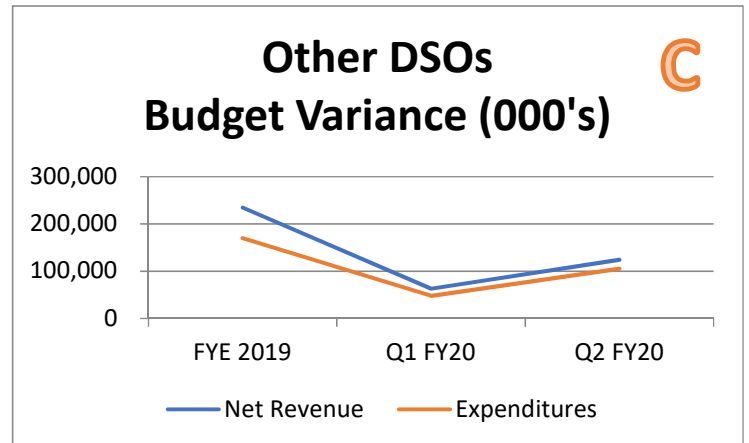
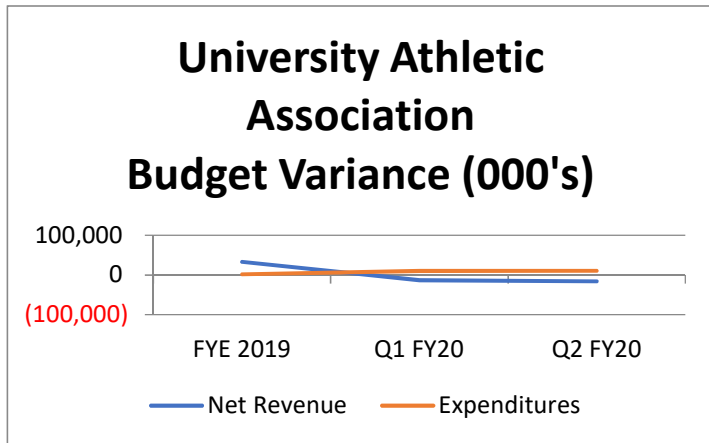
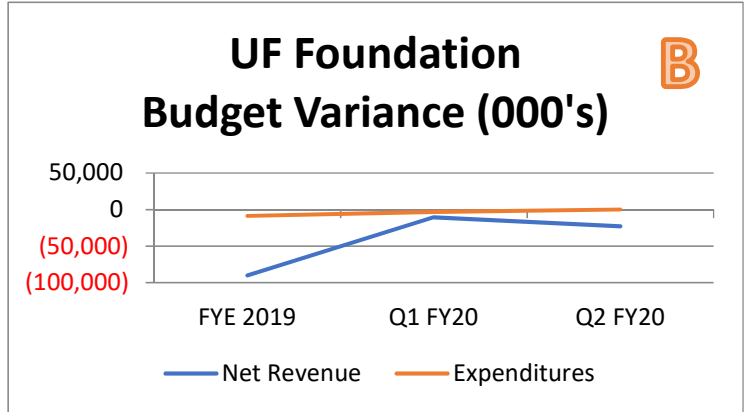
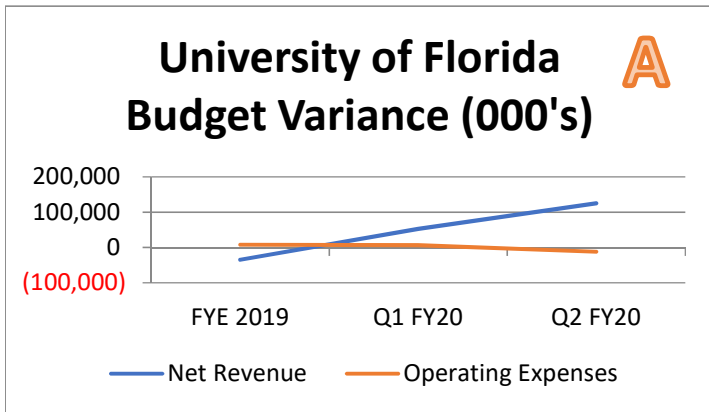
| | Generally Available | | Conditional Availability | | |
|---|----------------------------|------------------|--------------------------|----------|----------|
| Total | General Admin & Operations | Board Designated | Construction | Debt | |
| Cash and Investment Balance as of 6/30/2019 | \$ 133,487 | \$ 101,297 | \$ 19,500 | \$ 2,730 | \$ 9,960 |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | (38,683) | (35,853) | - | (2,726) | (104) |
| Cash and Investment Balance as of 12/31/2019 | \$ 94,804 | \$ 65,444 | \$ 19,500 | \$ 4 | \$ 9,856 |

Shands Jacksonville HealthCare - Analysis of Cash Receipts and Disbursements

For the Six Months Ended December 31, 2019

(amounts expressed in thousands)

| | Total | Generally Available | | Conditional Availability | |
|---|--------------------|----------------------------|------------------|--------------------------|-----------------|
| | | General Admin & Operations | Board Designated | Construction | Debt |
| Cash Receipts | | | | | |
| Patient Service Revenue | \$ 360,747 | \$ 360,747 | \$ - | \$ - | \$ - |
| Contributions/Donations | - | - | - | - | - |
| Investment Income | 512 | 512 | - | - | - |
| Other Cash Receipts | 6,004 | 6,004 | - | - | - |
| Total Cash Receipts | \$ 367,263 | \$ 367,263 | \$ - | \$ - | \$ - |
| Transfers | | | | | |
| To University/Component Units | \$ (29,371) | \$ (29,371) | \$ - | \$ - | \$ - |
| Net Transfers | \$ (29,371) | \$ (29,371) | \$ - | \$ - | \$ - |
| Total Cash Receipts Net of Transfers | \$ 337,892 | \$ 337,892 | \$ - | \$ - | \$ - |
| Operating Expense Disbursements | | | | | |
| Employee Compensation and Benefits | \$ 176,405 | \$ 176,405 | \$ - | \$ - | \$ - |
| Operating Expense disbursements | 188,407 | 188,407 | - | - | - |
| Total Operating Expense disbursements | \$ 364,812 | \$ 364,812 | \$ - | \$ - | \$ - |
| Total Cash receipts and transfers less Operating expense disbursements | \$ (26,920) | \$ (26,920) | \$ - | \$ - | \$ - |
| Other Receipts & Disbursements | | | | | |
| Equipment and Building Expenses | \$ (6,713) | \$ (6,713) | \$ - | \$ - | \$ - |
| Debt Proceeds/Repayment | (394) | (290) | - | - | (104) |
| Change in Receivables and Payables | \$ (4,656) | \$ (1,930) | - | (2,726) | - |
| Net Cash and Investments for the Six Months Ended December 31, 2019 | \$ (38,683) | \$ (35,853) | \$ - | \$ (2,726) | \$ (104) |



(A) Bright Future revenue occurred earlier than normal, resulting in a significant positive revenue variance for UF
 (B) UF Foundation contribution/donation revenue is up significantly due to several large gifts during the first six months
 (C) UFRF licensing revenue benefitted from a significant license issue fee and stock buyback transaction

University of Florida
Budget to Actual (in thousands)
As of December 31, 2019

| | <u>Actual</u> | <u>Budget</u> | <u>\$ Variance</u> | <u>% Variance</u> |
|---|---------------------|---------------------|--------------------|-------------------|
| Cash Receipts | | | | |
| Tuition and Fees | \$ 203,905 | \$ 190,839 | \$ 13,066 | 6.85% |
| State Appropriations | 381,936 | 353,096 | 28,840 | 8.17% |
| Contracts and Grants | 343,578 | 377,537 | (33,959) | -8.99% |
| Federal and State Financial Aid (Note 1) | 187,494 | 111,942 | 75,552 | 67.49% |
| Investment Income | 26,022 | 42,569 | (16,547) | -38.87% |
| Sales of Goods & Services | 103,024 | 94,887 | 8,137 | 8.58% |
| Other Cash Receipts (Note 2) | 13,475 | 34,281 | (20,806) | -60.69% |
| Total Cash Receipts | \$ 1,259,434 | \$ 1,205,151 | \$ 54,283 | 4.50% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plan (Note 3) | \$ 384,225 | \$ 329,156 | \$ 55,069 | 16.73% |
| UF Foundation (Donor Restricted) (Note 4) | 64,956 | 47,484 | 17,472 | 36.80% |
| Other | 21,078 | 22,460 | (1,382) | -6.15% |
| Net Transfers | \$ 470,259 | \$ 399,100 | \$ 71,159 | 17.83% |
| Total Cash Receipts Net of Transfers | \$ 1,729,693 | \$ 1,604,251 | \$ 125,442 | 7.82% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 1,112,111 | \$ 1,107,158 | \$ 4,953 | 0.45% |
| Other Operating Expense Disbursements | \$ 389,815 | 406,624 | (16,809) | -4.13% |
| Total Operating Expense Disbursements | \$ 1,501,926 | \$ 1,513,782 | \$ (11,856) | -0.78% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 227,767 | \$ 90,469 | \$ 137,298 | 151.76% |

University of Florida Foundation

Budget to Actual (in thousands)

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|--------------------|--------------------|--------------------|----------------|
| Cash Receipts | | | | |
| Contributions/Donations (Note 5) | \$ 105,712 | \$ 81,072 | \$ 24,640 | 30.39% |
| Investment Income (Note 6) | 1,186 | 48,952 | (47,766) | -97.58% |
| Other Cash Receipts | - | - | - | 0.00% |
| Total Cash Receipts | \$ 106,898 | \$ 130,024 | \$ (23,126) | -17.79% |
| Transfers | | | | |
| To University/Component Units | (64,956) | (65,071) | 115 | -0.18% |
| Net Transfers | \$ (64,956) | \$ (65,071) | \$ 115 | -0.18% |
| Total Cash Receipts Net of Transfers | \$ 41,942 | \$ 64,953 | \$ (23,011) | -35.43% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 10,860 | \$ 9,481 | \$ 1,379 | 14.54% |
| Other Operating Expense Disbursements | 10,747 | 11,909 | (1,162) | -9.76% |
| Total Operating Expense Disbursements | \$ 21,607 | \$ 21,390 | \$ 217 | 1.01% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 20,335 | \$ 43,563 | \$ (23,228) | -53.32% |

University Athletic Association

Budget to Actual *(in thousands)*

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|--------------------|------------------|--------------------|-----------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 3,696 | \$ 2,497 | \$ 1,199 | 48.04% |
| Contributions/Donations | - | | - | 0.00% |
| Investment Income | 13,078 | 325 | 12,753 | 3924.00% |
| Licensing and Royalties (Note 7) | 4,592 | 31,821 | (27,229) | -85.57% |
| Sales of Goods & Services | 16,550 | 17,553 | (1,003) | -5.71% |
| Other Cash Receipts | (1,523) | 221 | (1,744) | -789.98% |
| Total Cash Receipts | \$ 36,393 | \$ 52,416 | \$ (16,023) | -30.57% |
| Transfers | | | | |
| From Component Units | | | | |
| UF Foundation (Donor Restricted) | \$ - | \$ - | \$ - | 0.00% |
| Other | 16,416 | 16,387 | 29 | 0.18% |
| To University/Component Units | (105) | | (105) | 0.00% |
| Net Transfers | \$ 16,311 | \$ 16,387 | \$ (76) | -0.46% |
| Total Cash Receipts Net of Transfers | \$ 52,704 | \$ 68,803 | \$ (16,099) | -23.40% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 31,990 | \$ 31,158 | \$ 832 | 2.67% |
| Other Operating Expense Disbursements | 42,182 | 32,450 | 9,732 | 29.99% |
| Total Operating Expense Disbursements | \$ 74,172 | \$ 63,609 | \$ 10,563 | 16.61% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (21,468) | \$ 5,194 | \$ (26,662) | -513.29% |

Other Direct Support Organizations

Budget to Actual *(in thousands)*

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|--|--------------------|--------------------|-------------------|-----------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 2,822 | \$ 4,663 | \$ (1,841) | -39.48% |
| Contracts and Grants | - | - | - | 0.00% |
| Contributions/Donations | 8,632 | 9,054 | (422) | -4.66% |
| Investment Income | 820 | 205 | 615 | 300.00% |
| Licensing and Royalties (Note 8) | 39,259 | 23,150 | 16,109 | 69.59% |
| Sales of Goods & Services (Note 9) | 110,995 | 2,582 | 108,413 | 4199.49% |
| Other Cash Receipts | 5,436 | 2,309 | 3,127 | 135.40% |
| Total Cash Receipts | \$ 167,964 | \$ 41,963 | \$ 126,001 | 300.27% |
| Transfers | | | | |
| From Component Units | | | | |
| UF Foundation (Donor Restricted) | \$ 9,319 | \$ - | 9,319 | 0.00% |
| To University/Component Units (Note 10) | \$ (46,708) | \$ (35,461) | \$ (11,247) | 31.72% |
| Net Transfers | \$ (37,389) | \$ (35,461) | \$ (1,928) | 5.44% |
| Total Cash Receipts Net of Transfers | \$ 130,575 | \$ 6,502 | \$ 124,073 | 1908.28% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 2,033 | \$ 2,336 | \$ (303) | -12.95% |
| Other Operating Expense Disbursements (Note 11) | \$ 120,064 | \$ 14,324 | \$ 105,740 | 738.23% |
| Total Operating Expense Disbursements | \$ 122,097 | \$ 16,659 | \$ 105,438 | 632.92% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 8,478 | \$ (10,157) | \$ 18,635 | -183.47% |

Florida Clinical Practice Plan

Budget to Actual *(in thousands)*

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|---------------------|---------------------|-------------------|----------------|
| Cash Receipts | | | | |
| Patient Service Revenue | \$ 267,511 | \$ 276,975 | \$ (9,464) | -3.42% |
| Investment Income | 1,922 | 912 | 1,010 | 110.81% |
| Other Cash Receipts | - | - | - | 0.00% |
| Total Cash Receipts | \$ 269,433 | \$ 277,887 | \$ (8,454) | -3.04% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plan | \$ 70,983 | \$ 70,000 | \$ 983 | 1.40% |
| To University/Component Units | (261,221) | (259,624) | (1,597) | 0.62% |
| Net Transfers | \$ (190,238) | \$ (189,624) | \$ (614) | 0.32% |
| Total Cash Receipts Net of Transfers | \$ 79,195 | \$ 88,263 | \$ (9,068) | -10.27% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ - | - | \$ - | 0.00% |
| Other Operating Expense Disbursements | 80,613 | 90,277 | (9,664) | -10.70% |
| Total Operating Expense Disbursements | \$ 80,613 | \$ 90,277 | \$ (9,664) | -10.70% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (1,418) | \$ (2,014) | \$ 596 | -29.60% |

Other Practice Plans

Budget to Actual *(in thousands)*

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|--------------------|--------------------|-------------------|-----------------|
| Cash Receipts | | | | |
| Patient Service Revenue | \$ 142,567 | \$ 154,316 | \$ (11,749) | -7.61% |
| Contributions/Donations | - | - | - | 0.00% |
| Investment Income | 9,635 | (1,812) | 11,447 | -631.88% |
| Sales of Goods & Services | 8,213 | 7,581 | 632 | 8.34% |
| Total Cash Receipts | \$ 160,415 | \$ 160,085 | \$ 330 | 0.21% |
| Transfers | | | | |
| From Component Units | | | | |
| Hospitals and Practice Plan | \$ 32,362 | \$ 22,151 | \$ 10,211 | 46.10% |
| To University/Component Units | (97,978) | (88,151) | (9,827) | 11.15% |
| Net Transfers | \$ (65,616) | \$ (66,000) | \$ 384 | -0.58% |
| Total Cash Receipts Net of Transfers | \$ 94,799 | \$ 94,086 | \$ 714 | 0.76% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits (Note 12) | \$ 51,819 | \$ 64,446 | \$ (12,627) | -19.59% |
| Other Operating Expense Disbursements | \$ 40,239 | \$ 30,855 | \$ 9,385 | 30.42% |
| Total Operating Expense Disbursements | \$ 92,058 | \$ 95,301 | \$ (3,243) | -3.40% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 2,741 | \$ (1,215) | \$ 3,956 | -325.54% |

Shands Teaching Hospital and Clinics

Budget to Actual *(in thousands)*

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|--------------------|--------------------|--------------------|----------------|
| Cash Receipts | | | | |
| State Appropriations | \$ 2,350 | \$ 3,526 | \$ (1,176) | -33.35% |
| Patient Service Revenue | 778,945 | 836,391 | (57,446) | -6.87% |
| Contributions/Donations | 8,944 | 1,730 | 7,214 | 416.99% |
| Investment Income | 36,565 | 6,508 | 30,057 | 461.85% |
| Other Cash Receipts | 17,099 | 16,128 | (3,254) | -100.00% |
| Total Cash Receipts | \$ 843,903 | \$ 864,283 | \$ (20,380) | -2.36% |
| Transfers | | | | |
| To University/Component Units | \$ (99,000) | \$ (94,826) | \$ (4,174) | 4.40% |
| Net Transfers | \$ (99,000) | \$ (94,826) | \$ (4,174) | 4.40% |
| Total Cash Receipts Net of Transfers | \$ 744,903 | \$ 769,457 | \$ (24,554) | -3.19% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 366,582 | \$ 369,089 | \$ (2,507) | -0.68% |
| Other Operating Expense Disbursements | 310,101 | 312,802 | (2,701) | -0.86% |
| Total Operating Expense Disbursements | \$ 676,683 | \$ 681,891 | \$ (5,208) | -0.76% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ 68,220 | \$ 87,566 | \$ (19,346) | -22.09% |

Shands Jacksonville HealthCare

Budget to Actual (in thousands)

As of December 31, 2019

| | Actual | Budget | \$ Variance | % Variance |
|---|--------------------|--------------------|------------------|--------------|
| Cash Receipts | | | | |
| Patient Service Revenue | \$ 360,747 | \$ 331,396 | \$ 29,351 | 8.86% |
| Contributions/Donations | - | | - | 0.00% |
| Investment Income | 512 | 509 | 3 | 0.64% |
| Other Cash Receipts | 6,004 | 4,938 | 1,066 | 21.59% |
| Total Cash Receipts | \$ 367,263 | \$ 336,843 | \$ 30,420 | 9.03% |
| Transfers | | | | |
| To University/Component Units | \$ (29,371) | \$ (28,701) | \$ (670) | 2.33% |
| Net Transfers | \$ (29,371) | \$ (28,701) | \$ (670) | 2.33% |
| Total Cash Receipts Net of Transfers | \$ 337,892 | \$ 308,142 | \$ 29,750 | 9.65% |
| Operating Expense Disbursements | | | | |
| Employee Comp & Benefits | \$ 176,405 | \$ 174,359 | \$ 2,046 | 1.17% |
| Other Operating Expense Disbursements | 188,407 | 185,741 | 2,666 | 1.44% |
| Total Operating Expense Disbursements | \$ 364,812 | \$ 360,100 | \$ 4,712 | 1.31% |
| Total Cash Receipts and Transfers Less | | | | |
| Operating Expense Disbursements | \$ (26,920) | \$ (51,959) | \$ 25,039 | -48.19% |

Notes to Budget to Actual

For the Six Months Ended December 31, 2019

| Note # | Line Description | Explanation |
|--------|---|---|
| 1 | Federal & State Financial Aid (UF) | Spring Bright Futures revenue occurred earlier than normal |
| 2 | Other Cash Receipts (UF) | Duke Energy revenue in FY19 resulted in higher preliminary operating budget |
| 3 | Transfers from Hospitals & PPs (UF) | Primarily due to increased transfers from FCPA and Shands Gainesville |
| 4 | Transfers from UF Foundation (UF) | Increase over prior year, and shift in timing of transfers |
| 5 | Contributions/Donations (UFF) | Several large gifts received in fiscal year 20. |
| 6 | Investment Income (UFF) | The budgeted investment income includes a projection of unrealized gains on the endowment; however, the investment income actuals only includes realized income (investment sweeps, gift interest, etc.). Unrealized gains FYTD were \$97M. |
| 7 | Licensing and Royalties (UAA) | Licensing and Royalties receipts are primarily collected in the second and third quarter of the fiscal year. The budget reflects the annual receipts divided by four quarters, resulting in a large variance for the current period. |
| 8 | Licensing and Royalties (Other DSOs) | Includes a \$10M license issue fee and \$800K stock buyback for UFRF |
| 9 | Sales of Goods & Services (Other DSOs) | Employer contributions reported by GatorCare are not included in their budget |
| 10 | Transfers to University/CU (Other DSOs) | Increased transfers by UFRF resulting from increased royalty allocations and startup commitments |
| 11 | Other Operating Expenses (Other DSOs) | Claim expenses reported by GatorCare are not included in their budget |
| 12 | Employee Comp & Benefits (Other PPs) | Fewer FTE's than budgeted at Jacksonville Physicians |

| Construction Project ID | Construction Project Name | Budget Per Project Tracker | Total Expenditures Thru FY2019 | Quarter 1 Exp FY20 | Quarter 2 Exp FY20 | Total Expenditures | Budget Minus Expense | Cash Received by UF | Available Cash | Primary SOF | Notes |
|-------------------------|--|----------------------------|--------------------------------|--------------------|--------------------|--------------------|----------------------|---------------------|--------------------|-------------------------------------|-------|
| IF017018 | B0459 - Replace AHU/HVAC and Renovate Rooms | 2,105,554 | 2,021,492 | 0 | 84,062 | 2,105,554 | 0 | 2,109,152 | 3,598 | PECO | |
| IF017047 | B4240 - BSL2 & BSL3 Renovation | 1,996,523 | 1,728,900 | 63,610 | 160,896 | 1,953,406 | 43,117 | 1,996,523 | 43,117 | C&G | |
| MP02664 | 0092 - Physics Building Re-Roof Phase 1 | 2,096,477 | 937,576 | 741,553 | 340,040 | 2,019,168 | 77,309 | 1,974,955 | (44,213) | PECO | (1) |
| MP02762 | Building 0212 - Room 1203 Simulation & Learning Lab | 2,138,129 | 38,070 | 0 | 30,005 | 68,081 | 2,070,048 | 153,723 | 85,642 | Private Donations | |
| MP03083 | Building 3381 - Human Resource Service Center Renovation | 2,285,167 | 857,953 | 1,041,316 | 199,695 | 2,098,965 | 186,202 | 2,285,167 | 186,202 | PECO | |
| MP03754 | 0686 J. Wayne Reitz Union Auditorium Renovation | 2,386,474 | 1,595,072 | 442,122 | 104,632 | 2,141,826 | 244,648 | 2,091,474 | (50,352) | CITF | (2) |
| MP03962 | 0759 - Bruton - Greer - Experimental Law Clinic Remodel | 2,198,556 | 1,946,737 | 13,441 | 191,507 | 2,151,685 | 46,872 | 2,198,556 | 46,872 | Investment Earnings | |
| MP04093 | UF Veterinary Medicine and FWC Building 216 Renovation | 2,376,052 | 71,427 | 0 | 0 | 71,427 | 2,304,625 | 150,000 | 78,573 | C&G | |
| MP04307 | 0059 - McKnight - L5-135 ACS Equipment Upgrades | 2,118,529 | 0 | 17,960 | 0 | 17,960 | 2,100,569 | 17,960 | 0 | Auxiliary | |
| MP04627 | 0759 Bruton-Greer - Second Floor Remodel | 2,298,987 | 1,721,498 | 446,636 | 58,911 | 2,227,045 | 71,942 | 2,298,987 | 71,942 | Investment Earnings | |
| UF000212 | Newell Hall Renovation | 18,964,455 | 18,564,944 | 13,783 | 0 | 18,578,727 | 385,728 | 18,836,954 | 258,228 | Auxiliary, Investment Earnings | |
| UF000221 | Norman Hall Rehabilitation and College of Education Center Addition | 33,033,109 | 21,172,131 | 6,991,151 | 2,584,173 | 30,747,455 | 2,285,654 | 33,203,053 | 2,455,597 | PECO | |
| UF000357 | Institute on Aging/Clinical Translational Research Building | 45,657,396 | 44,738,023 | 0 | 0 | 44,738,023 | 919,373 | 45,304,245 | 566,222 | C&G, CTB Bond | |
| UF000368 | Reitz Union Expansion and Renovation | 77,178,496 | 77,126,326 | 21,233 | 3,125 | 77,150,684 | 27,812 | 78,064,229 | 913,545 | CITF, Reitz Union Expansion Bond | |
| UF000392 | Stephan O'Connell Center Renovation and Addition | 70,169,566 | 69,693,228 | 7,300 | 0 | 69,700,528 | 469,038 | 69,701,178 | 650 | Auxiliary, Investment Earnings | |
| UF000394 | Middle and High School Expansion for PK Yonge | 29,828,732 | 1,260,307 | 71,198 | 799,299 | 2,130,804 | 27,697,928 | 5,704,216 | 3,573,412 | PECO | |
| UF000402 | Lacy Rabon Plant - Steam Boiler Addition | 8,824,058 | 8,738,367 | 0 | 0 | 8,738,367 | 85,691 | 9,937,919 | 1,199,553 | PECO | |
| UF000461 | Herbert Wertheim Laboratory for Engineering Excellence | 73,116,512 | 32,661,548 | 4,964,566 | 9,252,791 | 46,878,904 | 26,237,608 | 72,709,606 | 25,830,702 | PECO, Private Donations | |
| UF000603 | CRC Addition and Renovation | 10,379,926 | 10,002,930 | 32,556 | 128,257 | 10,163,744 | 216,183 | 11,229,926 | 1,066,183 | CITF | |
| UF000607 | Innovation HUB, Phase II | 17,264,045 | 17,125,363 | 0 | 0 | 17,125,363 | 138,682 | 17,288,582 | 163,219 | C&G | |
| UF000608 | Parking Garage XIV | 33,140,795 | 16,938,164 | 5,854,164 | 6,135,455 | 28,927,784 | 4,213,011 | 28,781,438 | (146,345) | Auxiliary | (3) |
| UF000615 | Electrical Substation 2 - Cable and Switchgear Replacement | 6,010,162 | 2,841,297 | 947,342 | 454,019 | 4,242,658 | 1,767,505 | 6,010,162 | 1,767,505 | Auxiliary | |
| UF000619 | IBC and IHLC New Facility | 9,871,048 | 4,436,520 | 1,882,249 | 1,859,255 | 8,178,023 | 1,693,025 | 8,210,838 | 32,815 | CITF | |
| UF000620 | IFAS Bee Unit Facility | 3,034,330 | 3,028,447 | 4,065 | 0 | 3,032,512 | 1,818 | 3,034,330 | 1,818 | C&G | (4) |
| UF000621 | UF Veterinary Hospital and CVM Expansion | 6,280,171 | 6,079,993 | 4,109 | 133,981 | 6,218,084 | 62,087 | 6,280,171 | 62,087 | E&G, HSC O&M Fund | |
| UF000622 | VetMed Plant ESCO | 25,533,991 | 4,819,037 | 3,976,213 | 5,504,329 | 14,299,579 | 11,234,412 | 25,157,651 | 10,858,072 | Auxiliary | |
| UF000623 | Central Energy Plant & Utilities Infrastructure | 10,520,547 | 5,366,620 | 250,439 | 213,451 | 5,830,510 | 4,690,037 | 10,744,347 | 4,913,837 | Infrastructure Deferred Maintenance | |
| UF000628 | IT Move to Ayers Building | 3,140,204 | 2,805,433 | 0 | 58,484 | 2,863,917 | 276,287 | 3,140,210 | 276,293 | E&G | (5) |
| UF000629 | Band Practice Field Upgrade | 2,137,525 | 1,968,469 | 61,522 | 2,832 | 2,032,822 | 104,703 | 2,137,525 | 104,703 | Investment Earnings | |
| UF00323A | Chemistry/Chemical Biology Building | 65,762,999 | 65,576,762 | 0 | 660 | 65,577,422 | 185,577 | 65,577,780 | 358 | Investment Earnings, PECO | (6) |
| UF-200 | University Public Safety Building | 26,000,000 | 0 | 0 | 0 | 0 | 26,000,000 | 50,000 | 50,000 | Investment Earnings | |
| UF-373 | FLMNH Special Collections Building | 8,126,300 | 35,168 | 0 | 4,127 | 39,295 | 8,087,005 | 126,300 | 87,005 | Investment Earnings | |
| UF-626 | New University House | 11,800,000 | 0 | 64,045 | 9,151 | 73,196 | 11,726,804 | 73,726 | 530 | Private Donations | |
| UF-632 | Data Science and Information Technology Building | 135,000,000 | 30,306 | 0 | 456,117 | 486,423 | 134,513,577 | 955,000 | 468,577 | E&G | |
| UF-638 | Student Health Care Center Phase 2 | 26,000,000 | 0 | 0 | 142 | 142 | 25,999,858 | 2,050,000 | 2,049,858 | Investment Earnings | |
| UF-639 | UF Architecture Bldg. 0268 Exterior Envelope Repair | 5,000,000 | 0 | 108 | 1,480 | 1,588 | 4,998,412 | 300,000 | 298,412 | E&G | |
| UF-640 | IFAS Blueberry Research Facility | 4,294,450 | 0 | 0 | 107 | 107 | 4,294,343 | 2,200,000 | 2,199,893 | C&G | |
| UF-641 | 1635 - East Campus Data Center Utility Upgrades | 4,124,964 | 93 | 20,110 | 77,580 | 97,783 | 4,027,181 | 350,000 | 252,217 | Auxiliary | |
| UF-642 | SW Campus Transportation Improvements | 9,200,000 | 0 | 227 | 116,700 | 116,927 | 9,083,073 | 842,000 | 725,073 | Auxiliary | |
| UF-643 | Broward Hall Renovation Phase II | 4,736,111 | 112 | 125 | 341,097 | 341,335 | 4,394,776 | 998,500 | 657,165 | Auxiliary | |
| UF-644 | Reitz Union Lawn - Inner Road Thermal Infrastructure Improvements | 15,000,000 | 0 | 101 | 0 | 101 | 14,999,899 | 1,569,629 | 1,569,528 | Auxiliary | |
| UAA-43 | Katie Seashore Pressly Softball Stadium Renovation | 15,000,000 | 14,864,061 | 0 | 0 | 14,864,061 | 135,939 | 15,000,000 | 135,939 | UAA | (7) |
| UAA-41 | Florida Ballpark Baseball Stadium | 65,000,000 | 14,621,969 | 3,969,333 | 11,390,197 | 29,981,499 | 35,018,501 | 65,000,000 | 35,018,501 | UAA | (8) |
| UAA-53 | Football Training Complex | 4,520,000 | 1,437,749 | 48 | 1,193,380 | 2,631,177 | 1,888,823 | 4,520,000 | 1,888,823 | UAA | (9) |
| UF 0634 | UFJPI - Wildlight Ambulatory Medical Services Building | 30,113,901 | 5,739,957 | 5,565,578 | 10,059,997 | 21,365,532 | 8,748,369 | 30,000,000 | 8,634,468 | UFJPI | (10) |
| 2019-103 | FCPA Health The Oaks - Clinics and Audiology | 38,960,400 | 12,843,486 | 5,674,612 | 8,834,487 | 27,352,585 | 11,607,815 | 38,960,400 | 11,607,815 | FCPA | (11) |
| 2016-327 | Guest House | 55,926,324 | 25,304,582 | 2,064,986 | 8,080,831 | 35,450,399 | 20,475,925 | 55,926,324 | 20,475,925 | UF Health Shands Gainesville | (12) |
| 2019-171 | The Oaks Mall Surgery and Radiology | 33,955,374 | 817,976 | 1,884,396 | 2,233,951 | 4,936,323 | 29,019,051 | 33,955,374 | 29,019,051 | UF Health Shands Gainesville | (13) |
| 2017-321 | Fixel Movement Disorders Clinic Building (Williston Road) | 9,000,000 | 5,363,755 | 2,119,159 | 59,046 | 7,541,960 | 1,458,040 | 9,000,000 | 1,458,040 | UF Health Shands Gainesville | (14) |
| 2018-215 | IT Infrastructure Renovation (multiple floors - UF Health Shands Hospital) | 24,600,000 | 1,556,434 | 1,545,368 | 1,283,519 | | | | | | (15) |
| 2017-355 | 24/25 Renovation (Second Floor - UF Health Shands Hospital ICUs) | 29,587,814 | 19,747,642 | 947,721 | 501,739 | 21,197,102 | 8,390,712 | 29,587,814 | 8,390,712 | UF Health Shands Gainesville | (16) |
| 2018-107 | Pediatric PACU Renovation | 17,500,000 | 4,397,607 | 739,693 | 1,938,411 | | | | | | (17) |
| 2018-371 | | | | | | | | | | | |
| 2018-153 | | | | | | | | | | | |
| 2018-368 | Endoscopy/Surgery GI Suite (Former Cath Lab) | 11,600,000 | 1,040,588 | 30,171 | 83,020 | | | | | | (18) |
| 2018-371 | | | | | | | | | | | |
| 2018-111 | Labor & Delivery Room (UF Health Shands Hospital) | 5,551,764 | 3,769,041 | 432,720 | 5,692 | 4,207,453 | 1,344,311 | 5,551,764 | 1,344,311 | UF Health Shands Gainesville | (19) |
| 2017-191 | Peds Infusion Center (UF Health Shands Hospital) | 3,914,639 | 3,421,512 | 264,848 | 0 | 3,686,360 | 228,279 | 3,914,639 | 228,279 | UF Health Shands Gainesville | (20) |
| 2018-369 | OR Renovations | 23,400,000 | 18,293 | 1,241,883 | 3,723,144 | 4,983,320 | 18,416,680 | 23,400,000 | 18,416,680 | UF Health Shands Gainesville | (21) |
| Totals | | 1,189,760,557 | 540,872,970 | 54,413,759 | 78,693,777 | 673,980,506 | 515,780,051 | 914,362,329 | 240,381,823 | | |

| | Construction Project | Notes |
|------|--|---|
| (1) | 0092 - Physics Building Re-Roof Phase 1 | Peco Funding, cash is drawn on a monthly basis |
| (2) | 0686 J. Wayne Reitz Union Auditorium Renovation | Peco Funding, cash is drawn on a monthly basis |
| (3) | Parking Garage XIV | Bond Funding, Cash is drawn on a monthly basis |
| (4) | IFAS Bee Unit Facility | Post Occupancy |
| (5) | IT Move to Ayers Building | Post Occupancy |
| (6) | Chemistry/Chemical Biology Building | Post Occupancy |
| (7) | Katie Seashore Pressly Softball Stadium Renovation | Funded from Series 2018 bond of \$50M; UAA long term investment gains; capital gifts |
| (8) | Florida Ballpark Baseball Stadium | Funded from Series 2018 bond of \$50M; UAA operating funds; capital gifts |
| (9) | Football Training Complex | Design fees and Preconstruction expense approved expected total budget \$85M+\$5M for maintenance facility; funded from capital gifts |
| (10) | UFJPI - Wildlight Ambulatory Medical Services Building | Series 2019-B Tax-Exempt Notes proceeds (issued April 2019). Excludes purchase of land of \$3,650,000. Remaining funds from UFJP clinical services. The total project \$30 million includes \$6.8 million of equipment and furnishings |
| (11) | FCPA Health The Oaks - Clinics and Audiology | The FCPA closed on a Health Facilities Authority Bond March 27, 2019. \$30 million in proceeds less to date expenditures is available cash. |
| (12) | Guest House | Total project cost estimated at \$55.9 million. On 9/26/18, Shands Board approved \$56 million; From BECK Budget Report. |
| (13) | The Oaks Mall Surgery and Radiology | Total project cost estimated at \$34 million. On 9/26/18, Shands Board approved \$34 million; Construction Documents. |
| (14) | Fixed Movement Disorders Clinic Building (Williston Road) | Total project cost estimated at \$9 million. On 4/25/18, Shands Board approved \$9 million; Project expected to be fully funded by philanthropy. Currently, received \$3m in philanthropy. |
| (15) | IT Infrastructure Renovation (multiple floors - UF Health Shands Hospital) | Total project cost estimated at \$20 million. On 6/27/18, Shands Board approved \$4.1 million as part of the FY19 capital budget, and on 6/26/19 Shands Board approved \$4.6 million as part of the FY20 capital budget. Approval for any remaining project costs will be requested during future budget cycles; Multi-year Project; Phases funded as part of Board approval of annual Capital Budget. |
| (16) | 24/25 Renovation (Second Floor - UF Health Shands Hospital ICUs) | Total project cost estimated at \$28.9 million. On 6/28/17, Shands Board approved \$4.3 million as part of the FY18 capital budget, and on 6/27/18, Shands Board approved \$24.6 million as part of the FY19 capital budget; Multi-year Project; Phases funded as part of Board approval of annual Capital Budget. Unit opened operations on 8/31/19, additional costs incurred as punch list items are completed. |
| (17) | Pediatric PACU Renovation | Total project cost estimated at \$26.1 million. On 6/27/17, Shands Board approved \$4.8M as part of FY 18 capital budget, on 6/27/18, Shands Board approved \$3.1M as part of FY19 capital budget, and on 6/26/19, Shands Board approved \$9.6 million. Approval for any remaining project costs will be requested during future budget cycles; Multi-year Project; Phases funded as part of Board approval of annual Capital Budget. Certain phases of this project have been completed. |
| (18) | Endoscopy/Surgery GI Suite (Former Cath Lab) | Total project estimated at \$13.2 million. On 6/27/18, Shands Board approved \$7.6M as part of FY 19 capital Budget, on 6/26/19, Shands Board approved \$4.0M as part of the FY20 capital budget. Approval for any remaining project costs will be requested during future budget cycles; Multi-year Project; Phases funded as part of Board approval of annual Capital Budget. Project 2018-371 Q2 spend was included in Peds PACU Renovation in Q2 2019 reporting. |
| (19) | Labor & Delivery Room (UF Health Shands Hospital) | Total project cost estimated at \$5.9 million. On 6/28/17, Shands Board approved \$2.1M as part of the FY18 capital budget, on 6/27/18, Shands Board approved \$5.1M as part of FY19 capital budget; Project completed. Additional minor costs still incurred. |
| (20) | Peds Infusion Center (UF Health Shands Hospital) | Total project cost estimated at \$3.9 million. On 6/28/17, Shands Board approved \$1.2M as part of FY 18 Capital Budget; balance of project supported by Children's Miracle Network philanthropy of \$2.7M; Project completed. |
| (21) | OR Renovations | Total project cost estimated at \$20 million. On 6/27/18, Shands Board approved \$4.1 million as part of the FY19 capital budget, and on 6/26/19 Shands Board approved \$4.6 million as part of the FY20 capital budget. Approval for any remaining project costs will be requested during future budget cycles; Multi-year Project; Phases funded as part of Board approval of annual Capital Budget. |



ON THE RISE

UNIVERSITY OF FLORIDA ANNUAL FINANCIAL REPORT | 2018-2019





UNIVERSITY OF FLORIDA ANNUAL FINANCIAL REPORT

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



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UNIVERSITY OF FLORIDA

The University of Florida is a comprehensive learning institution built on a land-grant foundation. We are the Gator Nation, a diverse community dedicated to excellence in education and research and shaping a better future for Florida, the nation, and the world.

MISSION

The University's mission is to enable students to lead and influence the next generation and beyond for economic, cultural, and societal benefit by striving to offer broad-based, inclusive public education, leading research, and public service. The fusion of these three endeavors stimulates a remarkable intellectual vitality and generates a synthesis that represents the University's greatest strength.

Education is a fundamental purpose of the University at both the graduate and undergraduate levels. Research and scholarship are integral to the education process and to the expansion of our understanding of the natural world, the intellect, and the senses. Service reflects the University's obligation to share the benefits of its research and knowledge for the public good.

These three interlocking elements span all academic disciplines and represent the University's commitment to lead and serve by pursuing and disseminating new knowledge while building upon the experiences of the past. The University of Florida aspires to advance by strengthening the human condition and improving the quality of life.

HISTORY

The University of Florida, the State's oldest university, traces its beginning of rich history to 1853, when the state-funded East Florida Seminary acquired the Kingsbury Academy in Ocala. After the end of the Civil War, the institution relocated to Gainesville, ultimately consolidated with the State's land grant Florida Agricultural College and was renamed the University of Florida in 1906. At the time, the University was an all-male institution with only 102 students.

Until 1947, the University of Florida was one of only three State universities, along with the Florida State College for Women (now Florida State University) and Florida A&M University. Women attended as early as 1916, and the student body grew to 601 women and 8,177 men when the Legislature removed all barriers for female enrollment in 1947.

Today, the University is one of the largest in the nation, boasting an enrollment of more than 56,000 students. The campus consists of 2,000 acres and more than 1,000 buildings, including the first Leadership in Energy and Environmental Design (LEED) Platinum-certified building in the state of

Florida. The University is comprised of 16 colleges, offers almost 100 bachelor programs and over 200 masters, doctoral, and professional programs. The University's programs and facilities span more than 180 locations around the State and the globe.

FACULTY

The University faculty, which numbers over 6,000, has over 48 Eminent Scholar Chairs and 45 elections to the National Academies of Science, Engineering, and Medicine or to the American Academy of Arts and Sciences. Present and past faculty include Pulitzer Prize winners, a pioneer in aviation engineering, a leading scholar on econometrics, three winners of NASA's top award for research, one of the four charter members of the Solar Hall of Fame, and a winner of the Smithsonian Institution's award for conservation.

From pharmacy and public relations to pain mitigation and materials engineering, the University of Florida is a recognized leader in a wide variety of specialties and areas. University researchers and scientists have made significant developments and discoveries in many fields, including astronomy, microbiology, metallurgy, and medical technology.

RESEARCH

The University of Florida is a world leader in research, contributing significantly to nearly every field of endeavor. Since 1985, the University of Florida has been a member of the Association of American Universities, which is comprised of 65 leading research universities in the United States and Canada. To date, the University of Florida is the only member university located in Florida.

University researchers have pioneered new therapies and better treatments in the fights against aging and disease. They have developed renewable energy sources that offer great promise in reducing our dependence on fossil fuels, as well as engineered healthier foods, developed more energy-efficient and sustainable construction techniques, and established better ways to protect the environment.

Through the years of research, University of Florida scientists, inventors, engineers, and researchers have developed products and practices that have been distributed and applied with an international reach, improving the lives of millions of people in Florida and around the world.

STUDENTS

The University of Florida's freshman retention rate of 96 percent speaks to the outstanding quality of the University's entire academic experience. Fall 2018 figures indicate an enrollment of over 56,000 students, almost 80 percent of whom are from Florida. Almost every state in the nation is represented in the University of Florida student body, and the University has a large international enrollment, with over 4,400 international students representing more than 150 countries.

Sixty-seven percent of enrolled students are degree-seeking undergraduates, 21 percent are graduate students and seven percent are in a professional degree program, with the remaining five percent consisting of unclassified or non-degree seeking undergraduates.

University of Florida students also receive many opportunities to participate in extracurricular activities. There are more than 1,000 student organizations on campus, and students attend more than 2,000 campus concerts, art exhibits, theatrical productions, guest lectures, sporting events, as well as other events each year.

The University of Florida is ranked 7th (tied) among public colleges and universities in the U.S. News Best Colleges (2020 ed.) and ranks 2nd in Kiplinger's "Best Public College Values" (2019) and 10th in Forbes "Best Value Public Colleges" (2019). Additionally, UF is ranked 6th in Washington Monthly National Universities (2019), 12th in the Wall Street Journal/Times Higher Education U.S. public ranking (2020 ed.), and 3rd in the Milken Institute's ranking of Best Universities for Technology Transfer (2017). The University's consistent ranking among the nation's top universities is a result of the commitment to provide the highest quality education at the best value.

INTRODUCTION FROM THE

VICE PRESIDENT AND CHIEF FINANCIAL OFFICER

454/810

I AM PLEASED TO PRESENT the University of Florida's Annual Financial Report for the fiscal year ending on June 30, 2019. This report provides timely, useful information about the University's financial activities, status and well-being in the past fiscal year.

The mission of the Office of the Vice President and Chief Financial Officer is to provide leadership in financial planning, decision making and process improvement. We are continually seeking ways to provide financial support and guidance to the campus community and collaborate with partners across UF.

Here are some highlights from the year:

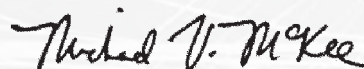
- The University made great strides in the 2019 fiscal year, rising to its highest ranking ever as the No. 7 public university as reported in *US News and World Report*. Ranking factors include: undergraduate academic reputation, graduation and retention rates, faculty resources, student selectivity, financial resources, and alumni giving. It is a great honor to be recognized as one of the country's very best public universities and we look forward to continued success.
- The University is committed to bringing the world's best talent to UF through the Faculty 500 initiative. This ongoing initiative to appoint an additional 500 faculty members to the University will increase our excellence in research and reduce student-faculty ratio and class sizes. The first wave of faculty joined the UF community in the fall 2018 semester and has brought their knowledge largely to the College of Liberal Arts, Engineering, and Agricultural and Life Sciences.
- Research funding continues to be a major component of the University's operating revenues, totaling an impressive \$776 million for the fiscal year 2019 despite an increasingly competitive funding environment. The largest recipients were the College of Medicine - Gainesville (\$284 million), the Institute of Food and Agricultural Sciences (\$161 million), the College of Engineering (\$90 million), and the College of Liberal Arts & Sciences (\$40 million).
- The University is on pace to meet the \$3 billion mark ahead of schedule of its Go Greater fundraising campaign. At this point, over \$2.18 billion has been raised through the generosity of donors who believe in supporting the University's

mission. During the fiscal year 2019, contributions reached a record amount of \$526 million in a single year. The Go Greater campaign is focused on four broad areas: health, environment, innovation, and globalization. These funds, and the earnings generated from UF's endowment, help provide the resources to reach the level of excellence we seek and foster recognition of the University's world-class achievements in learning, discovery, engagement, and economic development.

- The Office of the CFO created a new unit called the Continuous Improvement Office tasked with building a culture of continuous improvement across the University. The Continuous Improvement model is the foundation of formal techniques such as Lean, Six Sigma, Agile and others. Areas such as foreign national hiring and payroll emergency checks have already made progress by streamlining processes, improving work quality, conserving resources and boosting morale.
- Other highlights from the CFO Division include the modernization of the Finance and Accounting website, enhanced training courses, new guides and resources for campus fiscal employees, and the receipt of Annual Achievement of Excellence in Procurement Award from the National Procurement Institute (NPI) for the sixth consecutive year by UF Procurement.

In addition to the highlights and business process improvements noted above, construction continued during fiscal year 2019 on several major projects, including a new parking facility, the Wertheim Laboratory for Engineering Excellence, the new UF Gator Baseball Stadium, and the College of Education's Norman Hall Rehabilitation and Center Addition. I encourage you to read the following report to learn more about the financial health and activities of the University of Florida – the state of Florida's oldest and most comprehensive university – a place dear to us all and where preeminence thrives.

Most cordially,



Michael V. McKee
Vice President and Chief Financial Officer



Sherrill F. Norman, CPA
Auditor General

AUDITOR GENERAL STATE OF FLORIDA

Claude Denson Pepper Building, Suite G74
111 West Madison Street
Tallahassee, Florida 32399-1450



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The President of the Senate, the Speaker of the
House of Representatives, and the
Legislative Auditing Committee

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We have audited the accompanying financial statements of the University of Florida, a component unit of the State of Florida, and its aggregate discretely presented component units as of and for the fiscal year ended June 30, 2019, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express opinions on these financial statements based on our audit. We did not audit the financial statements of the aggregate discretely presented component units, which represent 100 percent of the transactions and account balances of the aggregate discretely presented component units columns. Those statements were audited by other auditors whose reports have been furnished to us, and our opinion, insofar as it relates to the amounts included for the aggregate discretely presented component units, is based solely on the reports of the other auditors. We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Opinions

In our opinion, based on our audit and the reports of other auditors, the financial statements referred to above present fairly, in all material respects, the respective financial position of the University of Florida and of its aggregate discretely presented component units as of June 30, 2019, and the respective changes in financial position and, where applicable, cash flows thereof for the fiscal year then ended in accordance with accounting principles generally accepted in the United States of America.

Emphasis of Matter

As discussed in Notes 2. and 3. to the financial statements, three discretely presented component units changed from the Financial Accounting Standards Board accounting and financial reporting framework to the Governmental Accounting Standards Board accounting and financial reporting framework. This affects the comparability of amounts reported by the component units for the 2018-19 fiscal year with amounts reported for the 2017-18 fiscal year. Our opinion is not modified with respect to this matter.

Other Matters*Required Supplementary Information*

Accounting principles generally accepted in the United States of America require that **MANAGEMENT'S DISCUSSION AND ANALYSIS, the Schedule of University's Proportionate Share of the Total Other Postemployment Benefits Liability, Schedule of University's Proportionate Share of the Net Pension Liability – Florida Retirement System (FRS) Defined Benefit Pension Plan, Schedule of University Contributions – Florida Retirement System (FRS) Defined Benefit Pension Plan, Schedule of the University's Proportionate Share of Net Pension Liability – Health Insurance Subsidy (HIS) Defined Benefit Pension Plan, and Schedule of University Contributions – Health Insurance Subsidy (HIS) Defined Benefit Pension Plan** be presented to supplement the basic financial statements. Such information, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the University of Florida's basic financial statements. The University Overview and the Introduction from the Vice President and Chief Financial Officer, as listed in the table of contents, are presented for purposes of additional analysis and are not a required part of the basic financial statements.

The University Overview and the Introduction from the Vice President and Chief Financial Officer have not been subjected to the auditing procedures applied in the audit of the basic financial statements and, accordingly, we do not express an opinion or provide any assurance on them.

Report on Partial Comparative Information

We have previously audited the University of Florida's 2017-18 fiscal year financial statements, and we expressed an unmodified audit opinion on those audited financial statements in our report dated February 7, 2019. In our opinion, the partial comparative information presented as of and for the fiscal year ended June 30, 2018, is consistent, in all material respects, with the audited financial statements from which it has been derived.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated February 6, 2020, on our consideration of the University of Florida's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, rules, regulations, contracts, and grant agreements and other matters included under the heading **INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University of Florida's internal control over financial reporting and compliance.

Respectfully submitted,




Sherrill F. Norman, CPA
Tallahassee, Florida
February 6, 2020
Audit Report No 2020-114



MANAGEMENT'S DISCUSSION & ANALYSIS

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



The Management's Discussion and Analysis (MD&A) provides an overview of the financial position and activities of the University of Florida (the University) for the fiscal year ended June 30, 2019, and should be read in conjunction with the financial statements and notes thereto.

THE UNIVERSITY OF FLORIDA (the University) is a component unit of the State of Florida and one of only 17 universities in the country to have the distinction of land, sea and space grant status. As the State's flagship university, it is the only Florida institution to belong to the prestigious Association of American Universities. In addition, the University is one of only six in the country with colleges of law, medicine, agriculture, and veterinary medicine on one central campus, as well as undergraduate and graduate degrees available via distance and online learning. For the third year in a row, the University of Florida rose in the *U.S. News & World Report* rankings, based on up to fifteen key measures of quality, once again remaining the most highly ranked university in Florida and the only university in the state in the top 10. As the University continues to climb, it remains highly accessible to students, offering almost 100 undergraduate degrees and more than 250 graduate degrees, with an affordable tuition that allows nearly two-thirds of the University's graduates to leave with no student loan debt.

The University of Florida's student population of over 56,000 makes it an integral part of Gainesville, a town of approximately 140,000 residents and the University's host city. The University of Florida has adopted a strategic development plan which seeks to shape the University and the surrounding community's future over the next 40 to 50 years. The plan was developed with an exploration of key issues within the university community and the City of Gainesville, and will further the University's goals of maintaining its status as a preeminent university and a leading research institution.

The financial reporting entity for the financial statements includes the University and its component units. Note 1 to the financial statements provides detailed information on the financial reporting entity and discretely presented component units.

This overview is required by Governmental Accounting Standards Board (GASB) Statement No. 35, *Basic Financial Statements – and Management's Discussion and Analysis – for Public Colleges and Universities*, as amended by GASB Statements Nos. 37 and 38. The MD&A, financial statements, and notes thereto, are the responsibility of University management. The MD&A contains financial activity of the University for the fiscal years ended June 30, 2019, and June 30, 2018.

Financial Highlights

The University continues to maintain and protect its strong financial position, with assets of \$4.3 billion at June 30, 2019. This reflects a \$308.5 million, or 7.8%, increase from the 2017-18 fiscal year. This increase in assets had two main

drivers. The first main driver was an increase in capital assets of \$72.5 million, primarily due to additional work in progress, as the University continues to invest in updated facilities, including modern research laboratories and classrooms, in support of the University's strategic plan.

The second main driver of the increase in assets was an increase in total investments of \$167.5 million. The primary investment objective of the University is the safety of the University's principal and liquidity. Secondary to this responsible financial stewardship is the optimization of investment income. The University succeeded in both objectives during the fiscal year, maximizing the use of available funds in a prudent manner.

While total assets increased, liabilities also increased by \$83.4 million, or 3.6%, totaling \$2.4 billion at June 30, 2019, primarily due to the issuance of capital improvement debt to fund the construction of a new parking facility on campus and additional amounts due to component units.

Net position represents the residual interest in the University's assets and deferred outflows of resources after deducting liabilities and deferred inflows of resources. The University's net position increased by \$157.8 million, resulting in a year-end balance of \$1.9 billion.

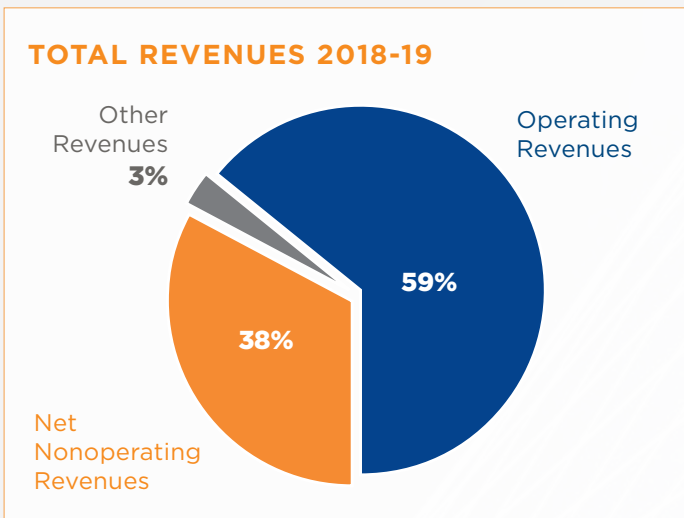
The University of Florida has a strong and diverse revenue base. Operating revenues, which are revenues generated by the University in fulfilling its instruction, research, and public service missions, totaled \$2.0 billion for the 2018-19 fiscal year, representing a 3.6% increase over the 2017-18 fiscal year. Major components of operating revenues are Student Tuition and Fees and Grants and Contracts.

Student Tuition and Fees, net of Scholarship Allowances, decreased by \$20.9 million, or 5.3%, primarily due to an increase in Scholarship Allowances of \$16.6 million. The State of Florida increased the funding for the Florida Bright Futures Scholarship Program, a scholarship program based on high school achievement, to assist Florida students in obtaining an affordable education. There are over 24,000 Florida Bright Futures Scholars at the University of Florida, and 93% of incoming in-state Freshmen receive the award. The State's increased funding, which led to the increase in Scholarship Allowances, continues to support the University's commitment to provide the highest quality education at the best value for its students.

The University of Florida is recognized by *U.S. News & World Report* as one of the Top 10 public research universities in the United States and, as such, growth in Grants and Contracts revenue is essential to the University's success in fulfilling its mission. The increase in revenues from Grants and Contracts of \$91.1 million, or 6.7%, reflects the continued success of the

University's faculty in securing competitive research funding. As the University continues to execute the Faculty 500 hiring initiative, the addition of this new talent will enhance innovation, teaching and research, providing graduate and undergraduate students an opportunity to work with these top scholars and researchers as part of their educational experience.

The following chart provides a graphical presentation of the University's total revenues by category for the 2018-19 fiscal year:



Operating expenses totaled \$3.2 billion for the 2018-19 fiscal year, representing a \$174.6 million, or 5.7%, increase compared to the 2017-18 fiscal year. The largest category contributing to this increase was Employee Compensation and Benefits, underlining the University's commitment toward recruiting and retaining exceptional faculty and staff to enable preeminence.

State Appropriations, Investment Income, Net, and Noncapital Grants, Contracts, and Gifts are all considered nonoperating revenues as they are not generated by the University's primary, ongoing operations. Net nonoperating revenues and expenses in the 2018-19 fiscal year increased \$134.9 million primarily due to increases in Noncapital Grants, Contracts, and Gifts (\$58.1 million), reflecting strong support provided to the University by its direct support organizations, and Net Increase in the Fair Value of Investments (\$31.7 million) resulting from favorable market conditions.

Overview of Financial Statements

Pursuant to GASB Statement No. 35, the University's financial report includes three basic financial statements: the Statement of Net Position; the Statement of Revenues, Expenses, and Changes in Net Position; and the Statement of Cash Flows. The financial statements and notes thereto encompass the University and its component units.

The Statement of Net Position reflects the assets, deferred outflows of resources, liabilities, and deferred inflows of resources of the University by employing the accrual basis of accounting, and presents the financial position of the University at a specified time. Net position, the difference between total assets and deferred outflows of resources and total liabilities and deferred inflows of resources, is one indicator of the University's current financial condition. The changes in net position that occur over time indicate improvement or deterioration in the University's financial condition.

The Statement of Revenues, Expenses, and Changes in Net Position represents the University's revenue and expense activity, categorized as operating and nonoperating. Revenues and expenses are recognized when earned or incurred, regardless of when cash is received or paid. GASB Statement No. 35 categorizes revenues and expenses as either operating or nonoperating. Operating revenues generally result from exchange transactions where each of the parties to the transaction either gives or receives something of equal or similar value.

The majority of the University's expenses are operating expenses as defined by GASB Statement No. 35. GASB gives financial reporting entities the choice of reporting operating expenses in the functional or the natural classifications. The University has chosen to report the expenses in their natural classification on the Statement of Revenues, Expenses, and Changes in Net Position and has displayed the functional classification in the Operating Expenses table and in the notes to the financial statements.

Certain revenue sources that the University relies on to provide funding for operations, including State Noncapital Appropriations, certain gifts and grants, and investment income, are defined by GASB as nonoperating. Nonoperating expenses include capital financing costs and other costs related to capital assets.

Other Revenues are composed of State Capital Appropriations and Capital Grants, Contracts, and Donations.

The Statement of Cash Flows provides information about the University's financial results by reporting the major sources and uses of Cash and Cash Equivalents. This statement assists in evaluating the University's ability to generate net cash flows, its ability to meet its financial obligations as they come due, and its need for external financing. Cash flows from operating activities reflect the net cash used by the operating activities of the University. Cash flows from capital and related financing activities include activities of the capital funds and related long-term debt. Cash flows from investing activities reflect the net source and use of cash related to the purchases and sales of investments and

income earned on those investments. Cash flows from noncapital financing activities include those activities not covered in the other sections.

The University's basic financial statements include discretely presented component units categorized as follows:

Direct-Support Organizations are separate, not-for-profit corporations organized and operated exclusively to assist the University in achieving excellence by providing supplemental resources from private gifts, bequests, and valuable education support services.

Health Science Center Affiliates are the several corporations closely affiliated with the University of Florida J. Hillis Miller Health Science Center, including the Faculty Practice Plans.

Shands Hospital and Others includes Shands Teaching Hospital and Clinics, Inc., a not-for-profit corporation that is contractually obligated to manage, operate, maintain, and insure the hospital facilities in support of the programs of the Health Science Center at the University of Florida. In addition, this category includes the University of Florida Self-Insurance Program and the University of Florida Healthcare Education Insurance Company.

Statement of Net Position

The following table summarizes the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position at June 30:

| Condensed Statement of Net Position (in millions) | | |
|--|-------------------|-------------------|
| | 2019 | 2018 |
| Assets: | | |
| Current Assets | \$ 1,914.6 | \$ 1,723.1 |
| Capital Assets, Net | 2,020.0 | 1,947.5 |
| Other Noncurrent Assets | 352.4 | 307.9 |
| Total Assets | 4,287.0 | 3,978.5 |
| Deferred Outflows of Resources | 335.2 | 314.8 |
| Total Assets and Deferred Outflows of Resources | 4,622.2 | 4,293.3 |
| Liabilities: | | |
| Current Liabilities | 470.6 | 425.6 |
| Noncurrent Liabilities | 1,960.7 | 1,922.3 |
| Total Liabilities | 2,431.3 | 2,347.9 |
| Deferred Inflows of Resources | 277.2 | 189.5 |
| Total Liabilities and Deferred Inflows of Resources | 2,708.5 | 2,537.4 |
| Net Position: | | |
| Net Investment in Capital Assets | 1,883.9 | 1,800.3 |
| Restricted | 283.4 | 206.9 |
| Unrestricted | (253.6) | (251.3) |
| Total Net Position | \$ 1,913.7 | \$ 1,755.9 |

The increase in assets resulted primarily from an increase in depreciable and nondepreciable capital assets as well as total investments, which increased by \$72.5 million and \$167.5 million, respectively. The increase in capital assets demonstrates the continued importance placed on providing modern facilities to enhance research and education. Investments grew as a result of the University's increase in investment income driven by market performance, as well as broader investment of additional revenues from grants, contracts, and donations.

Due from State increased \$11.9 million because of new construction commitments from the Department of Education, primarily in support of the University's new Data Science and Information Technology Building, an interdisciplinary hub focused on the development and application of computing, communication, and cyber technologies to a broad spectrum of areas including health care, security, technology development, and fundamental science. This co-location of research and education activities from the basic sciences, engineering, and health sciences will facilitate cross-disciplinary data science solutions to a vast array of problems and opportunities.

The large increase in current liabilities is primarily due to an increase of \$48.1 million in Due to Component Units/University. This is the result of a large investment held on behalf of the University of Florida Research Foundation Inc.

The increase in noncurrent liabilities is primarily due to an increase of \$33.2 million in the noncurrent portion of Net Pension Liability. GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, requires employers participating in cost-sharing multiple-employer defined benefit pension plans to report the employers' proportionate share of the net pension liabilities of the defined benefit pension plans. The change in the Net Pension Liability is driven in part by the market performance for the plan assets as of the measurement date for the plan liabilities. Also contributing to the increase in noncurrent liabilities is a \$21.1 million increase in the noncurrent portion of Capital Improvement Debt Payable, resulting from the issuance of bonds by the University to finance the construction of a new parking facility on campus.

The reported deferred outflows of resources and deferred inflows of resources are also required under GASB Statements No. 68 and No. 75.

Statement of Revenues, Expenses, and Changes in Net Position

The following table summarizes the University's activity for the 2018-19 and 2017-18 fiscal years:

Condensed Statement of Revenues, Expenses, and Changes in Net Position (in millions)

| | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| Operating Revenues | \$ 2,009.8 | \$ 1,939.3 |
| Operating Expenses | (3,233.5) | (3,058.9) |
| Operating Loss | (1,223.7) | (1,119.6) |
| Net Nonoperating Revenues | 1,282.6 | 1,147.7 |
| Income Before Other Revenues | 58.9 | 28.1 |
| Other Revenues | 98.9 | 129.5 |
| Increase in Net Position | 157.8 | 157.6 |
| Net Position, Beginning of Year | 1,755.9 | 2,438.6 |
| Adjustments to Beginning Net Position | - | (840.3) |
| Net Position, Beginning of Year, as Restated | 1,755.9 | 1,598.3 |
| Net Position, End of Year | \$ 1,913.7 | \$ 1,755.9 |

The University continues to maintain and grow a diverse revenue stream which serves to protect the University from over-reliance on one source of revenues. This contributed to an increase in net position of \$157.8 for the 2018-19 fiscal year despite an increase in operating expenses.

Operating Revenues

The following table summarizes the operating revenues by source that were used to fund operating activities during the 2018-19 and 2017-18 fiscal years:

Operating Revenues (in millions)

| | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| Grants and Contracts | \$ 1,442.0 | \$ 1,350.9 |
| Student Tuition and Fees, Net of Scholarship Allowances | 375.0 | 395.9 |
| Sales and Services of Auxiliary Enterprises | 131.4 | 130.0 |
| Sales and Services of Educational Departments | 55.9 | 57.2 |
| Other | 5.5 | 5.3 |
| Total Operating Revenues | \$ 2,009.8 | \$ 1,939.3 |

Increases in operating revenues during the 2018-19 fiscal year resulted from increases in awards of Nongovernmental Grants and Contracts and Federal Grants and Contracts, which increased by \$55.1 million and \$38.1 million, respectively. This significant increase was largely due to increased funding from the federal government. The University secured increased funding from several prominent federal agencies, including the US Departments of Health and Human Services, Agriculture, and Defense. The growth in research funding, despite an increasingly competitive funding environment, continues to demonstrate the University's success in creating and fostering links between researchers and funding opportunities as well as the growing prestige and reputation of the University's research capabilities in the eyes of collaborators and funding agencies.

Operating Expenses

The following table summarizes the operating expenses for each method of classification for the 2018-19 and 2017-18 fiscal years:

Operating Expenses (in millions)

| Natural Classification | 2018-19 | 2017-18 |
|---|-------------------|-------------------|
| Employee Compensation and Benefits | \$ 2,271.6 | \$ 2,150.2 |
| Services and Supplies | 577.4 | 552.2 |
| Scholarships, Fellowships and Waivers * | 163.1 | 144.6 |
| Depreciation | 143.1 | 138.3 |
| Utilities and Communications | 78.3 | 73.6 |
| Total Operating Expenses | \$ 3,233.5 | \$ 3,058.9 |
| Functional Classification | 2018-19 | 2017-18 |
| Instruction | \$ 770.5 | \$ 734.6 |
| Public Service | 742.1 | 714.1 |
| Research | 707.2 | 676.6 |
| Academic Support | 213.7 | 185.9 |
| Institutional Support | 180.5 | 175.1 |
| Scholarships, Fellowships and Waivers * | 163.1 | 144.6 |
| Depreciation | 143.1 | 138.3 |
| Auxiliary Enterprises | 134.0 | 116.8 |
| Operation and Maintenance of Plant | 132.5 | 128.4 |
| Student Services | 46.8 | 44.5 |
| Total Operating Expenses | \$ 3,233.5 | \$ 3,058.9 |

* Net of Scholarship Allowances of \$224.7 million in the 2018-19 fiscal year and \$208.0 million in the 2017-18 fiscal year.

Operating expenses grew primarily due to a \$121.4 million increase in Employee Compensation and Benefits, which was driven by a rise in the number of faculty and staff working at the University as well as a one-time performance payment granted to University employees during the 2018-19 fiscal year. This increase is in direct alignment with the Faculty 500 hiring initiative and the University's strategic plan, which includes attracting and retaining talented faculty and staff with a competitive compensation package.

Nonoperating Revenues and Expenses

The following table summarizes the University's nonoperating revenues and expenses for the 2018-19 and 2017-18 fiscal years:

Nonoperating Revenues (Expenses) (in millions)

| | 2018-19 | 2017-18 |
|--|-------------------|-------------------|
| State Noncapital Appropriations | \$ 790.4 | \$ 766.1 |
| Federal and State Student Financial Aid | 231.2 | 208.2 |
| Noncapital Grants, Contracts, and Gifts | 184.5 | 126.4 |
| Investment Income, Net of Expenses | 49.8 | 55.2 |
| Net Increase in Fair Value of Investments | 32.6 | 0.9 |
| Loss on Disposal of Capital Assets | (0.2) | (1.2) |
| Interest on Capital Asset-Related Debt | (6.1) | (6.8) |
| Other Net Nonoperating Revenues (Expenses) | 0.4 | (1.1) |
| Net Nonoperating Revenues | \$ 1,282.6 | \$ 1,147.7 |

The increase in Net Nonoperating Revenues of \$134.9 million resulted primarily from increases in Noncapital Grants, Contracts, and Gifts, Federal and State Student Financial Aid, and Net Increase in the Fair Value of Investments. The increase in Noncapital Grants, Contracts and Gifts reflects strong support provided to the University by its direct support organizations. The increase in Federal and State Student Financial Aid is due to the additional funding provided by the State for the Florida Bright Futures Scholarship Program. The Net Increase in the Fair Value of Investments is driven by the market performance of the University's investments during the year, as compared to performance during the previous year.

Other Revenues

The following table summarizes the University's other revenues for the 2018-19 and 2017-18 fiscal years:

| Other Revenues (in millions) | | |
|--|----------------|-----------------|
| | 2018-19 | 2017-18 |
| State Capital Appropriations | \$ 73.4 | \$ 57.8 |
| Capital Grants, Contracts, and Donations | 25.5 | 71.7 |
| Total Other Revenues | \$ 98.9 | \$ 129.5 |

The decrease of \$30.6 million in Other Revenues is primarily related to a large lump sum of monies received in the prior year from Duke Energy in order to satisfy contractual obligations. No such lump sum payment was received during the 2018-19 fiscal year.

Statement of Cash Flows

The following table summarizes cash flows for the 2018-19 and 2017-18 fiscal years:

| Condensed Statement of Cash Flows (in millions) | | |
|---|----------------|---------------|
| | 2018-19 | 2017-18 |
| Cash Provided (Used) by: | | |
| Operating Activities | \$ (1,050.8) | \$ (874.3) |
| Noncapital Financing Activities | 1,251.6 | 1,091.5 |
| Capital and Related Financing Activities | (107.7) | (104.9) |
| Investing Activities | (86.4) | (112.8) |
| Net Increase (Decrease) in Cash and Cash Equivalents | 6.7 | (0.5) |
| Cash and Cash Equivalents, Beginning of Year | 6.3 | 6.8 |
| Cash and Cash Equivalents, End of Year | \$ 13.0 | \$ 6.3 |

Major sources of funds came from Grants and Contracts (\$1,385.1 million), State Noncapital Appropriations (\$790.4

million), Student Tuition and Fees, Net (\$375.4 million), Federal and State Financial Aid (\$231.2 million), and Noncapital Grants, Contracts, and Gifts (\$184.5 million). Major uses of funds were for Payments to Employees (\$2,185.5 million), Payments to Suppliers for Goods and Services (\$660.4 million), and the Purchase or Construction of Capital Assets (\$203.1 million).

Capital Assets, Capital Expenses and Commitments, and Debt Administration

CAPITAL ASSETS

At June 30, 2019, the University had approximately \$4.4 billion in capital assets, less accumulated depreciation of \$2.4 billion, for net capital assets of \$2.0 billion. Depreciation charges for the current fiscal year totaled \$143.1 million. The following table summarizes the University's capital assets, net of accumulated depreciation, at June 30:

| Total Capital Assets, Net (in millions) | | |
|---|-------------------|-------------------|
| | 2019 | 2018 |
| Land | \$ 12.5 | \$ 12.5 |
| Buildings | 1,525.4 | 1,522.3 |
| Infrastructure and Other Improvements | 47.9 | 51.5 |
| Furniture and Equipment | 210.6 | 204.4 |
| Library Resources | 46.4 | 49.2 |
| Property Under Capital Lease and Leasehold Improvements | 13.2 | 14.4 |
| Other Capital Assets | 43.1 | 36.1 |
| Construction in Progress | 120.9 | 57.1 |
| Total Capital Assets (Nondepreciable and Depreciable, Net) | \$ 2,020.0 | \$ 1,947.5 |

Additional information about the University's capital assets is presented in Note 9 to the financial statements.

Total Capital Assets increased in the 2018-19 fiscal year as major construction projects to advance the University's mission, including the Career Resource Center addition and renovation, IFAS Lone Cabbage Oyster Reef Restoration, and Lacy Rabon Plant addition were all completed during the year. The increase in capital assets continues to reflect the University's dedication to an infrastructure and learning environment that supports its mission and strategic plan.

CAPITAL EXPENSES AND COMMITMENTS

Major capital expenses were incurred during the fiscal year on the University's largest ongoing projects, including the Herbert Wertheim Laboratory for Engineering Excellence (\$22.3 million), Norman Hall Rehabilitation and College of Education

Center Addition (\$17.9 million), and Parking Garage XIV (\$17.0 million), which are expected to transform the learning and research environments of the associated Colleges of Engineering and Education, and support the continued growth of the campus community.

The University's construction commitments at June 30, 2019, are as follows:

Major Construction Commitments (in millions)

| | | |
|--------------------------|-----------|---------------------|
| Total Commitments | \$ | 439.8 |
| Completed to Date | | <u>120.9</u> |
| Balance Committed | \$ | <u>318.9</u> |

Additional information about the University's construction commitments is presented in Note 15 to the financial statements.

DEBT ADMINISTRATION

The University is mindful of its financial stewardship and manages resources effectively, including the prudent use of debt to finance capital projects. At June 30, 2019, the University had \$166.9 million in outstanding capital asset-related debt, representing an increase of \$19.7 million, or 13.4%, from the prior fiscal year as a result of debt issued to fund construction of a new parking garage in order to make campus more accessible to students and faculty. The following table summarizes the outstanding capital asset-related debt by type of debt at June 30:

Capital Asset-Related Debt (in millions)

| | <u>2019</u> | <u>2018</u> |
|---|------------------------|------------------------|
| Capital Improvement Debt | \$ 159.5 | \$ 138.1 |
| Loans and Notes | 4.7 | 5.2 |
| Installment Purchase Agreements | 0.5 | 1.6 |
| Capital Leases | <u>2.2</u> | <u>2.3</u> |
| Total Capital Asset-Related Debt | \$ <u>166.9</u> | \$ <u>147.2</u> |

Additional information about the University's capital asset-related debt is presented in Note 13 to the financial statements.

Economic Factors That Will Affect the Future

The University of Florida remains financially secure and positioned to grow alongside the State of Florida's economy, one of the strongest in the country. The forecast predicts overall stability for the Florida economy, with growth in several key economic indicators – personal income, job growth, employment, and tourism. With job growth and elevated success in the labor market, the

State's unemployment rate continues to improve, with a 3.4% rate in July 2019 that was lower than the nation as a whole.

Standard and Poor's Global Ratings (S&P) issued the University an upgraded rating of AA+ from AA in the previous year and affirmed a stable outlook for the University. The rating's rationale included stable financial trends, ongoing support from the State, an impressive enterprise profile with diverse programs, affordable tuition rates, and good regional state employment and population growth trends. Although the higher education industry is exposed to risk such as cyclical, competitive, and substitution risks, the industry represents a low credit risk when compared to others. In addition to this upgraded rating issued by S&P, the University maintains an Aa2 rating from Moody's Investors Services. These strong ratings not only reflect the University's financial strength and reputation as a leading provider of higher education in the State, but they also continue to allow the University to obtain competitive debt financing to support its mission and realize its strategic plan.

The positive economic conditions and strong State support are reflected in the University's State Appropriations for the coming fiscal year. The General Revenue and Lottery allocation from the State budget totaled \$775.7 million for the 2019-20 fiscal year. As part of that overall allocation, the University receives \$16.4 million in National Ranking Operational Enhancement funds, \$47.3 million in performance funds and \$58.5 million in funding for the preeminence initiative. Furthermore, the budget includes \$16.8 million in funding for the World Class Faculty & Scholar Program and \$16.7 million in funding for the State University Professional and Graduate Degree Excellence Program. This funding will be used to support the University's initiative to hire additional faculty in the 2019-20 fiscal year.

The 2019-20 fiscal year budget clearly reflects the sustained commitment of the Legislature and the Governor to support the University of Florida in its goal of becoming a top five public research university that the state, nation, and world look to for leadership.

Requests for Information

Questions concerning information provided in the MD&A, financial statements and notes thereto, and other required supplementary information, or requests for additional financial information should be addressed to Alan M. West, Assistant Vice President and University Controller, P.O. Box 113200, Gainesville, Florida 32611.

Statement of Net Position

As of June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|--|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2019 | 2018 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| ASSETS | | | | | |
| Current Assets: | | | | | |
| Cash and Cash Equivalents (Note 1) | \$ 2,559 | \$ 1,234 | \$ 36,788 | \$ 86,326 | \$ 121,795 |
| Investments (Note 5) | 1,640,768 | 1,517,714 | 127,594 | 45,485 | 291,520 |
| Accounts Receivable, Net (Note 6) | 99,473 | 89,350 | 95,511 | 77,588 | 362,055 |
| Loans and Notes Receivable, Net (Note 6) | 2,549 | 2,808 | - | - | - |
| Due From State (Note 7) | 100,287 | 88,357 | - | - | 871 |
| Due From Component Units/University (Note 8) | 61,241 | 17,450 | 206,790 | 52,074 | 110,576 |
| Inventories | 4,491 | 3,947 | 175 | - | 53,580 |
| Other Current Assets | 3,241 | 2,250 | 4,659 | 2,310 | 98,331 |
| Total Current Assets | 1,914,609 | 1,723,110 | 471,517 | 263,783 | 1,038,728 |
| Noncurrent Assets: | | | | | |
| Restricted Cash and Cash Equivalents (Note 1) | 10,462 | 5,082 | 35,634 | 23,058 | 29,460 |
| Restricted Investments (Note 5) | 172,728 | 116,222 | 1,948,172 | 8,831 | 599,654 |
| Other Noncurrent Investments (Note 5) | 141,308 | 153,325 | - | - | - |
| Loans and Notes Receivable, Net (Note 6) | 27,717 | 33,143 | - | - | - |
| Depreciable Capital Assets, Net (Note 9) | 1,882,135 | 1,842,199 | 199,905 | 82,726 | 1,190,953 |
| Nondepreciable Capital Assets (Note 9) | 137,910 | 105,330 | 79,855 | 27,515 | 139,868 |
| Other Noncurrent Assets | 78 | 74 | 15,675 | 1,657 | 91,650 |
| Total Noncurrent Assets | 2,372,338 | 2,255,375 | 2,279,241 | 143,787 | 2,051,585 |
| TOTAL ASSETS | 4,286,947 | 3,978,485 | 2,750,758 | 407,570 | 3,090,313 |
| DEFERRED OUTFLOWS OF RESOURCES | | | | | |
| Deferred Outflows of Pension Resources (Note 11) | 309,874 | 298,571 | - | - | 71,209 |
| Deferred Outflows of Other Postemployment Benefits Payable (Note 11) | 16,164 | 16,260 | - | - | 1,829 |
| Other Deferred Outflows (Note 11) | 9,184 | - | - | - | 51,301 |
| TOTAL DEFERRED OUTFLOWS OF RESOURCES | 335,222 | 314,831 | - | - | 124,339 |
| TOTAL ASSETS AND DEFERRED OUTFLOWS OF RESOURCES | \$ 4,622,169 | \$ 4,293,316 | \$ 2,750,758 | \$ 407,570 | \$ 3,214,652 |
| LIABILITIES | | | | | |
| Current Liabilities: | | | | | |
| Accounts Payable | \$ 91,269 | \$ 88,841 | \$ 34,471 | \$ 18,571 | \$ 260,532 |
| Salaries and Wages Payable | 51,092 | 48,455 | - | 11,648 | 97,461 |
| Due To Component Units/University (Note 8) | 221,822 | 173,712 | 125,915 | 20,078 | 107,258 |
| Unearned Revenue (Note 12) | 58,199 | 63,846 | 65,337 | 2,183 | - |
| Deposits Held in Custody | 6,165 | 6,297 | 12 | 175 | - |
| Other Current Liabilities | - | - | 5,693 | - | - |
| Long-Term Liabilities - Current Portion: (Note 13) | | | | | |
| Capital Improvement Debt Payable | 9,547 | 9,302 | - | - | - |
| Bonds Payable | - | - | 6,650 | 3,182 | 19,168 |
| Loans and Notes Payable | 418 | 408 | 1,018 | 280 | - |
| Installment Purchase Agreements Payable | 452 | 1,107 | - | - | 669 |
| Capital Leases Payable | 187 | 176 | - | 106 | 2,433 |
| Compensated Absences Payable | 11,377 | 13,215 | 373 | - | - |
| Other Postemployment Benefits Payable | 15,774 | 15,774 | - | - | - |
| Net Pension Liability (Note 14) | 4,198 | 4,422 | - | - | - |
| Liability for Self-Insured Claims | - | - | 21,406 | - | 8,231 |
| Total Current Liabilities | 470,500 | 425,555 | 260,875 | 56,223 | 495,752 |

Statement of Net Position

As of June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|---|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2019 | 2018 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| Noncurrent Liabilities: (Note 13) | | | | | |
| Capital Improvement Debt Payable | \$ 149,953 | \$ 128,813 | \$ - | \$ - | \$ - |
| Bonds Payable | - | - | 119,375 | 88,699 | 990,592 |
| Loans and Notes Payable | 4,319 | 4,737 | 499 | 7,720 | - |
| Installment Purchase Agreements Payable | 48 | 505 | - | - | 1,796 |
| Capital Leases Payable | 1,980 | 2,167 | - | 224 | 10,065 |
| Compensated Absences Payable | 113,459 | 112,014 | 3,375 | - | - |
| Other Postemployment Benefits Payable | 1,027,774 | 1,053,330 | - | - | 6,471 |
| Net Pension Liability (Note 14) | 639,920 | 606,749 | - | - | - |
| Liability for Self-Insured Claims | - | - | - | - | 26,064 |
| Other Noncurrent Liabilities | 23,286 | 13,969 | 54,083 | 1,685 | 84,462 |
| Total Noncurrent Liabilities | 1,960,739 | 1,922,284 | 177,332 | 98,328 | 1,119,450 |
| TOTAL LIABILITIES | 2,431,239 | 2,347,839 | 438,207 | 154,551 | 1,615,202 |
| DEFERRED INFLOWS OF RESOURCES | | | | | |
| Deferred Inflows of Pension Resources (Note 11) | 60,653 | 33,549 | 432 | - | 26,709 |
| Deferred Inflows of Other Postemployment Benefits Payable (Note 11) | 216,538 | 155,970 | - | - | 510 |
| Other Deferred Inflows (Note 11) | - | - | 19,140 | - | 5,426 |
| TOTAL DEFERRED INFLOWS OF RESOURCES | 277,191 | 189,519 | 19,572 | - | 32,645 |
| TOTAL LIABILITIES AND DEFERRED INFLOWS OF RESOURCES | 2,708,430 | 2,537,358 | 457,779 | 154,551 | 1,647,847 |
| NET POSITION | | | | | |
| Net Investment in Capital Assets | 1,883,887 | 1,800,313 | 174,987 | 33,087 | 307,259 |
| Restricted: | | | | | |
| Nonexpendable: | | | | | |
| Endowment | - | - | 1,362,410 | - | 276 |
| Expendable: | | | | | |
| Endowment | - | - | 552,492 | - | 8,998 |
| Loans | 40,117 | 39,700 | - | - | - |
| Capital Projects | 195,724 | 171,029 | - | - | - |
| Debt Service | 5,575 | 4,289 | - | - | - |
| Other | 41,982 | (8,110) | 11,733 | - | 190,479 |
| Unrestricted (Note 4) | (253,546) | (251,263) | 191,357 | 219,932 | 1,059,793 |
| TOTAL NET POSITION | 1,913,739 | 1,755,958 | 2,292,979 | 253,019 | 1,566,805 |
| TOTAL LIABILITIES, DEFERRED INFLOWS OF RESOURCES, AND NET POSITION | \$ 4,622,169 | \$ 4,293,316 | \$ 2,750,758 | \$ 407,570 | \$ 3,214,652 |

The accompanying notes are an integral part of these financial statements.

Statement of Revenues, Expenses, and Changes In Net Position

for the Fiscal Year Ended June 30, 2019 (amounts expressed in thousands)

| | University of Florida | | Component Units | | |
|--|-----------------------|---------------------|------------------------------|----------------------------------|----------------------------|
| | 2018-19 | 2017-18 | Direct-Support Organizations | Health Science Center Affiliates | Shands Hospital and Others |
| OPERATING REVENUES | | | | | |
| Student Tuition and Fees | \$ 599,683 | \$ 603,859 | \$ - | \$ - | \$ - |
| Scholarship Allowances | (224,652) | (208,007) | - | - | - |
| Student Tuition and Fees, Net of Scholarship Allowances | 375,031 | 395,852 | - | - | - |
| Federal Grants and Contracts | 497,867 | 459,752 | - | - | - |
| State and Local Grants and Contracts | 49,871 | 52,039 | - | - | - |
| Nongovernmental Grants and Contracts | 894,253 | 839,154 | - | - | - |
| Sales and Services of Auxiliary Enterprises | 131,381 | 129,994 | - | - | - |
| Sales and Services of Educational Departments | 55,886 | 57,245 | - | - | - |
| Sales and Services of Component Units | - | - | 194,543 | - | - |
| Hospital Revenues | - | - | - | 929,882 | 2,320,100 |
| Gifts and Donations - Component Units | - | - | 107,906 | - | - |
| Royalties and Licensing Fees - Component Units | - | - | 84,866 | - | - |
| Interest on Loans and Notes Receivable | 1,130 | 1,194 | - | - | - |
| Other Operating Revenues | 4,381 | 4,097 | 5,537 | 98,705 | 45,140 |
| Total Operating Revenues | 2,009,800 | 1,939,327 | 392,852 | 1,028,587 | 2,365,240 |
| OPERATING EXPENSES | | | | | |
| Employee Compensation and Benefits | 2,271,619 | 2,150,165 | 1,656 | 100,206 | 1,046,620 |
| Services and Supplies | 577,319 | 552,153 | 399,680 | 233,287 | 1,040,506 |
| Utilities and Communications | 78,288 | 73,636 | - | - | - |
| Scholarships, Fellowships, and Waivers, Net | 163,122 | 144,627 | - | - | - |
| Depreciation | 143,106 | 138,306 | 11,483 | 9,350 | 118,406 |
| Self-Insured Claims and Expenses | - | - | - | - | 6,955 |
| Total Operating Expenses (Note 19) | 3,233,454 | 3,058,887 | 412,819 | 342,843 | 2,212,487 |
| Operating Income (Loss) | (1,223,654) | (1,119,560) | (19,967) | 685,744 | 152,753 |
| NONOPERATING REVENUES (EXPENSES) | | | | | |
| State Noncapital Appropriations | 790,425 | 766,103 | 4,000 | - | 7,050 |
| Federal and State Student Financial Aid | 231,233 | 208,173 | - | - | - |
| Noncapital Grants, Contracts, and Gifts | 184,502 | 126,365 | - | - | - |
| Investment Income | 52,773 | 59,848 | 126,719 | 3,144 | 59,359 |
| Net Increase (Decrease) in the Fair Value of Investments | 32,626 | 927 | 1,113 | (3,432) | 6,288 |
| Investment Expenses | (3,096) | (4,624) | (271) | (1,888) | - |
| Other Nonoperating Revenues | 3,419 | 2,653 | 8,706 | - | 4,337 |
| Gain (Loss) on Disposal of Capital Assets | (179) | (1,182) | (4,444) | (85) | 6,771 |
| Interest on Capital Asset-Related Debt | (6,124) | (6,771) | (3,696) | - | (30,731) |
| Other Nonoperating Expenses | (2,972) | (3,766) | (41,389) | (685,758) | (112,172) |
| Net Nonoperating Revenues (Expenses) | 1,282,607 | 1,147,726 | 90,738 | (688,019) | (59,098) |
| Income (Loss) Before Other Revenues | 58,953 | 28,166 | 70,771 | (2,275) | 93,655 |
| State Capital Appropriations | 73,379 | 57,819 | - | - | - |
| Capital Grants, Contracts, and Donations | 25,449 | 71,627 | - | - | - |
| Additions to Permanent Endowments | - | - | 53,828 | - | - |
| Total Other Revenues | 98,828 | 129,446 | 53,828 | - | - |
| Increase (Decrease) in Net Position | 157,781 | 157,612 | 124,599 | (2,275) | 93,655 |
| Net Position, Beginning of Year | 1,755,958 | 2,438,619 | 2,251,156 | 255,294 | 1,473,150 |
| Adjustment to Beginning Net Position (Note 3) | - | (840,273) | (82,776) | - | - |
| Adjusted Net Position, Beginning of Year, as Restated | 1,755,958 | 1,598,346 | 2,168,380 | 255,294 | 1,473,150 |
| Net Position, End of Year | \$ 1,913,739 | \$ 1,755,958 | \$ 2,292,979 | \$ 253,019 | \$ 1,566,805 |

The accompanying notes are an integral part of these financial statements.

Statement of Cash Flows

for the Fiscal Year Ended June 30, 2019 (amounts expressed in thousands)

| | University of Florida | |
|---|-----------------------|---------------------|
| | 2018-2019 | 2017-2018 |
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Tuition and Fees, Net | \$ 375,407 | \$ 389,360 |
| Grants and Contracts | 1,385,052 | 1,350,247 |
| Sales and Services of Auxiliary Enterprises | 131,179 | 128,147 |
| Sales and Services of Educational Departments | 56,760 | 58,240 |
| Repayment of Loans and Notes Receivable from Students | 12,210 | 11,679 |
| Interest on Loans Receivable | 1,132 | 1,213 |
| Other Operating Receipts | 3,071 | 2,826 |
| Payments to Employees | (2,185,518) | (2,044,822) |
| Payments to Suppliers for Goods and Services | (660,434) | (619,443) |
| Payments to Students for Scholarships and Fellowships | (163,122) | (144,627) |
| Loans Issued to Students | (6,525) | (7,139) |
| Net Cash Used by Operating Activities | (1,050,788) | (874,319) |
| CASH FLOWS FROM NONCAPITAL FINANCING ACTIVITIES | | |
| State Noncapital Appropriations | 790,425 | 766,103 |
| Federal and State Financial Aid | 231,233 | 208,173 |
| Noncapital Grants, Contracts, and Gifts | 184,502 | 126,365 |
| Direct Loan Program Receipts | 233,050 | 240,268 |
| Direct Loan Program Disbursements | (233,119) | (240,213) |
| Net Change in Funds Held for Others | 47,343 | (4,794) |
| Other Nonoperating Receipts | 1,617 | 2,622 |
| Other Nonoperating Disbursements | (3,459) | (7,056) |
| Net Cash Provided by Noncapital Financing Activities | 1,251,592 | 1,091,468 |
| CASH FLOWS FROM CAPITAL AND RELATED FINANCING ACTIVITIES | | |
| Proceeds from Capital Debt | 31,045 | - |
| State Capital Appropriations | 61,449 | 45,564 |
| Capital Grants, Contracts, and Donations | 16,413 | 71,327 |
| Proceeds from Sales of Capital Assets | 1,834 | 803 |
| Other Receipts for Capital Projects | 1,811 | 31 |
| Purchase or Construction of Capital Assets | (203,123) | (200,238) |
| Principal Paid on Capital Debt and Leases | (10,961) | (15,579) |
| Interest Paid on Capital Debt and Leases | (6,203) | (6,771) |
| Net Cash Used by Capital and Related Financing Activities | (107,735) | (104,863) |
| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Sale of Investments | 2,215,136 | 1,835,693 |
| Purchase of Investments | (2,353,683) | (2,004,388) |
| Investment Income | 52,183 | 55,900 |
| Net Cash Used by Investing Activities | (86,364) | (112,795) |
| Net Increase (Decrease) in Cash and Cash Equivalents | 6,705 | (509) |
| Cash and Cash Equivalents, Beginning of Year | 6,316 | 6,825 |
| Cash and Cash Equivalents, End of Year | \$ 13,021 | \$ 6,316 |
| RECONCILIATION OF OPERATING LOSS TO NET CASH USED BY OPERATING ACTIVITIES | | |
| Operating Loss | \$ (1,223,654) | \$ (1,119,560) |
| Adjustments to Reconcile Operating Loss to Net Cash Used by Operating Activities: | | |
| Depreciation and Amortization Expense | 143,403 | 138,306 |
| Change in Assets, Liabilities, Deferred Outflows of Resources, and Deferred Inflows of Resources: | | |
| Receivables, Net | (2,245) | (2,516) |
| Due From Component Units | (43,791) | (2,126) |
| Inventories | (544) | 311 |
| Other Assets | (1,029) | (118) |
| Accounts Payable | (3,550) | 6,152 |
| Salaries and Wages Payable | 2,637 | 4,276 |
| Unearned Revenue | (5,647) | 32 |
| Deposits Held in Custody | 169 | (142) |
| Other Postemployment Benefits Payable | (25,556) | (102,388) |
| Compensated Absences Payable | (393) | 6,563 |
| Net Pension Liability | 32,947 | 46,126 |
| Deferred Outflows - Pension and OPEB | (11,207) | (31,424) |
| Deferred Inflows - Pension and OPEB | 87,672 | 182,189 |
| NET CASH USED BY OPERATING ACTIVITIES | \$ (1,050,788) | \$ (874,319) |

SUPPLEMENTAL DISCLOSURE OF NONCASH INVESTING AND CAPITAL AND RELATED FINANCING ACTIVITIES

The following items are recognized on the Statement of Net Position or the Statement of Revenues, Expenses, and Changes in Net Position, but are not cash transactions for the Statement of Cash Flows:

| | |
|---|-----------|
| Unrealized gain on investments | \$ 32,626 |
| Loss on refunded 2007A Parking Bonds will be amortized over the life of the 2018A refunding Parking Bonds | \$ (209) |
| Loss on disposal of capital assets | \$ (179) |

The accompanying notes are an integral part of these financial statements.

A photograph of a brick building with a large window, taken from a low angle looking up. The scene is bathed in the warm, golden light of a sunset or sunrise, with the sky transitioning from orange to yellow. The building's facade is made of red brick, and a large, multi-paned window is visible on the left. The overall mood is serene and institutional.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FISCAL YEAR ENDED JUNE 30, 2019



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1. Summary of Significant Accounting Policies

The significant accounting policies followed by the University of Florida are described below to enhance the usefulness of the financial statements.

A. REPORTING ENTITY

The University of Florida is a separate public instrumentality that is part of the State university system of public universities, which is under the general direction and control of the Florida Board of Governors. The University is directly governed by a Board of Trustees (Trustees) consisting of thirteen members. The Governor appoints six citizen members and the Board of Governors appoints five citizen members. These members are confirmed by the Florida Senate and serve staggered terms of five years. The chair of the faculty senate and the president of the student body of the University are also members. The Board of Governors establishes the powers and duties of the Trustees.

The Trustees are responsible for setting policies for the University, which provide governance in accordance with State law and Florida Board of Governors' Regulations. The Trustees select the University President. The University President serves as the executive officer and the corporate secretary of the Trustees, and is responsible for administering the policies prescribed by the Trustees.

Criteria for defining the reporting entity are identified and described in the Governmental Accounting Standards Board's (GASB) *Codification of Governmental Accounting and Financial Reporting Standards*, Sections 2100 and 2600. These criteria were used to evaluate potential component units for which the primary government is financially accountable and other organizations for which the nature and significance of their relationship with the primary government are such that exclusion would cause the primary government's financial statements to be misleading or incomplete. Based on the application of these criteria, the University of Florida is a component unit of the state of Florida, and its financial balances and activities are discretely presented in the State's Comprehensive Annual Financial Report.

B. DISCRETELY PRESENTED COMPONENT UNITS

Based on the application of the criteria for determining component units, certain affiliated organizations are required to be included within the University reporting entity as discretely presented component units because of the significance of their relationship with the University. These organizations are legally separate from the University and are governed by separate boards. The University

further categorizes its component units as Direct-Support Organizations, Health Science Center Affiliates, and Shands Hospital and Others. An annual audit of each organization's financial statements is conducted by independent certified public accountants. The annual reports are submitted to the Auditor General and the University Board of Trustees. Additional information is presented in Note 20.

However, financial activities of certain component units are not included in the University's financial statements and are denoted below with an asterisk (*). The total assets and operating revenues related to these component units are \$25 million and \$18 million, respectively. These amounts represent less than one percent of the total aggregate component units' assets and operating revenues.

C. DIRECT-SUPPORT ORGANIZATIONS

The University's direct-support organizations, as provided for in Section 1004.28, Florida Statutes, and Board of Governors Regulation 9.011, are considered component units of the University of Florida and therefore, the latest audited financial statements of these organizations are discretely presented in the financial statements of the University. These legally separate, not-for-profit corporations are organized and operated exclusively to assist the University in achieving excellence by providing supplemental resources from private gifts and bequests and valuable education support services. Florida Statutes authorize these organizations to receive, hold, invest, and administer property and to make expenditures to or for the benefit of the University. These organizations and their purposes are explained as follows:

- **University of Florida Foundation, Inc.**, solicits, collects, manages, and directs contributions to the various academic departments and programs of the University and assists the University in fund raising, public relations, and maintenance of alumni records. Their financial statements include the activities of the University of Florida Alumni Association, Inc.

- **The University Athletic Association, Inc.**, conducts various inter-collegiate athletic programs for and on behalf of the University.

- **University of Florida Research Foundation, Inc.**, promotes, encourages, and assists research activities of the University through income derived from or related to the development and commercialization of intellectual properties, which include inventions, discoveries, processes, and work products.

- **GatorCare Health Management Corporation** coordinates and facilitates the management of the self-insured health insurance plan of the University and its participating affiliated employers, collecting and paying employer and employee premiums.

■ **Florida Foundation Seed Producers, Inc.**, supplies Florida farmers and producers with crop seed and nursery stock. This organization stocks foundation seed of the best-known varieties acceptable to Florida climate and soils in adequate quantities and at reasonable prices.

■ **University of Florida Development Corporation** develops and maintains Innovation Square where the University-owned Florida Innovation Hub is located.

■ **Gator Boosters, Inc.**, solicits funds for the benefit of the University athletic programs.

■ **Citrus Research and Development Foundation, Inc.**, advances disease and production research and product development activities to ensure the survival and competitiveness of Florida's citrus growers through innovation.

■ **University of Florida Alumni Association, Inc.**, supports activities of the alumni of the University of Florida. Its financial transactions are reflected in the financial statements of the University of Florida Foundation, Inc.

■ **Florida 4-H Club Foundation, Inc.**,* promotes the educational objectives of the 4-H Youth Development Program, an official part of the Florida Cooperative Extension Service.

■ **University of Florida Leadership and Education Foundation, Inc.**,* furthers agriculture and natural resource education and related activities, promotes agriculture and natural resources leadership, and makes contributions to and confer benefits upon the University.

■ **University of Florida Investment Corporation*** promotes the educational purposes of the University of Florida by providing investment research, advice, counsel, and management to and for the University Board of Trustees and affiliated organizations of the University.

■ **UF Historic St. Augustine, Inc.**,* ensures the long-term preservation and interpretation of State-owned historic properties in St. Augustine.

■ **Southwest Florida Research and Education Foundation, Inc.**,* provides research and educational support to the University of Florida Southwest Florida Research and Education Center.

■ **Cattle Enhancement Board, Inc.**,* promotes research, education and extension at, or for the benefit of, the Institute of Food and Agricultural Sciences at the University of Florida on issues related to the Florida cattle industry, including, but not limited to production, disease prevention, forage development, and genetic research and technology.

In June 2019, the Trustees decertified the following direct-support organizations: The University of Florida Law Center Association, Inc., Citrus Research and Education Foundation, Inc., and Treasure Coast Agricultural Research Foundation, Inc.

D. HEALTH SCIENCE CENTER AFFILIATES

The corporations listed below, except Faculty Clinic, Inc., are Faculty Practice Plans, as provided for in Board of Governors Regulation 9.017. The Faculty Practice Plans provide educationally-oriented clinical practice settings and opportunities through which faculty members provide health, medical, veterinary, and dental care to patients as an integral part of their academic activities and their employment as faculty. Because these faculty practice activities generate income, the colleges are authorized to regulate fees generated from faculty practice and maintain Faculty Practice Plans for the orderly collection and distribution of fees. These organizations provide significant support for the clinical instruction function of the University of Florida J. Hillis Miller Health Science Center (JHMHC) and are component units of the University of Florida.

■ **Florida Clinical Practice Association, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Medicine.

■ **University of Florida Jacksonville Physicians, Inc.**, bills and collects professional fees from the clinical practice of the University of Florida physicians in order to fund and promote the educational, clinical and research missions, and support the clinical activities, of the Jacksonville campus of the College of Medicine.

■ **Faculty Associates, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Dentistry.

■ **Florida Veterinary Medicine Faculty Association, Inc.**, bills and collects clinical professional fees to support the educational, research, and service programs of the University of Florida College of Veterinary Medicine.

■ **University of Florida College of Pharmacy Faculty Practice Association, Inc.**, performs billing and collection of fees to support the educational, research, and service programs of the University of Florida College of Pharmacy.

■ **Faculty Clinic, Inc.**,* operates primarily as a facility management company that leases space to Shands Jacksonville and University of Florida Jacksonville Physicians, Inc.

■ **University of Florida College of Nursing Faculty Practice Association, Inc.**,* performs billing and collection of professional fees to support the educational, research, and service programs of the University of Florida College of Nursing.



■ **Florida Health Professions Association, Inc.,*** performs billing and collection of clinical professional fees to support the educational, research, and service programs of the University of Florida College of Public Health and Health Professions.

E. SHANDS HOSPITAL AND OTHERS

■ **Shands Teaching Hospital and Clinics, Inc.,** (Shands) was incorporated October 15, 1979, as a not-for-profit corporation. Shands, a major tertiary care teaching institution, is a leading referral center in the state of Florida and the southeast United States and facilitates medical education programs at the University.

Shands entered into a contractual agreement with the State Board of Education as of July 1, 1980, as subsequently restated and amended, to provide for the use of hospital facilities at the JHMHC through December 31, 2057, with renewal provisions. The contractual agreement also provides for the transfer to Shands of all other assets and liabilities arising from the operation of the hospital facilities prior to July 1, 1980. At termination of the contractual agreement, the net position of Shands reverts to the State Board of Education. Legal title to all buildings and improvements transferred to Shands remains with the state of Florida during the term of the contractual agreement. The contractual agreement provides for a 12-month grace period for any event of default, other than the bankruptcy of Shands. In addition, the contractual agreement limits the right of the State Board of Education to terminate the contractual agreement solely to the circumstance in which Shands declares bankruptcy and, in such event, requires net revenues derived from the operation of the hospital facilities to continue to be applied to the payment of Shands' debts.

Under the terms of the contractual agreement, Shands is obligated to manage, operate, maintain, and insure the hospital facilities in support of the programs of the JHMHC and further agrees to contract with the State Board of Education for the provision of these programs. By operation of law, the University of Florida Board of Trustees has become the successor-in-interest to the State Board of Education.

■ **Shands Jacksonville HealthCare, Inc.,** (Shands Jacksonville) is a Florida not-for-profit corporation. Shands Jacksonville was organized primarily to provide healthcare and related services to the community, including the City of Jacksonville and surrounding counties, and to support the teaching and research missions of the University.

■ **University of Florida Self-Insurance Program** (the Program) was created by the Florida Board of Regents, succeeded by the Florida Board of Governors, pursuant to Section 1004.24, Florida Statutes. The Program provides comprehensive general liability and professional liability (malpractice) coverage for the University of Florida and affiliated teaching hospitals that are providing education in healthcare or veterinary services.

■ **University of Florida Healthcare Education Insurance Company** (HEIC) was created on September 1, 1994, as a self-insurance mechanism created pursuant to Section 1004.24, Florida Statutes. HEIC writes coverage for the participants in the Self-Insurance Program (the Program) for loss exposure above the Program's retention. HEIC obtains excess loss reinsurance coverage from commercial insurance carriers for certain layers of exposure.

F. BASIS OF PRESENTATION

The University's accounting policies conform with accounting principles generally accepted in the United States of America applicable to public colleges and universities as prescribed by GASB. The National Association of College and University Business Officers (NACUBO) also provides the University with recommendations prescribed in accordance with generally accepted accounting principles promulgated by GASB and the Financial Accounting Standards Board (FASB). GASB allows public universities various reporting options. The University of Florida has elected to report as an entity engaged in only business-type activities. This election requires the adoption of the accrual basis of accounting and entity-wide reporting including the following components:

- Management's Discussion and Analysis
- Basic Financial Statements:
 1. Statement of Net Position
 2. Statement of Revenues, Expenses, and Changes in Net Position
 3. Statement of Cash Flows
 4. Notes to the Financial Statements
- Other Required Supplementary Information

G. MEASUREMENT FOCUS AND BASIS OF ACCOUNTING

Basis of accounting refers to when revenues, expenses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources are recognized in the accounts and reported in the financial statements. Specifically, it relates to the timing of the measurements made, regardless of the measurement focus applied. The University and its component unit's financial statements are presented using the economic resources measurement focus and the accrual basis of accounting. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources resulting from exchange and exchange-like transactions are recognized when the exchange takes place. Revenues, expenses, gains, losses, assets, deferred outflows of resources, liabilities, and deferred inflows of resources resulting from non-exchange activities are generally recognized when all applicable eligibility requirements, including time requirements, are met. The University and its component units, including those which previously followed FASB as discussed in Note 2, follow GASB standards of accounting and financial reporting.

Significant interdepartmental sales between auxiliary service departments and other institutional departments have been eliminated from revenues and expenses for reporting purposes.

The University's principal operating activities consist of instruction, research, and public service. Operating revenues and expenses generally include all fiscal transactions directly related to these activities as well as administration, operation, and maintenance of capital assets and depreciation on capital assets. Nonoperating revenues include state noncapital appropriations, federal and state student financial aid, and investment income. Interest on capital asset-related debt is a nonoperating expense. Other revenues generally include revenues for capital construction projects.

The Statement of Net Position is presented in a classified format to distinguish between current and noncurrent assets and liabilities. When both restricted and unrestricted resources are available to fund certain programs, it is the University's policy to first apply the restricted resources to such programs, followed by the use of the unrestricted resources.

The Statement of Revenues, Expenses, and Changes in Net Position is presented by major sources and is reported net of tuition scholarships, discounts, and allowances. Tuition scholarships, discounts, and allowances are the differences between the stated charge for goods and services provided by the University and the amount that is actually paid by a student or a third-party making payments on behalf of the student. The University applied the "Alternate Method" as prescribed in NACUBO Advisory Report 2000-05 to determine the reported net tuition scholarships, discounts, and allowances. Under this method, the University computes these amounts by

allocating the cash payments to students, excluding payments for services, using a ratio of total aid to aid not considered to be third-party aid.

The Statement of Cash Flows is presented using the direct method in compliance with GASB Statement No. 9, *Reporting Cash Flows of Proprietary and Nonexpendable Trust Funds and Governmental Entities That Use Proprietary Fund Accounting*.

H. CASH AND CASH EQUIVALENTS

The amount reported by the University as cash and cash equivalents consists of cash on hand and cash in demand accounts. University cash deposits are held in banks qualified as public depositories under Florida law. All such deposits are insured by Federal depository insurance, up to specified limits, or collateralized with securities held in Florida's multiple financial institution collateral pool required by Chapter 280, Florida Statutes. Cash and cash equivalents that are externally restricted to make debt service payments, maintain sinking or reserve funds, or to purchase or construct capital assets or other restricted assets, are classified as restricted.

I. INVESTMENTS AND FAIR VALUE MEASUREMENT

The University categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets. Level 2 inputs are significant other observable inputs. Level 3 inputs are significant unobservable inputs. The University reports certain investments at net asset value as allowed per GASB Statement No. 72, *Fair Value Measurement and Application*.

J. CAPITAL ASSETS

University capital assets consist of land, construction in progress, intangibles work in progress, works of art and historical treasures, buildings, infrastructure and other improvements, furniture and equipment, library resources, property under capital lease and leasehold improvements, computer software, and other capital assets. These assets are capitalized and recorded at cost at the date of acquisition or at estimated fair value on the date received in the case of gifts and purchases of State surplus property. Additions, improvements, and other outlays that significantly extend the useful life of an asset are capitalized. Other costs incurred for repairs and maintenance are expensed as incurred. The University has a capitalization threshold of \$4 million for intangible assets, which includes computer software, \$5,000 for tangible personal property, and \$250 for library resources. The costs of all new buildings and projects adding new square footage are capitalized. Infrastructure and leasehold improvements have a \$250,000 capitalization threshold. For building renovations, the threshold is \$250,000, or the entire

amount if the costs are at least 25% of the cost basis of the building. Depreciation is computed on the straight-line basis over the following estimated useful lives:

- Buildings – 5 to 50 years, depending on construction
- Infrastructure and Other Improvements – 10 to 50 years
- Furniture and Equipment – 3 to 20 years
- Library Resources – 10 years
- Property Under Capital Lease and Leasehold Improvements – up to 50 years
- Computer Software – 5 years

K. NONCURRENT LIABILITIES

Noncurrent liabilities include principal amounts of capital improvement debt payable, loans and notes payable, installment purchase agreements payable, capital leases payable, compensated absences payable, other postemployment benefits payable, net pension liabilities, and other noncurrent liabilities that are not scheduled to be paid within the next fiscal year. Capital improvement debt payable is reported net of unamortized premiums or discounts and losses on refunding. The University amortizes debt premiums and discounts over the life of the debt using the straight-line method. Losses on refunding are amortized over the life of the old debt or new debt (whichever is shorter) using the straight-line method.

L. PENSIONS

For purposes of measuring the net pension liabilities, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net positions of the Florida Retirement System (FRS) defined benefit plan and the Health Insurance Subsidy (HIS) defined benefit plan and additions to/deductions from the FRS and HIS fiduciary net positions have been determined on the same basis as they are reported by the FRS and the HIS plans. Benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with benefit terms. Investments are reported at fair value.

2. Reporting Changes

The University implemented GASB Statement No. 83, *Certain Asset Retirement Obligations*. This statement addresses accounting and financial reporting for asset retirement obligations (AROs) of governments that have legal obligations to perform future asset retirement activities related to its tangible capital assets. This Statement establishes criteria for determining the timing and pattern of recognition of a liability and a corresponding deferred outflow of resources for AROs, and requires additional note disclosures about a government’s AROs.

The University also implemented GASB Statement No. 88, *Certain Disclosures Related to Debt, including Direct Borrowings*

and *Direct Placements*, which amends GASB Statement No. 34, *Basic Financial Statements - and Management’s Discussion and Analysis - for State and Local Governments*, paragraph 119; and GASB Statement No. 38, *Certain Financial Statement Note Disclosures*, paragraphs 10 and 12. This statement improves the information that is disclosed in notes to government financial statements related to debt, including direct borrowings and direct placements, and clarifies which liabilities governments should include when disclosing information related to debt. This Statement also requires that additional essential information related to debt be disclosed in notes to financial statements.

The Florida Legislature passed, and the Governor signed into law Chapter 2018-004, Laws of Florida, a provision that changed Section 1004.28, Florida Statutes, which addresses University’s direct-support organizations (DSO). With this change, the University Board of Trustees is required to approve all DSO’s board members. Under current accounting guidance, a key factor in determining whether a DSO should report under the FASB versus the GASB is board control. With the change in Florida Statutes, the University has control of the boards of the DSOs and the FASB reported model is no longer appropriate. Three discretely presented component units reported under FASB prior to the legislative change and converted from FASB to GASB reporting model for the 2018-19 fiscal year.

3. Adjustments to Beginning Net Position

The beginning net position of the University of Florida Foundation, Inc. (Foundation) was decreased by \$82,776,224 as a result of the change in the financial accounting framework as discussed in Note 2. The adjustment in net position was due to the elimination of \$78,818,622 of endowment pledges receivable, a decrease of \$14,927,864 due to the restatement of split-interest agreements and external trusts to deferred inflows of resources under GASB Statement No. 81, *Irrevocable Split-Interest Agreements*, and an increase of \$10,970,262 due to the restatement of the FASB pension liability to a pension asset under GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*.

Table 1 summarizes adjustment to the beginning net position of the Foundation reported in the component units’ Statement of Revenues, Expenses, and Changes in Net Position:

| Description | Direct-Support Organizations |
|--|------------------------------|
| University of Florida Foundation, Inc. | \$ (82,776,224) |
| Total Adjustments to Beginning Net Position | \$ (82,776,224) |

4. Deficit Net Position in Individual Funds

The University reported a net position which included a deficit in unrestricted funds as shown in Table 2. This deficit can be attributed to the full recognition of long-term liabilities (i.e. net pension liabilities – GASB Statement No. 68 – and OPEB payable – GASB Statement No. 75) in these funds.

Table 2. Deficit Net Position in Individual Funds

| Description | Net Position |
|--------------|-------------------------|
| Unrestricted | \$ (253,546,410) |
| Total | \$ (253,546,410) |

5. Investments

Section 1011.42(5), Florida Statutes, authorizes universities to invest funds with the State Treasury and State Board of Administration (SBA), and requires that universities comply with the statutory requirements

governing investment of public funds by local governments. Accordingly, universities are subject to the requirements of Chapter 218, Part IV, Florida Statutes. The University's Board of Trustees has adopted a written investment policy providing that surplus funds of the University shall be invested in those institutions and instruments permitted under the provisions of Florida Statutes. Pursuant to Section 218.415(16), Florida Statutes, the University is authorized to invest in the Florida PRIME investment pool administered by the SBA; interest-bearing time deposits and savings accounts in qualified public depositories, as defined in Section 280.02, Florida Statutes; direct obligations of the United States Treasury; obligations of Federal agencies and instrumentalities; securities of, or interests in, certain open-end or closed-end management type investment companies; Securities and Exchange Commission registered money market funds with the highest credit quality rating from a nationally recognized rating agency; and other investments approved by the University's Board of Trustees, as authorized by law. Investments set aside to make debt service payments, maintain sinking or reserve funds, or to purchase or construct capital assets are classified as restricted. Investments of the University and its component units at June 30, 2019, are reported at fair value and shown in Tables 3 through 6.

Table 3. University Investments

| Investments by Fair Value Level | Total | Fair Value Measurements Using | | |
|--|-------------------------|--|---|---|
| | | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| External Investment Pool: | | | | |
| State Treasury Special Purpose Investment Account | \$ 1,016,288,135 | \$ - | \$ - | \$ 1,016,288,135 |
| State Board of Administration Debt Service Accounts | 34,965 | 34,965 | - | - |
| Total Investments by Fair Value Level | 1,016,323,100 | \$ 34,965 | \$ - | \$ 1,016,288,135 |
| Investments Measured at the Net Asset Value (NAV) | | | | |
| Private Equity Funds | 938,480,480 | | | |
| Total University Investments | \$ 1,954,803,580 | | | |

Table 4. University Investments Measured at the NAV

| Investments Measured at the NAV | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
|---------------------------------|----------------|----------------------|--|--------------------------|
| Private Equity Funds | \$ 938,480,480 | \$ - | N/A | N/A |

University investments measured at net asset value are comprised of the following category:

- **Private Equity Funds** - This category includes investments in several limited partnership funds that invest in equity securities and debt of private companies.

Table 5. Component Unit Investments

| Investments by Fair Value Level | Total | Fair Value Measurements Using | | |
|--|-------------------------|--|---|---|
| | | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| External Investment Pool: | | | | |
| State Treasury Special Purpose Investment Account | \$ 118,026,429 | \$ - | \$ - | \$ 118,026,429 |
| Commercial Paper | 10,575,550 | 10,575,550 | - | - |
| US Guaranteed Obligations | 14,887,200 | 13,315,397 | 1,571,803 | - |
| Federal Agency Obligations | 1,890,465 | - | 1,890,465 | - |
| Domestic Bonds and Notes | 38,396,709 | 13,754,000 | 24,642,709 | - |
| International Bonds and Notes | 745,174 | - | 745,174 | - |
| Domestic Stock | 606,950 | 586,879 | 20,071 | - |
| Bond Mutual Funds | 178,882,561 | 131,219,343 | 47,663,218 | - |
| Equity Mutual Funds | 151,018,354 | 98,655,668 | 52,362,686 | - |
| Other Investments | 32,684,722 | 18,887,527 | 13,797,195 | - |
| Private Equity Funds | 2,292,015 | - | - | 2,292,015 |
| Total Investments by Fair Value Level | 550,006,129 | \$ 286,994,364 | \$ 142,693,321 | \$ 120,318,444 |
| Investments Measured at the Net Asset Value (NAV) | | | | |
| International Equity | 85,128 | | | |
| Real Estate Investments (Directly Owned) | 8,423,607 | | | |
| Hedge Funds | 5,660,728 | | | |
| Private Equity Funds | 2,408,624,662 | | | |
| Total Investments Measured at the NAV | 2,422,794,125 | | | |
| Total Investments Measured at Fair Value | 2,972,800,254 | | | |
| Other | | | | |
| Commercial Paper | 6,545,000 | | | |
| Money Market Funds | 5,213,649 | | | |
| Cash Surrender Value of Life Insurance Policy | 491,913 | | | |
| Cash Collateral on Deposit with Swap Counterparty | 26,410,000 | | | |
| Other Investments | 9,795,585 | | | |
| Total Other Investments | 48,456,147 | | | |
| Total Component Unit Investments | \$ 3,021,256,401 | | | |

Table 6. Component Unit Investments Measured at the NAV

| Investments Measured at the NAV | Fair Value | Unfunded Commitments | Redemption Frequency (if Currently Eligible) | Redemption Notice Period |
|---|-------------------------|-----------------------|--|--------------------------|
| International Equity | \$ 85,128 | \$ - | Illiquid | N/A |
| Real Estate Investments | 8,423,607 | - | Illiquid | N/A |
| Hedge Funds | 5,660,728 | - | Quarterly | 45 Days |
| Private Equity Funds | 2,408,624,662 | 271,893,616 | Monthly | 30 Days |
| Total Component Unit Investments | \$ 2,422,794,125 | \$ 271,893,616 | | |

Component unit investments measured at net asset value are comprised of the following categories:

■ **International Equity** – This category includes an investment in a foreign-based publicly-traded company focused on providing law enforcement with new tools and technology.

■ **Real Estate Investments** – This category includes an investment in the form of real estate with donor restrictions. The real estate is held at fair value less estimated costs to sell.

■ **Hedge Funds** – This category includes an investment in a hedge fund in which the fund manager is authorized to invest in a broad spectrum of securities that include, but are not limited to, the following: equity and debt securities, currency, commodities, foreign debt, options, futures, and swaps.

■ **Private Equity Funds** – This category includes investments in several limited partnership funds that invest in equity securities and debt of private companies.

A. EXTERNAL INVESTMENT POOLS

The University and its discretely presented component units (see Note 1) reported investments at fair value totaling \$1,016,288,135 and \$118,026,429, respectively, at June 30, 2019, in the State Treasury Special Purpose Investment Account (SPIA) investment pool, representing ownership of a share of the pool, not the underlying securities. Pooled investments with the State Treasury are not registered with the Securities and Exchange Commission. Oversight of the pooled investments with the State Treasury is provided by the Treasury Investment Committee per Section 17.575, Florida Statutes. The authorized investment types are set forth in Section 17.57, Florida Statutes. The SPIA investment pool carried a credit rating of AA-f by Standard & Poor's and had an effective duration of 2.71 years and fair value factor of 1.0103 at June 30, 2019. Participants contribute to the SPIA investment pool on a dollar basis. These funds are commingled and a fair value of the pool is determined from the individual values of the securities. The fair value of the securities is summed and a total pool fair value is determined. A fair value factor is calculated by dividing the pool's total fair value by the pool participant's total cash balances. The fair value factor is the ratio used to determine the fair value of an individual participant's pool balance. The University relies on policies developed by the State Treasury for managing interest rate risk or credit risk for this investment pool. Disclosures for the State Treasury investment pool are included in the notes to the financial statements of the State's Comprehensive Annual Financial Report.

B. STATE BOARD OF ADMINISTRATION DEBT SERVICE ACCOUNTS

The University reported investments at fair value totaling \$34,965 at June 30, 2019, in the State Board of Administration (SBA) Debt Service Accounts. These investments are used to make debt service payments on bonds issued by the State Board of Education for the benefit of the University. The University's investments consist of United States Treasury securities, with maturity dates of six months or less and are reported at fair value. The University relies on policies developed by the SBA for managing interest rate risk and credit risk for these accounts. Disclosures for the Debt Service Accounts are included in the notes to the financial statements of the State's Comprehensive Annual Financial Report.

C. OTHER INVESTMENTS

In addition to external investment pools, the University and its discretely presented component units invested in various debt and equity securities, money market funds, and mutual funds. For the University, the majority of the other investments are private equity funds managed by the University of Florida Investment Corporation (UFICO). For the University's discretely presented component units, other investments are those reported primarily by the University of Florida Foundation, Inc., The University Athletic Association, Inc., Florida Clinical Practice Association, Inc., Shands Teaching Hospital and Clinics, Inc., Shands Jacksonville HealthCare, Inc., and the University of Florida Self-Insurance Program. The following risks apply to the University's and its discretely presented component units' investments other than external investment pools:



■ **Interest Rate Risk** – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. Pursuant to Section 218.415(16), Florida Statutes, the University’s investments in securities must provide sufficient liquidity to pay obligations as they come due. Investments of the University’s component units in debt securities, bonds and notes, and bond mutual funds, and their future maturities at June 30, 2019, are shown in Table 7.

■ **Credit Risk** – Credit risk is the risk that an issuer or other counterparty to an investment will not fulfill its obligations. Obligations of the United States Government or obligations explicitly guaranteed by the United States Government are not considered to have credit risk and do not require disclosure of credit quality. The private equity funds are unrated. At June 30, 2019, the University’s component units had bonds and notes and bond mutual funds, with quality ratings by nationally recognized rating agencies (e.g., Moody’s Investors Service), as shown in Table 8.

■ **Custodial Credit Risk** – Custodial credit risk is the risk that, in the event of the failure of the counterparty to a transaction, the University will not be able to recover the value of its investments or collateral securities that are in the possession of an outside party. Exposure to custodial credit risk relates to investment securities that are held by someone other than the University and are not registered in the University’s name. The University has no formal policy on custodial credit risk. The component units manage their custodial credit risk based on various investment policies, which may be obtained separately from the component units.

■ **Concentration of Credit Risk** – Concentration of credit risk is the risk of loss attributed to the magnitude of the University’s

investments in a single issuer. The University has no formal policy on concentration of credit risk. The component units manage their concentration of credit risk based on various investment policies, which may be obtained separately from the component units.

6. Receivables

A. ACCOUNTS RECEIVABLE

Accounts receivable represent amounts for grant and contract reimbursements due from third parties, student tuition and fees, various sales and services provided to students and third parties, and interest accrued on investments and loans receivable. Accounts receivable, net of an allowance for uncollectible accounts, reported as of June 30, 2019, are summarized in Table 9.

Table 9. Accounts Receivable

| Description | |
|---|----------------------|
| Grants and Contracts | \$ 75,065,207 |
| Student Tuition and Fees | 15,209,117 |
| Sales and Services of Auxiliary Enterprises | 4,972,629 |
| Interest | 3,060,610 |
| Sales and Services of Educational Departments | 1,165,289 |
| Total Accounts Receivable, Net | \$ 99,472,852 |

B. LOANS AND NOTES RECEIVABLE

Loans and notes receivable represent all amounts owed on promissory notes from debtors, including student loans made under the Federal Perkins Loan Program and other loan programs.

Table 7. Component Units Debt Investment Maturities

| Types of Investments | Fair Value | Investment Maturities (in years) | | | |
|---|-----------------------|----------------------------------|-----------------------|----------------------|---------------------|
| | | Less than 1 | 1-5 | 6-10 | More than 10 |
| United States Government and Federally-Guaranteed Obligations | \$ 14,887,200 | \$ 13,315,397 | \$ 79,894 | \$ 348,556 | \$ 1,143,353 |
| Federal Agency Obligations | 1,890,465 | 1,890,465 | - | - | - |
| Bonds and Notes | 39,141,883 | 22,666,291 | 2,344,905 | 14,130,687 | - |
| Bond Mutual Funds | 178,882,561 | 3,978,522 | 157,610,003 | 17,294,036 | - |
| Total | \$ 234,802,109 | \$ 41,850,675 | \$ 160,034,802 | \$ 31,773,279 | \$ 1,143,353 |

Table 8. Component Units Debt Investments Quality Ratings

| Types of Investments | Fair Value | AAA/Aaa | AA/Aa | A/Ba | Less than A/Ba or Not Rated |
|----------------------------|-----------------------|----------------------|----------------------|----------------------|-----------------------------|
| Federal Agency Obligations | \$ 1,890,465 | \$ 1,111,432 | \$ 779,033 | \$ - | \$ - |
| Bonds and Notes | 39,141,883 | 9,509,053 | 2,944,860 | 7,853,163 | 18,834,807 |
| Money Market Funds | 5,213,649 | 5,141,450 | - | - | 72,199 |
| Bond Mutual Funds | 178,882,561 | 63,213,470 | 60,966,588 | 31,024,636 | 23,677,867 |
| Total | \$ 225,128,558 | \$ 78,975,405 | \$ 64,690,481 | \$ 38,877,799 | \$ 42,584,873 |

C. ALLOWANCES FOR UNCOLLECTIBLE RECEIVABLES

Allowances for uncollectible accounts and loans and notes receivable are reported based upon management's best estimate as of fiscal year-end, considering type, age, collection history, and other factors considered appropriate. Accounts receivable for student tuition and fees, various sales and services provided to students and third parties, and interest are reported net of an allowance of \$11,431,550, which is 31.9% of total related accounts receivable. Loans and notes receivable are reported net of an allowance of \$4,683,265, which is 13.4% of total related loans and notes receivable. No allowance has been accrued for grants and contracts receivable. University management considers these to be fully collectible.

7. Due From State

This amount consists of \$100,286,587 of Public Education Capital Outlay, Capital Improvement Fee Trust Fund, and general revenue allocations due from the State to the University for construction of University facilities.

8. Due From and To Component Units/University

Component units' due from and due to amounts include receivables and payables between the various component unit columns. Some component units are not presented (see Note 1). Accordingly, amounts reported by the University as due from and to component units on the Statement of Net Position may not agree with amounts reported by the component units as due from and to the University.

9. Capital Assets

Capital assets activity for the fiscal year ended June 30, 2019, is presented in Table 10. The Buildings and Buildings Accumulated Depreciation balances were adjusted by \$81,076,066 and \$71,349,030, respectively, for a net increase of \$9,727,036 related to assets leased to Shands Teaching Hospital and Clinics, Inc. and that were determined to belong to the University.

Table 10. Capital Assets

| Description | Beginning Balance | Adjustments | Additions | Reductions | Ending Balance |
|---|-------------------------|---------------------|-----------------------|-----------------------|-------------------------|
| Nondepreciable Capital Assets: | | | | | |
| Land | \$ 12,467,035 | \$ - | \$ - | \$ - | \$ 12,467,035 |
| Construction in Progress | 57,113,722 | - | 145,344,594 | 81,598,064 | 120,860,252 |
| Intangibles Work in Progress | 31,239,675 | - | 7,114,177 | 38,353,852 | - |
| Works of Art and Historical Treasures | 4,509,913 | - | 103,836 | 31,327 | 4,582,422 |
| Total Nondepreciable Capital Assets | 105,330,345 | - | 152,562,607 | 119,983,243 | 137,909,709 |
| Depreciable Capital Assets: | | | | | |
| Buildings | 2,850,423,924 | 81,076,066 | 81,072,985 | 489,635 | 3,012,083,340 |
| Infrastructure and Other Improvements | 133,978,878 | - | 582,219 | - | 134,561,097 |
| Furniture and Equipment | 641,500,542 | - | 55,191,920 | 36,851,434 | 659,841,028 |
| Library Resources | 351,964,571 | - | 9,329,927 | 1,230,001 | 360,064,497 |
| Property Under Capital Lease and Leasehold Improvements | 23,113,034 | - | - | - | 23,113,034 |
| Computer Software | 24,533,000 | - | 38,353,853 | - | 62,886,853 |
| Other Capital Assets | 927,545 | - | 6,406 | 55,749 | 878,202 |
| Total Depreciable Capital Assets | 4,026,441,494 | 81,076,066 | 184,537,310 | 38,626,819 | 4,253,428,051 |
| Less Accumulated Depreciation: | | | | | |
| Buildings | 1,328,106,933 | 71,349,030 | 87,493,362 | 298,122 | 1,486,651,203 |
| Infrastructure and Other Improvements | 82,472,037 | - | 4,135,363 | - | 86,607,400 |
| Furniture and Equipment | 437,121,761 | - | 38,915,615 | 26,796,062 | 449,241,314 |
| Library Resources | 302,745,819 | - | 11,173,807 | 290,501 | 313,629,125 |
| Property Under Capital Lease and Leasehold Improvements | 8,642,181 | - | 1,284,621 | - | 9,926,802 |
| Computer Software | 24,533,000 | - | - | - | 24,533,000 |
| Other Capital Assets | 621,097 | - | 103,123 | 19,855 | 704,365 |
| Total Accumulated Depreciation | 2,184,242,828 | 71,349,030 | 143,105,891 | 27,404,540 | 2,371,293,209 |
| Total Depreciable Capital Assets, Net | 1,842,198,666 | 9,727,036 | 41,431,419 | 11,222,279 | 1,882,134,842 |
| Total Capital Assets, Net | \$ 1,947,529,011 | \$ 9,727,036 | \$ 193,994,026 | \$ 131,205,522 | \$ 2,020,044,551 |

10. Museum and Art Collections

The Florida Museum of Natural History, which is the official state-sponsored and chartered natural history museum and part of the University, maintains a depository of biological, paleontological, archaeological, and ethnographic materials. The Museum's collections contain over 40 million specimens and objects, more than half of which are catalogued, either individually or in lots. While many of the collections are undoubtedly quite valuable and irreplaceable, the University has not placed a dollar value on these items and, accordingly, the financial statements do not include these assets.

The Samuel P. Harn Museum of Art, which is also part of the University, maintains a collection of over 11,000 works of art. In accordance with professional practice among the nation's art museums, and in compliance with museum accreditation standards, the University has not placed a dollar value on these items.

11. Deferred Outflows/Inflows of Resources

Certain changes in the University's proportionate share of the net pension liabilities of the cost-sharing multiple-employer Florida Retirement System and Health Insurance Subsidy defined benefit plans, as well as in the University's proportionate share of the total other postemployment benefits liability of the Division of State Group Insurance, are reported as deferred outflows and inflows of resources. These include changes in actuarial assumptions, differences between actual and expected experience in the measurement of the liabilities, the net difference between projected and actual earnings on pension plan investments as well as changes in the University's proportion of the collective liabilities since the prior measurement date, and changes between the University's contributions and its proportionate share of contributions. In addition, University contributions to the pension and other

postemployment benefit plans subsequent to the measurement date for the collective liabilities are reported as deferred outflows of resources. See Note 13 for a discussion of the University's other postemployment benefits payable and the related deferred outflows and inflows of resources. See Note 14 for a complete discussion of the University's defined benefit pension plans and the related deferred outflows and inflows of resources. Other deferred outflows consists of the resources tied to the asset retirement obligation recorded by the University under GASB Statement No. 83. See Note 13 for a complete discussion of the University's asset retirement obligation and the related deferred outflows.

12. Unearned Revenue

Unearned Revenue includes amounts received prior to the end of the fiscal year but related to subsequent accounting periods. Unearned Revenue as of June 30, 2019, is summarized in Table 11.

Table 11. Unearned Revenue

| Description | |
|-------------------------------|----------------------|
| Grants and Contracts | \$ 41,454,649 |
| Auxiliary Enterprises | 10,611,533 |
| Student Tuition and Fees | 6,133,304 |
| Total Unearned Revenue | \$ 58,199,486 |

13. Long-Term Liabilities

Long-term liabilities of the University at June 30, 2019, include capital improvement debt payable, loans and notes payable, installment purchase agreements payable, capital leases payable, compensated absences payable, other postemployment benefits payable, net pension liability, and other noncurrent liabilities. Long-term liability activity for the fiscal year ended June 30, 2019, is presented in Table 12.

Table 12. Long-Term Liabilities

| Description | Beginning Balance | Additions | Reductions | Ending Balance | Current Portion |
|---|-------------------------|-----------------------|-----------------------|-------------------------|----------------------|
| Capital Asset-Related Debt: | | | | | |
| Capital Improvement Debt Payable | \$ 138,115,340 | \$ 42,476,508 | \$ 21,091,433 | \$ 159,500,415 | \$ 9,547,000 |
| Loans and Notes Payable | 5,145,015 | - | 408,233 | 4,736,782 | 417,839 |
| Installment Purchase Agreements Payable | 1,612,192 | - | 1,112,104 | 500,088 | 451,788 |
| Capital Leases Payable | 2,343,267 | - | 176,026 | 2,167,241 | 187,380 |
| Total Capital Asset-Related Debt | 147,215,814 | 42,476,508 | 22,787,796 | 166,904,526 | 10,604,007 |
| Other Long-Term Liabilities: | | | | | |
| Compensated Absences Payable | 125,229,012 | 10,452,174 | 10,845,110 | 124,836,076 | 11,376,585 |
| Other Postemployment Benefits Payable | 1,069,104,000 | 207,242,000 | 232,798,000 | 1,043,548,000 | 15,774,000 |
| Net Pension Liability | 611,171,279 | 392,171,297 | 359,224,323 | 644,118,253 | 4,197,839 |
| Other Noncurrent Liabilities | 13,968,933 | 9,482,000 | 164,518 | 23,286,415 | - |
| Total Long-Term Liabilities | \$ 1,966,689,038 | \$ 661,823,979 | \$ 625,819,747 | \$ 2,002,693,270 | \$ 41,952,431 |

A. CAPITAL IMPROVEMENT DEBT PAYABLE

Capital improvement debt is issued to construct student housing, parking, and various other University facilities. The outstanding debt for student housing and the parking facilities is secured by a pledged portion of housing rental revenues and parking fees. The outstanding debt for the Clinical Translational Research Building is secured by a pledged portion of indirect cost revenues received by the College of Medicine. The outstanding debt for the renovation and expansion of the student activity center building is secured by a pledged portion of the student and activity fees. Pledged revenues are equal to the remaining debt service requirements to maturity for the capital improvement debt.

On October 25, 2018, the Florida Board of Governors, on behalf of the University, issued \$39,070,000 of University of Florida Parking Facility Revenue Bonds, Series 2018A. The bonds are repaid from pledged revenues of transportation and parking fees. \$28,790,000 of the proceeds are being used to finance the construction of a parking facility on the main campus of the University of Florida. The remaining \$10,280,000 were used to refund all outstanding portions of the University of Florida Parking Facility Revenue Bonds, Series 2007A, maturing in years 2019 through 2027. The new bonds will mature in annual increments starting on August 1, 2019 and ending on August 1, 2038. Interest payments are due semiannually on February 1 and August 1 beginning February 1, 2019.

A summary of the University's capital improvement debt payable at June 30, 2019, is presented in Table 13.



Table 13. Capital Improvement Debt Payable

| Type and Series | Amount of Original Issue | Amount Outstanding | | Interest Rates | Maturity Date |
|--|--------------------------|-----------------------|----------------------|-----------------|---------------|
| | | Principal | Interest | | |
| Student Housing Auxiliary Debt: | | | | | |
| 2011A Housing | \$ 16,350,000 | \$ 5,995,000 | \$ 1,193,944 | 3.000 to 4.000% | 2028 |
| 2012A Housing | 26,500,000 | 18,840,000 | 4,376,181 | 3.000 to 4.000% | 2031 |
| 2013A Housing | 24,805,000 | 18,445,000 | 5,368,594 | 3.000 to 5.000% | 2033 |
| 2016A Housing | 19,390,000 | 16,175,000 | 4,117,825 | 3.000 to 5.000% | 2030 |
| Total Student Housing Debt | 87,045,000 | 59,455,000 | 15,056,544 | | |
| Parking Facility Auxiliary Debt: | | | | | |
| 2018A Parking Facility | 39,070,000 | 39,070,000 | 16,659,700 | 4.000 to 5.000% | 2038 |
| Total Parking Garage Debt | 39,070,000 | 39,070,000 | 16,659,700 | | |
| Other University of Florida Revenue Bonds: | | | | | |
| 2011 Clinical Translational Research Building | 29,838,000 | 20,199,000 | 5,538,923 | 4.433% | 2030 |
| 2013 Student Activity | 41,540,000 | 33,080,000 | 12,182,050 | 4.000 to 5.000% | 2033 |
| Total Other University of Florida Revenue Bonds | 71,378,000 | 53,279,000 | 17,720,973 | | |
| Plus: Unamortized Premiums | - | 8,844,714 | - | | |
| Less: Unamortized Discounts | - | (24,343) | - | | |
| Less: Unamortized Refunding Losses | - | (1,123,956) | - | | |
| Total Capital Improvement Debt | \$ 197,493,000 | \$ 159,500,415 | \$ 49,437,217 | | |

Annual requirements to amortize all capital improvement debt outstanding as of June 30, 2019, are presented in Table 14.

| Table 14. Capital Improvement Debt Payable - Principal & Interest | | | |
|--|-----------------------|----------------------|-----------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 9,547,000 | \$ 6,492,409 | \$ 16,039,409 |
| 2021 | 9,992,000 | 6,045,056 | 16,037,056 |
| 2022 | 10,459,000 | 5,574,892 | 16,033,892 |
| 2023 | 10,960,000 | 5,081,523 | 16,041,523 |
| 2024 | 10,587,000 | 4,577,830 | 15,164,830 |
| 2025-2029 | 57,927,000 | 15,636,179 | 73,563,179 |
| 2030-2034 | 32,592,000 | 5,024,328 | 37,616,328 |
| 2035-2039 | 9,740,000 | 1,005,000 | 10,745,000 |
| Total Principal & Interest | 151,804,000 | 49,437,217 | 201,241,217 |
| Plus: Unamortized Premiums | 8,844,714 | - | 8,844,714 |
| Less: Unamortized Discounts | (24,343) | - | (24,343) |
| Less: Unamortized Refunding Losses | (1,123,956) | - | (1,123,956) |
| Total | \$ 159,500,415 | \$ 49,437,217 | \$ 208,937,632 |

B. LOANS AND NOTES PAYABLE

On August 30, 2013, the University borrowed \$6,472,538 at an interest rate of 2.33% to finance the cost of energy savings contracts and renovation of the J. Wayne Reitz Union. The principal and interest costs are expected to be met by cost savings of the newer system. The University’s outstanding note is secured with collateral of the energy performance equipment used in the renovation. The note contains a provision that in an event of default, the contract can be terminated and equipment returned and/or declare all payments payable under the contract to the end of the then current budget year of the University, to be immediately due and payable. The note matures on August 31, 2029, and principal and interest payments are made annually. Annual requirements to amortize the note as of June 30, 2019, are presented in Table 15.

| Table 15. Loans and Notes Payable - Principal & Interest | | | |
|---|---------------------|-------------------|---------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 417,839 | \$ 105,833 | \$ 523,672 |
| 2021 | 427,671 | 96,001 | 523,672 |
| 2022 | 437,734 | 85,938 | 523,672 |
| 2023 | 448,034 | 75,638 | 523,672 |
| 2024 | 458,576 | 65,096 | 523,672 |
| 2025-2029 | 2,459,903 | 158,455 | 2,618,358 |
| 2030 | 87,025 | 253 | 87,278 |
| Total | \$ 4,736,782 | \$ 587,214 | \$ 5,323,996 |

C. INSTALLMENT PURCHASE AGREEMENTS PAYABLE

The University has entered into several installment purchase agreements for the purchase of equipment with original cost bases totaling \$2,636,977. The stated interest rates ranged from 0.00% to 5.62%. Future minimum payments remaining under installment purchase agreements as of June 30, 2019, are presented in Table 16.

| Table 16. Installment Purchase Agreements Payable - Principal & Interest | | | |
|---|-------------------|-----------------|-------------------|
| Fiscal Year Ending June 30 | Principal | Interest | Total |
| 2020 | \$ 451,788 | \$ 3,399 | \$ 455,187 |
| 2021 | 48,300 | - | 48,300 |
| Total Minimum Payments | \$ 500,088 | \$ 3,399 | \$ 503,487 |

D. CAPITAL LEASES PAYABLE

The University entered into a lease agreement with the University of Florida Foundation, Inc. (the Foundation), a direct-support organization (component unit) of the University. Under the terms of the agreement, the University agreed to lease from the Foundation a 607-space parking garage located near the Health Science Center Administrative Offices for a period of thirty years beginning July 1, 1994. Lease payments of \$100,000 annually are due each July 1. Lease payments from the University to the Foundation were based on an original construction cost of \$3,000,000 and no interest. For reporting purposes, the lease is considered a capital lease under GASB Statement No. 62,

Codification of Accounting and Financial Reporting Guidance Contained in Pre-November 30, 1989 FASB and AICPA Pronouncements. The initial obligation was discounted at an imputed interest rate of 6.45% and was recorded at \$1,382,470. The asset, which is included in the Property Under Capital Lease and Leasehold Improvements, was recorded at a cost of \$3,000,000.

The University entered into a lease agreement with Shands. Under the terms of the agreement, the University agreed to lease from Shands an 800-space parking garage located near the Health Science Center Administrative Offices for a period of thirty years beginning March 1, 2000. Annual lease payments of \$227,167 are due each May 1, which began on May 1, 2001. Lease payment amounts were based on an original construction cost of \$6,815,002 and no interest. For reporting purposes, the lease is considered a capital lease under GASB Statement No. 62. The initial obligation was discounted at an imputed interest rate of 6.45% and was recorded at \$2,981,939. The asset, which is included in the Property Under Capital Lease and Leasehold Improvements, was recorded at a cost of \$6,815,002. A summary of pertinent information related to the two capital leases is presented in Table 17.

Table 17. Capital Leases Payable

| Capital Leases | Interest Rate | Original Balance | Outstanding Balance |
|----------------------------|---------------|---------------------|---------------------|
| Garage No. 06 (607 spaces) | 6.45% | \$ 1,382,470 | \$ 416,130 |
| Garage No. 10 (800 spaces) | 6.45% | 2,981,939 | 1,751,111 |
| Total | | \$ 4,364,409 | \$ 2,167,241 |

Future minimum payments under the capital lease agreements and the present value of the minimum payments as of June 30, 2019, are presented in Table 18.

Table 18. Capital Leases Payable - Principal & Interest

| Fiscal Year Ending June 30 | Principal | Interest | Total |
|----------------------------|---------------------|-------------------|---------------------|
| 2020 | \$ 187,380 | \$ 139,787 | \$ 327,167 |
| 2021 | 199,466 | 127,701 | 327,167 |
| 2022 | 212,331 | 114,835 | 327,166 |
| 2023 | 226,027 | 101,140 | 327,167 |
| 2024 | 240,605 | 86,561 | 327,166 |
| 2025-2029 | 888,030 | 247,806 | 1,135,836 |
| 2030-2031 | 213,402 | 13,764 | 227,166 |
| Total | \$ 2,167,241 | \$ 831,594 | \$ 2,998,835 |

E. COMPENSATED ABSENCES PAYABLE

Employees earn the right to be compensated during absences for annual leave (vacation) and sick leave earned pursuant to Board of Governors Regulations, University Regulations, and bargaining agreements. Leave earned is accrued to the credit of

the employee and records are kept on each employee's unpaid (unused) leave balance. The University reports a liability for the accrued leave in accordance with its policy regarding leave payment upon separation from employment. However, state noncapital appropriations fund only the portion of accrued leave that is used or paid in the current fiscal year. Although the University expects the liability to be funded primarily from future appropriations, generally accepted accounting principles do not permit the recording of a receivable in anticipation of future appropriations.

At June 30, 2019, the estimated liability for compensated absences, which includes the University's share of the Florida Retirement System and FICA contributions, totaled \$124,836,076. The current portion of the compensated absences liability is the amount expected to be paid in the coming fiscal year and is based on actual payouts over the last three years, calculated as a percentage of those years' total compensated absences liability.

F. OTHER POSTEMPLOYMENT BENEFITS PAYABLE

The University follows GASB Statement No. 75, *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*, for certain postemployment healthcare benefits administered by the Florida Department of Management Services, Division of State Group Insurance.

General Information about the OPEB Plan

Plan Description – The Division of State Group Insurance's Other Postemployment Benefits Plan (OPEB Plan) is a multiple-employer defined benefit health plan administered by the State of Florida. Pursuant to the provisions of Section 112.0801, Florida Statutes, all employees who retire from the University are eligible to participate in the OPEB Plan. Retirees and their eligible dependents shall be offered the same health and hospitalization insurance coverage as is offered to active employees at a premium cost of no more than the premium cost applicable to active employees. A retiree means any officer or employee who retires under a State retirement system or State optional annuity or retirement program or is placed on disability retirement and who begins receiving retirement benefits immediately after retirement from employment. In addition, any officer or employee who retires under the Florida Retirement System Investment Plan is considered a "retiree" if he or she meets the age and service requirements to qualify for normal retirement or has attained the age of 59.5 years and has the years of service required for vesting. The University subsidizes the premium rates paid by retirees by allowing them to participate in the OPEB Plan at reduced or blended group (implicitly subsidized) premium rates for both active and retired employees. These rates provide an implicit subsidy for retirees because retiree healthcare costs are generally greater than active employee healthcare costs.

No assets are accumulated in a trust that meets the criteria in paragraph 4 of GASB Statement No. 75. The OPEB Plan contribution requirements and benefit terms necessary for funding the OPEB Plan each year is on a pay-as-you-go basis as established by the Governor’s recommended budget and the General Appropriations Act. Retirees are required to enroll in the Federal Medicare (Medicare) program for their primary coverage as soon as they are eligible.

■ **Benefits Provided** – The OPEB Plan provides healthcare benefits for retirees and their dependents. The OPEB Plan only provides an implicit subsidy as described above.

Proportionate Share of the Total OPEB Liability

The University’s proportionate share of the total OPEB liability of \$1,043,548,000 was measured as of June 30, 2018 and was determined by applying update procedures to the actuarial valuation performed as of July 1, 2017. At June 30, 2019, the University’s proportionate share, determined by its proportion of total benefit payments made, was 9.89%, which remained the same as its proportionate share measured as of June 30, 2018.

■ **Actuarial Assumptions and Other Inputs** – The total OPEB liability was determined using the following actuarial assumptions and other inputs, applied to all periods included in the measurement, unless otherwise specified, as presented in Table 19.

Table 19. Actuarial Assumptions - OPEB

| | | |
|--|-----------------|---|
| Inflation | 2.60% | |
| Salary Increases | 3.25% | average, including inflation |
| Discount Rate | 3.87% | |
| Healthcare Cost Trend Rates | 8.80% and 6.20% | for Preferred Provider Organizations (PPO) and Health Maintenance Organizations (HMO), respectively, for fiscal year 2019, decreasing to an ultimate rate of 3.80% for 2076 and later years |
| Retirees’ Share of Benefit-Related Costs | 100.00% | projected health insurance premiums for retirees |

The discount rate was based on the Bond Buyer General Obligation 20-year Municipal Bond Index.

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

While an experience study has not been completed for the OPEB Plan, the actuarial assumptions that determined the total OPEB liability for the OPEB Plan were based on certain results of the most recent experience study for the FRS Plan.

The following changes have been made since the prior valuation:

- The discount rate as of the measurement date for GASB 75 purposes was changed to 3.87%. The prior GASB 75 report used 3.58%. The current GASB 75 discount rate is based on the 20-year municipal bond rate as of June 28, 2018.



■ **Sensitivity of the University's Proportionate Share of the Total OPEB Liability to Changes in the Discount Rate** – Table 20 presents the University's proportionate share of the total OPEB liability, as well as what the University's proportionate share of the total OPEB liability would be if it were calculated using a discount rate that is 1 percentage point lower (2.87%) or 1 percentage point higher (4.87%) than the current rate:

Table 20. Sensitivity to Changes in Discount Rate - OPEB

| | 1% Decrease 2.87% | Current Discount Rate 3.87% | 1% Increase 4.87% |
|---|------------------------|-----------------------------------|-----------------------|
| University's Proportionate Share of the Total OPEB Liability | \$1,269,228,000 | \$1,043,548,000 | \$ 867,848,000 |

■ **Sensitivity of the University's Proportionate Share of the Total OPEB Liability to Changes in the Healthcare Cost Trend Rates** – Table 21 presents the University's proportionate share of the total OPEB liability, as well as what the University's proportionate share of the total OPEB liability would be if it were calculated using healthcare cost trend rates that are 1 percentage point lower or 1 percentage point higher than the current healthcare cost trend rates:

Table 21. Sensitivity to Changes in Healthcare Cost Trend Rates - OPEB

| | 1% Decrease | Healthcare Cost Trend Rates | 1% Increase |
|---|-----------------------|-----------------------------------|------------------------|
| University's Proportionate Share of the Total OPEB Liability | \$ 844,135,000 | \$ 1,043,548,000 | \$1,311,194,000 |

■ **OPEB Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEB** – For the fiscal year ended June 30, 2019, the University recognized OPEB expense of \$51,272,000. At June 30, 2019, the University reported deferred outflows of resources and deferred inflows of resources related to OPEB as presented in Table 22.

Table 22. Deferred Outflows and Inflows of Resources Related to OPEB

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|---|--------------------------------------|----------------------------------|-----------------------|
| Change of Assumptions | \$ - | \$ 210,137,000 | 8.0 years |
| Changes in Proportion and Differences Between University Benefit Payments and Proportionate Share of Benefit Payments | - | 6,401,000 | 8.0 years |
| Transactions Subsequent to the Measurement Date | 16,164,000 | - | 1.0 year |
| Total | \$ 16,164,000 | \$ 216,538,000 | |

Of the total amount reported as deferred outflows of resources related to OPEB, \$16,164,000 resulting from transactions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the total OPEB liability and included in OPEB expense in the year ended June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB expense as presented in Table 23.

Table 23. Recognition of Deferred Inflows related to OPEB

| Fiscal Year Ending June 30 | |
|----------------------------|-------------------------|
| 2020 | \$ (34,018,000) |
| 2021 | (34,018,000) |
| 2022 | (34,018,000) |
| 2023 | (34,018,000) |
| 2024 | (34,018,000) |
| Thereafter | (46,448,000) |
| Total | \$ (216,538,000) |

G. ASSET RETIREMENT OBLIGATION PAYABLE

The University follows GASB Statement No. 83, *Certain Asset Retirement Obligations*, to account for significant asset retirement obligations (AROs). These AROs are included as part of Other Noncurrent Liabilities in Table 12, and the total amount of the AROs for the University was \$9,482,000 as of June 30, 2019. The University's AROs consist of radioactive and biohazardous tangible capital assets. The University utilizes governmental agency estimates and current remediation costs to estimate the AROs. The source of the obligations are federal and state regulations, and there are no legally required funding or assurance provisions associated with the AROs. There are no assets restricted for payments of the AROs. The remaining useful lives of the tangible capital assets range from 25 to 50 years. The University amortizes the associated deferred outflows of resources associated with the AROs by applying the straight-line method over the estimated remaining useful lives of the assets.

14. Retirement Plans

A. DEFINED BENEFIT PENSION PLANS

The University follows GASB Statement No. 68, *Accounting and Financial Reporting for Pensions*, for reporting the employer's proportionate share of the net pension liabilities for the FRS and HIS defined benefit plans.

General information about the Florida Retirement System and Health Insurance Subsidy Program

The Florida Retirement System (FRS) was created in Chapter 121, Florida Statutes. The FRS was created to provide a defined benefit pension plan for participating public employees. The FRS was amended in 1998 to add the Deferred Retirement Option Program (DROP) under the defined benefit plan and amended in 2000 to provide a defined contribution plan alternative to the defined benefit plan for FRS members effective July 1, 2002. This integrated defined contribution pension plan is the FRS Investment Plan. Chapter 112, Florida Statutes, established the Retiree Health Insurance Subsidy (HIS) Program, a cost-sharing multiple-employer defined benefit pension plan to assist retired members of any State-administered retirement system in paying the costs of health insurance. Chapter 121, Florida Statutes, also provides for nonintegrated, optional retirement programs in lieu of the FRS to certain members of the Senior Management Service Class (SMSC) employed by the State as well as faculty and specified employees in the State university system.

Essentially all regular employees of the University are eligible to enroll as members of the State-administered FRS. Provisions relating to the FRS are established by Chapters 121 and 122, Florida Statutes; Chapter 112, Part IV, Florida Statutes; Chapter 238, Florida Statutes; and Florida Retirement System Rules, Chapter 60S, Florida Administrative Code; wherein eligibility, contributions, and benefits are defined and described in detail. Such provisions may be amended at any time by further action from the Florida Legislature. The FRS is a single retirement system administered by the Florida Department of Management Services, Division of Retirement, and consists of two cost-sharing, multiple-employer defined benefit plans, and other nonintegrated programs. A comprehensive annual financial report of the FRS, which includes its financial statements, required supplementary information, actuarial report, and other relevant information, is available from the Florida Department of Management Services website (www.dms.myflorida.com).

The University's pension expense totaled \$107,296,432 for the 2018-19 fiscal year for both the FRS Pension Plan and HIS Program.

1. Florida Retirement System Defined Benefit Pension Plan

■ **Plan Description** – The FRS Pension Plan (Plan) is a cost-sharing multiple-employer defined benefit pension plan, with a DROP for eligible employees. The general classes of membership are as follows:

- Regular Class – Members of the FRS who do not qualify for membership in the other classes.
- Senior Management Service Class (SMSC) – Members in senior management level positions.
- Special Risk Class – Members who are employed as law enforcement officers and meet the criteria to qualify for this class.

Employees enrolled in the Plan prior to July 1, 2011, vest at six years of creditable service, and employees enrolled in the Plan on or after July 1, 2011, vest at eight years of creditable service. All vested members enrolled prior to July 1, 2011, are eligible for normal retirement benefits at age 62, or at any age after 30 years of creditable service, except for members classified as special risk who are eligible for normal retirement benefits at age 55, or at any age after 25 years of creditable service. All vested members enrolled in the Plan on or after July 1, 2011, are eligible for normal retirement benefits at age 65, or any time after 33 years of creditable service, except for members classified as special risk who are eligible for normal retirement benefits at age 60, or at any age after 30 years of creditable service. Employees enrolled in the Plan may include up to four years of military service toward creditable service. The Plan also includes an early retirement provision; however, there is a benefit reduction for each year a member retires before his or her normal retirement date. The Plan provides retirement, disability, death benefits, and annual cost-of-living adjustments to eligible participants.

The DROP, subject to provisions of Section 121.091, Florida Statutes, permits employees eligible for normal retirement under the Plan to defer receipt of monthly benefit payments while continuing employment with an FRS-participating employer. An employee may participate in DROP for a period not to exceed 60 months after electing to participate. During the period of DROP participation, deferred monthly benefits are held in the FRS Trust Fund and accrue interest. The net pension liability does not include amounts for DROP participants, as these members are considered retired and are not accruing additional pension benefits.

■ **Benefits Provided** – Benefits under the Plan are computed on the basis of age, and/or years of service, average final compensation, and service credit. Credit for each year of service is expressed as a percentage of the average final compensation. For members initially enrolled before July 1, 2011, the average final compensation is the average of the five highest fiscal years' earnings; for members initially enrolled on or after July 1, 2011,

the average final compensation is the average of the eight highest fiscal years' earnings. The total percentage value of the benefit received is determined by calculating the total value of all service, which is based on retirement plan and/or the class to which the member belonged when the service credit was earned. Members are eligible for in-line-of-duty or regular disability and survivors' benefits. Table 24 shows the percentage value for each year of service credit earned.

Table 24. Percentage Value of Service Credit Earned per Year

| Regular Class members initially enrolled before July 1, 2011 | |
|--|-------|
| Retirement up to age 62 or up to 30 years of service | 1.60% |
| Retirement at age 63 or with 31 years of service | 1.63% |
| Retirement at age 64 or with 32 years of service | 1.65% |
| Retirement at age 65 or with 33 or more years of service | 1.68% |
| Regular Class members initially enrolled on or after July 1, 2011 | |
| Retirement up to age 65 or up to 33 years of service | 1.60% |
| Retirement at age 66 or with 34 years of service | 1.63% |
| Retirement at age 67 or with 35 years of service | 1.65% |
| Retirement at age 68 or with 36 or more years of service | 1.68% |
| Senior Management Service Class | 2.00% |
| Special Risk Class | |
| Service on and after October 1, 1974 | 3.00% |

As provided in Section 121.101, Florida Statutes, if the member was initially enrolled in the Plan before July 1, 2011, and all service credit was accrued before July 1, 2011, the annual cost-of-living adjustment is 3.00% per year. If the member was initially enrolled before July 1, 2011, and has service credit on or after July 1, 2011, there is an individually calculated cost-of-living adjustment. The annual cost-of-living adjustment is a proportion of 3.00%, determined by dividing the sum of the pre-July 2011 service credit by the total service credit at retirement, multiplied by 3.00%. Plan members initially enrolled on or after July 1, 2011, will not have a cost-of-living adjustment after retirement.

■ **Contributions** – The Florida Legislature establishes contribution rates for participating employers and employees. Contribution rates during the 2018-19 fiscal year are shown

in Table 25. The University's contributions to the Plan totaled \$50,296,368 for the fiscal year ended June 30, 2019.

Table 25. Florida Retirement System Contribution Rates

| Class | Percent of Gross Salary | |
|--|--------------------------------|---------------------|
| | Employee | Employer (A) |
| Florida Retirement System, Regular | 3.00% | 8.26% |
| Florida Retirement System, Senior Management Service | 3.00% | 24.06% |
| Florida Retirement System, Special Risk | 3.00% | 24.50% |
| Deferred Retirement Option Program-Applicable to Members from all of the Above Classes | 0.00% | 14.03% |
| Florida Retirement System, Reemployed Retiree | (B) | (B) |

(A) Employer rates for each membership class include 1.66% for Health Insurance Subsidy. Also, employer rates, other than for DROP participants, include 0.06% for administrative costs of the Investment Plan.

(B) Contribution Rates are dependent upon retirement class in which reemployed.

■ **Pension Liabilities, Pension Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions** – At June 30, 2019, the University reported a liability of \$487,417,535 for its proportionate share of the net pension liability. The net pension liability was measured as of June 30, 2018, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of July 1, 2018. The University's proportionate share of the net pension liability was based on the University's 2017-18 fiscal year contributions relative to the total 2017-18 fiscal year contributions of all participating members. At June 30, 2018, the University's proportionate share was 1.62%, which was an increase of 0.09% from its proportionate share of 1.53% measured as of June 30, 2017.

For the year ended June 30, 2019, the University recognized pension expense of \$94,358,933. At June 30, 2019, the University reported deferred outflows of resources and deferred inflows of resources related to pensions as presented in Table 26.

Table 26. Deferred Outflows and Inflows Related to Pensions - FRS

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|--|---------------------------------------|--------------------------------------|---------------------------|
| Differences Between Expected and Actual Experience | \$ 41,291,592 | \$ 1,498,691 | 6.4 years |
| Change of Assumptions | 159,264,347 | - | 6.4 years |
| Net Difference Between Projected and Actual Earnings on FRS Plan Investments | - | 37,658,947 | 5.0 years |
| Changes in Proportion and Difference Between University Contributions and Proportionate Share of Contributions | 26,589,305 | 4,661,914 | 6.4 years |
| University FRS Contributions Subsequent to the Measurement Date | 50,296,368 | - | 1.0 year |
| Total | \$ 277,441,612 | \$ 43,819,552 | |

The deferred outflows of resources related to pensions totaling \$50,296,368, resulting from University contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the fiscal year ending June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as shown in Table 27.

Table 27. Recognition of Deferred Outflows and Inflows Related to Pensions - FRS

| Fiscal Year Ending June 30 | |
|----------------------------|-----------------------|
| 2020 | \$ 73,143,420 |
| 2021 | 47,829,714 |
| 2022 | 7,588,377 |
| 2023 | 29,913,979 |
| 2024 | 21,095,554 |
| Thereafter | 3,754,648 |
| Total | \$ 183,325,692 |

■ **Actuarial Assumptions** – The total pension liability in the July 1, 2018, actuarial valuation was determined using the following actuarial assumptions applied to all periods included in the measurement, as presented in Table 28.

Table 28. Actuarial Assumptions - FRS

| | | |
|---------------------------|-------|---|
| Inflation | 2.60% | |
| Salary Increases | 3.25% | average, including inflation |
| Investment Rate of Return | 7.00% | net of pension Plan investment expense, including inflation |

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

The actual assumptions, used in the July 1, 2018, valuation, were based on the results of an actuarial experience study for the period July 1, 2008, through June 30, 2013.

The long-term expected rate of return on Plan investments was not based on historical returns, but instead was based on a forward-looking capital market economic model. The allocation policy’s description of each asset class was used to map the target allocation to the asset classes shown below. Each asset class assumption was based on a consistent set of underlying assumptions and includes an adjustment for the inflation assumption. The target allocation and best estimates of long-term expected rates of arithmetic return for each major asset class are summarized in Table 29.

Table 29. Target Allocation and Expected Rate of Return

| Asset Class | Target Allocation | Long-Term |
|------------------------|-------------------|-------------------------|
| | | Expected Rate of Return |
| Cash | 1.00% | 2.90% |
| Fixed Income | 18.00% | 4.40% |
| Global Equity | 54.00% | 7.60% |
| Real Estate (Property) | 11.00% | 6.60% |
| Private Equity | 10.00% | 10.70% |
| Strategic Investments | 6.00% | 6.00% |
| Total | 100.00% | |

■ **Discount Rate** – The discount rate used to measure the total pension liability was 7.00%, which was a decrease of 0.10% from the prior measurement date. The Plan’s fiduciary net position was projected to be available to make all projected future benefit payments of current active and inactive employees. Therefore, the discount rate for calculating the total pension liability is equal to the long-term expected rate of return.



■ Sensitivity of the University's Proportionate Share of the Net Pension Liability to Changes in the Discount Rate

– Table 30 presents the University's proportionate share of the net pension liability calculated using the discount rate of 7.00%, as well as what the University's proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (6.00%) or 1 percentage point higher (8.00%) than the current rate.

Table 30. Sensitivity to Changes in Discount Rate - FRS

| | 1% Decrease 6.00% | Current Discount Rate 7.00% | 1% Increase 8.00% |
|--|-----------------------|-----------------------------------|-----------------------|
| University's Proportionate Share of the Net Pension Liability | \$ 889,557,445 | \$ 487,417,535 | \$ 153,416,566 |

■ **Pension Plan Fiduciary Net Position** – Detailed information about the Plan's fiduciary net position is available in the separately issued *FRS Pension Plan and Other State Administered Systems Comprehensive Annual Financial Report*.

2. Health Insurance Subsidy Defined Benefit Pension Plan

■ **Plan Description** – The HIS Pension Plan (HIS Plan) is a cost-sharing multiple-employer defined benefit pension plan established under Section 112.363, Florida Statutes. The benefit is a monthly payment to assist retirees of State-administered retirement systems in paying their health insurance costs and is administered by the Division of Retirement within the Florida Department of Management Services.

■ **Benefits Provided** – For the fiscal year ended June 30, 2019, eligible retirees and beneficiaries received a monthly HIS payment equal to the number of years of creditable service completed at the time of retirement, multiplied by \$5. The payments are at least \$30, but not more than \$150 per month, pursuant to Section 112.363, Florida Statutes. To be eligible to receive a HIS Plan benefit, a retiree under a State-administered retirement system must provide proof of health insurance coverage, which can include Medicare.

■ **Contributions** – The HIS Plan is funded by required contributions from FRS participating employers, as set by the Florida Legislature. Employer contributions are a percentage of gross compensation for all active FRS members. For the fiscal year ended June 30, 2019, the contribution rate was 1.66% of payroll pursuant to Section 112.363, Florida Statutes. The University contributed 100% of its statutorily required contributions for the current and preceding three years. HIS Plan contributions are deposited in a separate trust fund from which HIS payments are

authorized. HIS Plan benefits are not guaranteed and are subject to annual legislative appropriation. In the event the legislative appropriation or available funds fail to provide full subsidy benefits to all participants, benefits may be reduced or canceled. The University's contributions to the HIS Plan totaled \$8,250,927 for the fiscal year ended June 30, 2019.

■ Pension Liabilities, Pension Expense, Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

– At June 30, 2019, the University reported a liability of \$156,700,718 for its proportionate share of the net pension liability. The current portion of the net pension liability is the University's proportionate share of benefit payments expected to be paid within 1 year, net of the University's proportionate share of the HIS Plan's fiduciary net position available to pay that amount. The net pension liability was measured as of June 30, 2018. The total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of July 1, 2018. The University's proportionate share of the net pension liability was based on the University's 2017-18 fiscal year contributions relative to the total 2017-18 fiscal year contributions of all participating members. At June 30, 2018, the University's proportionate share was 1.48%, which was an increase of 0.01% from its proportionate share of 1.47% measured as of June 30, 2017.

For the fiscal year ended June 30, 2019, the University recognized pension expense of \$12,937,499. In addition, the University reported deferred outflows of resources and deferred inflows of resources related to pensions as presented in Table 31.

Table 31. Deferred Outflows and Inflows Related to Pensions - HIS

| Description | Deferred Outflows of Resources | Deferred Inflows of Resources | Recognition Period |
|--|--------------------------------------|-------------------------------------|-----------------------|
| Differences Between Expected and Actual Experience | \$ 2,399,019 | \$ 266,229 | 7.2 years |
| Change of Assumptions | 17,427,056 | 16,567,710 | 7.2 years |
| Net Difference Between Projected and Actual Earnings on Plan Investments | 94,588 | - | 5.0 years |
| Changes in Proportion and Difference Between University Contributions and Proportionate Share of Contributions | 4,260,399 | - | 7.2 years |
| University Contributions Subsequent to the Measurement Date | <u>8,250,927</u> | - | 1.0 year |
| Total | <u>\$ 32,431,989</u> | <u>\$ 16,833,939</u> | |

The deferred outflows of resources related to pensions totaling \$8,250,927, resulting from University contributions subsequent to the measurement date, will be recognized as a reduction of the net pension liability in the fiscal year ending

June 30, 2020. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as shown in Table 32.

Table 32. Recognition of Deferred Outflows and Inflows Related to Pensions - HIS

| Fiscal Year Ending June 30 | | |
|----------------------------|-----------|------------------|
| 2020 | \$ | 3,433,642 |
| 2021 | | 3,425,668 |
| 2022 | | 2,469,504 |
| 2023 | | 744,791 |
| 2024 | | (1,929,936) |
| Thereafter | | (796,546) |
| Total | \$ | 7,347,123 |

■ **Actuarial Assumptions** – The total pension liability in the July 1, 2018, actuarial valuation was determined using the following actuarial assumptions applied to all periods included in the measurement, as presented in Table 33.

Table 33. Actuarial Assumptions - HIS

| | |
|---------------------|------------------------------------|
| Inflation | 2.60% |
| Salary Increases | 3.25% average, including inflation |
| Municipal Bond Rate | 3.87% |

Mortality rates were based on the Generational RP-2000 with Projection Scale BB.

While an experience study had not been completed for the HIS Plan, the actuarial assumptions that determined the total pension liability for the HIS Plan were based on certain results of the most recent experience study for the FRS Plan.

■ **Discount Rate** – The discount rate used to measure the total pension liability was 3.87%, which was an increase of 0.29% from the prior measurement date. In general, the discount rate for calculating the total pension liability is equal to the single rate equivalent to discounting at the long-term expected rate of return for benefit payments prior to the projected depletion date. Because the HIS benefit is essentially funded on a pay-as-you-go basis, the depletion date is considered to be immediate, and the single equivalent discount rate is equal to the municipal bond rate selected by the plan sponsor. The Bond Buyer General Obligation 20-Bond Municipal Bond Index was adopted as the applicable municipal bond index.

■ **Sensitivity of the University’s Proportionate Share of the Net Pension Liability to Changes in the Discount Rate** – Table 34 presents the University’s proportionate share of the net pension liability calculated using the discount rate of 3.87%, as well as what the University’s proportionate share of the net pension liability would be if it were calculated using a discount rate that is 1 percentage point lower (2.87%) or 1 percentage point higher (4.87%) than the current rate.

Table 34. Sensitivity to Changes in Discount Rate - HIS

| | 1% Decrease 2.87% | Current Discount Rate 3.87% | 1% Increase 4.87% |
|--|-----------------------|-----------------------------------|-----------------------|
| University’s Proportionate Share of the Net Pension Liability | \$ 178,472,935 | \$ 156,700,718 | \$ 138,552,312 |

■ **Pension Plan Fiduciary Net Position** – Detailed information about the HIS Plan’s fiduciary net position is available in the separately issued *FRS Pension Plan and Other State Administered Systems Comprehensive Annual Financial Report*.

B. DEFINED CONTRIBUTION PENSION PLANS

1. FRS Investment Plan

The State Board of Administration (SBA) administers the defined contribution plan officially titled the FRS Investment Plan (Investment Plan). The Investment Plan is reported in the SBA’s annual financial statements and in the State’s Comprehensive Annual Financial Report.

As provided in Section 121.4501, Florida Statutes, eligible FRS members may elect to participate in the Investment Plan in lieu of the FRS defined benefit plan. University employees already participating in the State University System Optional Retirement Program or DROP are not eligible to participate in this program. Employer and employee contributions are defined by law, but the ultimate benefit depends in part on the performance of investment funds. Service retirement benefits are based upon the value of the member’s account upon retirement. Benefit terms, including contribution requirements, are established and may be amended by the Florida Legislature. The Investment Plan is funded with the same employer and employee contributions as the FRS defined benefit plan; these contributions are based on salary and membership class (Regular Class, Senior Management Service Class, etc.). Contributions are directed to individual member accounts, and the individual members allocate contributions and account balances among various approved investment choices. Costs of administering the Investment Plan, including the FRS Financial Guidance Program, are funded through an employer contribution of 0.06% of payroll and by forfeited benefits of plan members. Allocations to the Investment Plan member investment accounts during the 2018-19 fiscal year are presented in Table 35.

Table 35. Florida Retirement System - Investment Plan Rates

| Class | Percent of Gross Compensation |
|--|-------------------------------------|
| Florida Retirement System, Regular | 6.30% |
| Florida Retirement System, Senior Management Service | 7.67% |
| Florida Retirement System, Special Risk | 14.00% |

For all membership classes, employees are immediately vested in their own contributions and are vested after one year of service for employer contributions and investment earnings.

If an accumulated benefit obligation for service credit originally earned under the FRS Pension Plan is transferred to the FRS Investment Plan, the member must have the years of service required for FRS Pension Plan vesting (including the service credit represented by the transferred funds) to be vested for these funds and the earnings on the funds. Non-vested employer contributions are placed in a suspense account for up to five years. If the employee returns to FRS-covered employment within the five-year period, the employee will regain control over his or her account. If the employee does not return within the five-year period, the employee will forfeit the accumulated account balance. For the fiscal year ended June 30, 2019, the information for the amount of forfeitures was unavailable from the SBA; however, management believes these amounts, if any, would be immaterial to the University.

After termination and applying to receive benefits, the member may roll over vested funds to another qualified plan, structure a periodic payment under the Investment Plan, receive a lump-sum distribution, leave the funds invested for future distribution, or select any combination of these options. Disability coverage is provided in which the member may either transfer the account balance to the FRS Pension Plan when approved for disability retirement to receive guaranteed lifetime monthly benefits under the FRS Pension Plan or remain in the Investment Plan and rely upon that account balance for retirement income.

There were 2,461 University participants during the 2018-19 fiscal year. The University's Investment Plan pension expense totaled \$9,250,746 for the fiscal year ended June 30, 2019.

2. State University System Optional Retirement Program

Section 121.35, Florida Statutes, provides for an Optional Retirement Program (Program) for eligible university instructors and administrators. The Program is designed to aid State universities in recruiting employees by offering more portability to employees not expected to remain in the FRS for eight or more years.

The Program is a defined contribution plan, which provides full and immediate vesting of all contributions submitted to the participating investment companies on behalf of the participant. Employees in eligible positions can make an irrevocable election to participate in the Program, rather than the FRS, and purchase retirement and death benefits

through contracts provided by certain insurance carriers. The employing university contributes 5.14% of the participant's salary to the participant's account, 3.50% to cover the unfunded actuarial liability of the FRS pension plan, and 0.01% to cover administrative costs. Employees contribute 3.00% of their salary. Additionally, the employee may contribute, by payroll deduction, an amount not to exceed the percentage contributed by the University to the participant's annuity account. The contributions are invested in the company or companies selected by the participant to create a fund for the purchase of annuities at retirement.

There were 7,083 University participants during the 2018-19 fiscal year. The University's contributions to the Program totaled \$47,506,868 and employee contributions totaled \$28,785,212 for the 2018-19 fiscal year.

C. OTHER RETIREMENT PROGRAMS

1. U.S. Civil Service Retirement System

Some University employees participate in the U.S. Civil Service Retirement System. Fourteen employees were covered by the U.S. Civil Service Retirement System during the 2018-19 fiscal year. Employer contributions totaled \$85,156, and employee contributions totaled \$85,156 for the 2018-19 fiscal year. The University's participation in the Federal retirement system is not considered material by University management.

2. Institute of Food and Agricultural Sciences Supplemental Retirement

In 1984, the Florida Legislature enacted the Institute of Food and Agricultural Sciences Supplemental Retirement Act to provide a supplement to the monthly retirement benefit being paid under the Federal Civil Service Retirement System to retirees of the Institute of Food and Agricultural Sciences (IFAS) at the University of Florida. The supplement is designated for IFAS cooperative extension employees employed before July 1, 1983, who are not entitled to benefits from either a State-supported retirement system or social security based on their service with IFAS. It was intended to compensate these IFAS employees for the difference between their Civil Service benefit and the benefits an FRS member receives, which includes a social security benefit. No additional persons can become eligible for this supplement.

There were 14 University participants during the 2018-19 fiscal year. Required employer contributions made to the program totaled \$247,906. Employees do not contribute to this program.

15. Construction Commitments

The University's construction commitments at June 30, 2019, are presented in Table 36.

Table 36. Construction Commitments

| Project Title | Total Commitment | Completed to Date | Balance Committed |
|---|-------------------------|--------------------------|--------------------------|
| Data Science and Information Technology Building | \$ 135,000,000 | \$ 30,306 | \$ 134,969,694 |
| Herbert Wertheim Laboratory for Engineering Excellence | 72,316,512 | 34,957,489 | 37,359,023 |
| Norman Hall Rehabilitation and College of Education Center Addition | 34,107,603 | 21,845,084 | 12,262,519 |
| Parking Garage XIV | 32,596,599 | 17,002,087 | 15,594,512 |
| PK Yonge Middle & High School Expansion | 28,000,000 | 1,227,072 | 26,772,928 |
| VetMed Plant Energy Services Contract | 25,227,148 | 5,390,923 | 19,836,225 |
| Institute of Black Culture and Institute of Hispanic-Latino Cultures Facility | 9,871,048 | 4,549,039 | 5,322,009 |
| Florida Museum of Natural History Special Collections Building | 8,000,000 | 19,868 | 7,980,132 |
| Museum Road Utility Infrastructure Replacement | 6,200,001 | 110,200 | 6,089,801 |
| Electrical Substation 2 - Cable and Switchgear Replacement | 6,010,163 | 3,496,574 | 2,513,589 |
| Subtotal | 357,329,074 | 88,628,642 | 268,700,432 |
| Projects Under \$5,000,000 | 82,433,754 | 32,231,610 | 50,202,144 |
| Total | \$ 439,762,828 | \$ 120,860,252 | \$ 318,902,576 |

16. State Self-Insurance Programs

The University is exposed to various risks of loss related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. Pursuant to Section 1001.72(2), Florida Statutes, the University participates in State self-insurance programs providing insurance for property and casualty, workers' compensation, general liability, fleet automotive liability, Federal Civil Rights, and employment discrimination liability. During the 2018-19 fiscal year, for property losses, the State retained the first \$2 million per occurrence for all perils except named windstorm and flood. The State retained the first \$2 million of losses per occurrence with an annual aggregate retention of \$40 million for named windstorm and flood losses. After the annual aggregate retention, losses in excess of \$2 million per occurrence were commercially insured up to \$78 million for named windstorm and flood losses through February 14, 2019, and decreased to \$68.5 million starting February 15, 2019. For perils other than named windstorm and flood, losses in excess of \$2 million per occurrence were commercially insured up to \$225 million; losses exceeding those amounts were retained by the State. No excess insurance coverage is provided for workers' compensation, general and automotive liability, Federal Civil Rights, and employment action coverage; all losses in these categories are completely self-insured by the State through the State Risk Management Trust Fund established pursuant to Chapter 284, Florida Statutes. Payments on tort claims are limited to \$200,000 per person and \$300,000 per occurrence as set by Section 768.28(5), Florida Statutes. Calculation of premiums considers the cash needs of the program and the amount of risk exposure for each participant. Settlements have not exceeded insurance coverage during the past three fiscal years.

Pursuant to Section 110.123, Florida Statutes, University employees may obtain healthcare services through participation in the State's group health insurance plan or through membership in a health maintenance organization plan under contract with the State. The State's risk financing activities associated with State group health insurance, such as risk of loss related to medical and prescription drug claims, are administered through the State Employees Group Health Insurance Trust Fund. It is the practice of the State not to purchase commercial coverage for the risk of loss covered by this Fund. Additional information on the State's group health insurance plan, including the actuarial report, is available from the Florida Department of Management Services, Division of State Group Insurance.

17. University Self-Insurance Programs

The University of Florida Self-Insurance Program (the Program) and the University of Florida Healthcare Education Insurance Company (HEIC), which are included in the University's reporting entity as discretely presented component units (see Note 1), provide general and professional liability protection for the University of Florida Board of Trustees (UFBOT) on behalf of the six health colleges of the JHMHC, the College of Veterinary Medicine teaching hospitals, the Student Health Care Center, direct-support organizations, and their employees and agents. Hospital professional liability protection, including general liability, is provided to Shands Teaching Hospital and Clinics, Inc., Shands Jacksonville Medical Center, Inc. (a subsidiary of Shands Jacksonville HealthCare, Inc.-Shands Jacksonville), other entities statutorily authorized to participate in the Program, and their employees and agents. The Program

and HEIC are distinct from and entirely independent of the self-insurance programs administered by the State described in Note 16.

The UFBOT and other immune entities are protected for losses which are subject to Section 768.28, Florida Statutes, including legislative claims bills, that in combination with the waiver of immunity limits described in Section 768.28, Florida Statutes, do not exceed \$1 million per claim and, for voluntary settlements, \$2 million per claim. For those protected entities not subject to Section 768.28, Florida Statutes, the Program provides \$2 million per claim. The per claim limit of liability protection for the participants does not exceed \$2 million per claim in the event more than one protected entity is involved in the same claim or action.

HEIC provides coverage for claims that are in excess of the protections provided by the Program, at limits of \$4 million per legislative claims bill coverage for participants subject to Section 768.28, Florida Statutes.

18. Litigation and Contingencies

The University is involved in certain pending and threatened legal actions. The range of potential loss from all such claims and actions, as estimated by the University's legal counsel and management, should not materially affect the University's financial position.

19. Functional Distribution of Operating Expenses

The functional classification of operating expenses (instruction, research, etc.) is assigned to each individual transaction based on the nature of the activity. The operating expenses on the Statement of Revenues, Expenses, and Changes in Net Position are presented by natural classification. Table 37 presents those same expenses in functional classification as recommended by NACUBO.

Table 37. Functional Expenses

| Functional Classification | |
|---|-------------------------|
| Instruction | \$ 770,462,514 |
| Public Service | 742,136,550 |
| Research | 707,179,550 |
| Academic Support | 213,650,423 |
| Institutional Support | 180,500,202 |
| Scholarships, Fellowships, and Waivers, Net | 163,122,183 |
| Depreciation | 143,105,891 |
| Auxiliary Enterprises | 133,984,814 |
| Operation and Maintenance of Plant | 132,511,197 |
| Student Services | 46,800,757 |
| Total Operating Expenses | \$ 3,233,454,081 |

20. Component Units

The University's financial statements include 17 discretely presented component units as discussed in Note 1. These component units comprise 100% of the transactions and account balances of the aggregate discretely presented component units columns of the financial statements. Summary financial information from the most recently available audited financial statements for these component units is presented on the following pages in Tables 38, 39, and 40.

21. Segment Information

A segment is defined as an identifiable activity (or grouping of activities) that has one or more bonds or other debt instruments outstanding, with a revenue stream pledged in support of that debt. In addition, the activity's related revenues, expenses, gains, losses, assets, and liabilities are required to be accounted for separately. Transportation and Parking Services provides the University with safe and adequate parking facilities. Several parking garages have been constructed from the proceeds of revenue-backed debt instruments. The Department of Housing and Residence Education provides safe and affordable living space for students of the University of Florida. Capital improvement debt has been issued over the years to provide funding for the construction of facilities to house students of the University. In accordance with GASB Codification Section 2500.701-3, the University is no longer including activities related to Transportation Fees and Student Traffic Court in the segment note which will affect the comparability of the note to prior years. A summary of the financial activity for these segments is presented in Table 41.



Table 38. Direct-Support Organizations (amounts expressed in thousands)

| | University of Florida Foundation, Inc. | The University Athletic Association, Inc. | University of Florida Research Foundation, Inc. | GatorCare Health Management Corporation |
|---|--|---|---|---|
| CONDENSED STATEMENT OF NET POSITION | | | | |
| Assets | | | | |
| Due from Component Units/University | \$ 30,732 | \$ 4,662 | \$ 164,330 | \$ 4,608 |
| Other Current Assets | 98,272 | 90,874 | 10,948 | 40,292 |
| Capital Assets, Net | 62,134 | 204,574 | - | 7 |
| Other Noncurrent Assets | 1,912,152 | 78,915 | - | 7,922 |
| Total Assets | 2,103,290 | 379,025 | 175,278 | 52,829 |
| Liabilities | | | | |
| Due to Component Units/University | 40,460 | - | 57,884 | 18,464 |
| Other Current Liabilities | 5,716 | 87,726 | 10,860 | 21,453 |
| Noncurrent Liabilities | 44,906 | 122,303 | - | 10,013 |
| Total Liabilities | 91,082 | 210,029 | 68,744 | 49,930 |
| Deferred Inflows of Resources | | | | |
| Deferred Amounts Related to Pensions | 432 | - | - | - |
| Other Deferred Outflows | 19,140 | - | - | - |
| Total Liabilities and Deferred Inflows of Resources | 110,654 | 210,029 | 68,744 | 49,930 |
| Net Position | | | | |
| Net Investment in Capital Assets | 60,117 | 106,262 | - | 7 |
| Restricted-Nonexpendable Endowment | 1,361,918 | - | - | - |
| Restricted-Expendable Endowment | 552,492 | - | - | - |
| Restricted-Expendable Other | - | 8,271 | - | - |
| Unrestricted | 18,109 | 54,463 | 106,534 | 2,892 |
| Total Net Position | \$ 1,992,636 | \$ 168,996 | \$ 106,534 | \$ 2,899 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | |
| Operating Revenues | \$ 107,095 | \$ 151,450 | \$ 83,733 | \$ 971 |
| Operating Expenses | (169,749) | (142,677) | (81,566) | (1,078) |
| Operating Income (Loss) | (62,654) | 8,773 | 2,167 | (107) |
| Nonoperating Revenues (Expenses) and Other Revenues, Expenses, Gains, or Losses | | | | |
| Investment Income, Net of Expenses | 117,631 | 5,154 | 2 | 1,675 |
| Net Increase in the Fair Value of Investments | 1,102 | - | 11 | - |
| Other Nonoperating Revenues | - | 6,366 | 2,300 | - |
| Other Nonoperating Expenses | - | (7,048) | - | - |
| Addition to Permanent Endowments | 53,823 | - | - | - |
| Change in Net Position | 109,902 | 13,245 | 4,480 | 1,568 |
| Net Position, Beginning of Year | 1,965,510 | 155,751 | 102,054 | 1,331 |
| Adjustments to Beginning Net Position (Note 3) | (82,776) | - | - | - |
| Net Position, Beginning of Year, as Restated | 1,882,734 | 155,751 | 102,054 | 1,331 |
| Net Position, End of Year | \$ 1,992,636 | \$ 168,996 | \$ 106,534 | \$ 2,899 |

Table 38. Direct-Support Organizations (amounts expressed in thousands)

| Florida Foundation Seed Producers, Inc. | University of Florida Development Corporation | Gator Boosters, Inc. | Citrus Research and Development Foundation, Inc. | Total Direct-Support Organizations |
|--|---|-------------------------|--|--|
| \$ - | \$ - | \$ 2,458 | \$ - | \$ 206,790 |
| 14,828 | 2,368 | 3,102 | 4,043 | 264,727 |
| 3,356 | 9,688 | 1 | - | 279,760 |
| - | - | 492 | - | 1,999,481 |
| 18,184 | 12,056 | 6,053 | 4,043 | 2,750,758 |
| - | 4,444 | 4,663 | - | 125,915 |
| 8,546 | 286 | 235 | 138 | 134,960 |
| - | - | 110 | - | 177,332 |
| 8,546 | 4,730 | 5,008 | 138 | 438,207 |
| - | - | - | - | 432 |
| - | - | - | - | 19,140 |
| 8,546 | 4,730 | 5,008 | 138 | 457,779 |
| 3,356 | 5,244 | 1 | - | 174,987 |
| - | - | 492 | - | 1,362,410 |
| - | - | - | - | 552,492 |
| - | - | - | 3,462 | 11,733 |
| 6,282 | 2,082 | 552 | 443 | 191,357 |
| \$ 9,638 | \$ 7,326 | \$ 1,045 | \$ 3,905 | \$ 2,292,979 |
| \$ 1,601 | \$ 1,889 | \$ 40,234 | \$ 5,879 | \$ 392,852 |
| (1,260) | (2,286) | (3,905) | (10,298) | (412,819) |
| 341 | (397) | 36,329 | (4,419) | (19,967) |
| 156 | - | 1,706 | 124 | 126,448 |
| - | - | - | - | 1,113 |
| 40 | - | - | 4,000 | 12,706 |
| - | (4,444) | (38,037) | - | (49,529) |
| - | - | 5 | - | 53,828 |
| 537 | (4,841) | 3 | (295) | 124,599 |
| 9,101 | 12,167 | 1,042 | 4,200 | 2,251,156 |
| - | - | - | - | (82,776) |
| 9,101 | 12,167 | 1,042 | 4,200 | 2,168,380 |
| \$ 9,638 | \$ 7,326 | \$ 1,045 | \$ 3,905 | \$ 2,292,979 |

Table 39. Health Science Center Affiliates (amounts expressed in thousands)


| | Florida Clinical Practice Association, Inc. | University of Florida Jacksonville Physicians, Inc. | Faculty Associates, Inc. | Florida Veterinary Medicine Faculty Association, Inc. | University of Florida College of Pharmacy Faculty Practice Association, Inc. | Total Health Science Center Affiliates |
|---|---|---|--------------------------------|--|--|--|
| CONDENSED STATEMENT OF NET POSITION | | | | | | |
| Assets | | | | | | |
| Due from Component Units/University | \$ 30,642 | \$ 18,560 | \$ 1,500 | \$ 1,372 | \$ - | \$ 52,074 |
| Other Current Assets | 129,569 | 55,856 | 21,079 | 4,394 | 811 | 211,709 |
| Capital Assets, Net | 83,902 | 26,339 | - | - | - | 110,241 |
| Other Noncurrent Assets | 33,546 | - | - | - | - | 33,546 |
| Total Assets | 277,659 | 100,755 | 22,579 | 5,766 | 811 | 407,570 |
| Liabilities | | | | | | |
| Due to Component Units/University | 15,794 | 927 | - | 3,357 | - | 20,078 |
| Other Current Liabilities | 10,584 | 24,037 | 297 | 522 | 705 | 36,145 |
| Noncurrent Liabilities | 91,212 | 7,116 | - | - | - | 98,328 |
| Total Liabilities | 117,590 | 32,080 | 297 | 3,879 | 705 | 154,551 |
| Net Position | | | | | | |
| Net Investment in Capital Assets | 14,754 | 18,333 | - | - | - | 33,087 |
| Unrestricted | 145,315 | 50,342 | 22,282 | 1,887 | 106 | 219,932 |
| Total Net Position | \$ 160,069 | \$ 68,675 | \$ 22,282 | \$ 1,887 | \$ 106 | \$ 253,019 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | | | |
| Operating Revenues | \$ 692,058 | \$ 293,362 | \$ 20,675 | \$ 15,746 | \$ 6,746 | \$ 1,028,587 |
| Operating Expenses | (189,746) | (145,578) | (391) | (722) | (6,406) | (342,843) |
| Operating Income | 502,312 | 147,784 | 20,284 | 15,024 | 340 | 685,744 |
| Nonoperating Revenues (Expenses) | | | | | | |
| Investment Income, Net of Expenses | 842 | 410 | 4 | - | - | 1,256 |
| Net Decrease in the Fair Value of Investments | (3,432) | - | - | - | - | (3,432) |
| Other Nonoperating Expenses | (499,129) | (150,433) | (17,524) | (16,123) | (2,634) | (685,843) |
| Change in Net Position | 593 | (2,239) | 2,764 | (1,099) | (2,294) | (2,275) |
| Net Position, Beginning of Year | 159,476 | 70,914 | 19,518 | 2,986 | 2,400 | 255,294 |
| Net Position, End of Year | \$ 160,069 | \$ 68,675 | \$ 22,282 | \$ 1,887 | \$ 106 | \$ 253,019 |

Table 40. Shands Hospital and Others (amounts expressed in thousands)

| | Shands Teaching Hospital & Clinics, Inc. | Shands Jacksonville HealthCare, Inc. | University of Florida Self-Insurance Program | University of Florida Healthcare Education Insurance Company | Total Shands Hospital and Others |
|---|---|---|---|---|---|
| CONDENSED STATEMENT OF NET POSITION | | | | | |
| Assets | | | | | |
| Due from Component Units/University | \$ 45,723 | \$ 7,048 | \$ - | \$ 57,805 | \$ 110,576 |
| Other Current Assets | 450,884 | 252,127 | 223,827 | 1,314 | 928,152 |
| Capital Assets, Net | 1,081,668 | 249,153 | - | - | 1,330,821 |
| Other Noncurrent Assets | <u>679,788</u> | <u>40,976</u> | <u>-</u> | <u>-</u> | <u>720,764</u> |
| Total Assets | <u>2,258,063</u> | <u>549,304</u> | <u>223,827</u> | <u>59,119</u> | <u>3,090,313</u> |
| Deferred Outflows of Resources | | | | | |
| Deferred Amounts Related to Pensions | 67,181 | 4,028 | - | - | 71,209 |
| Deferred Amounts Related to OPEB | - | 1,829 | - | - | 1,829 |
| Other Deferred Outflows | <u>51,125</u> | <u>176</u> | <u>-</u> | <u>-</u> | <u>51,301</u> |
| Total Assets and Deferred Outflows of Resources | <u>2,376,369</u> | <u>555,337</u> | <u>223,827</u> | <u>59,119</u> | <u>3,214,652</u> |
| Liabilities | | | | | |
| Due to Component Units/University | 10,642 | 38,812 | 57,804 | - | 107,258 |
| Other Current Liabilities | 287,711 | 92,184 | 8,597 | 2 | 388,494 |
| Noncurrent Liabilities | <u>865,915</u> | <u>227,471</u> | <u>23,419</u> | <u>2,645</u> | <u>1,119,450</u> |
| Total Liabilities | <u>1,164,268</u> | <u>358,467</u> | <u>89,820</u> | <u>2,647</u> | <u>1,615,202</u> |
| Deferred Inflows of Resources | | | | | |
| Deferred Amounts Related to Pensions | 23,378 | 3,331 | - | - | 26,709 |
| Deferred Amounts Related to OPEB | - | 510 | - | - | 510 |
| Other Deferred Inflows | <u>2,325</u> | <u>3,101</u> | <u>-</u> | <u>-</u> | <u>5,426</u> |
| Total Liabilities and Deferred Inflows of Resources | <u>1,189,971</u> | <u>365,409</u> | <u>89,820</u> | <u>2,647</u> | <u>1,647,847</u> |
| Net Position | | | | | |
| Net Investment in Capital Assets | 263,659 | 43,600 | - | - | 307,259 |
| Restricted-Nonexpendable Endowment | 276 | - | - | - | 276 |
| Restricted-Expendable Endowment | 4,205 | 4,793 | - | - | 8,998 |
| Other Restricted Net Position | - | - | 134,007 | 56,472 | 190,479 |
| Unrestricted | <u>918,258</u> | <u>141,535</u> | <u>-</u> | <u>-</u> | <u>1,059,793</u> |
| Total Net Position | <u>\$ 1,186,398</u> | <u>\$ 189,928</u> | <u>\$ 134,007</u> | <u>\$ 56,472</u> | <u>\$ 1,566,805</u> |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | | | | |
| Operating Revenues | \$ 1,600,792 | \$ 753,681 | \$ 10,045 | \$ 722 | \$ 2,365,240 |
| Operating Expenses | <u>(1,482,863)</u> | <u>(717,352)</u> | <u>(10,950)</u> | <u>(1,322)</u> | <u>(2,212,487)</u> |
| Operating Income (Loss) | 117,929 | 36,329 | (905) | (600) | 152,753 |
| Nonoperating Revenues (Expenses) | | | | | |
| Investment Income, Net of Expenses | 39,919 | 2,023 | 13,071 | 4,346 | 59,359 |
| Net Increase in the Fair Value of Investments | 6,288 | - | - | - | 6,288 |
| Other Nonoperating Revenues | 17,975 | 183 | - | - | 18,158 |
| Other Nonoperating Expenses | <u>(100,810)</u> | <u>(42,093)</u> | <u>-</u> | <u>-</u> | <u>(142,903)</u> |
| Change in Net Position | <u>81,301</u> | <u>(3,558)</u> | <u>12,166</u> | <u>3,746</u> | <u>93,655</u> |
| Net Position, Beginning of Year | <u>1,105,097</u> | <u>193,486</u> | <u>121,841</u> | <u>52,726</u> | <u>1,473,150</u> |
| Net Position, End of Year | <u>\$ 1,186,398</u> | <u>\$ 189,928</u> | <u>\$ 134,007</u> | <u>\$ 56,472</u> | <u>\$ 1,566,805</u> |

Table 41. Segment Information

| | Transportation and Parking Services | Department of Housing and Residence Education |
|---|--|--|
| CONDENSED STATEMENT OF NET POSITION | | |
| Assets | | |
| Current Assets | \$ 19,826,279 | \$ 11,684,026 |
| Capital Assets, Net | 60,524,647 | 116,275,609 |
| Other Noncurrent Assets | - | 376,072 |
| Total Assets | 80,350,926 | 128,335,707 |
| Liabilities | | |
| Current Liabilities | 4,230,908 | 8,770,677 |
| Noncurrent Liabilities | 42,661,396 | 52,429,658 |
| Total Liabilities | 46,892,304 | 61,200,335 |
| Net Position | | |
| Net Investment in Capital Assets | 16,051,223 | 59,285,951 |
| Restricted | 1,785,575 | 2,175,176 |
| Unrestricted | 15,621,824 | 5,674,245 |
| Total Net Position | \$ 33,458,622 | \$ 67,135,372 |
| CONDENSED STATEMENT OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION | | |
| Operating Revenues (Expenses) | | |
| Operating Revenues | \$ 15,838,909 | \$ 56,544,387 |
| Depreciation Expense | (2,144,666) | (7,332,026) |
| Other Operating Expenses | (6,664,009) | (45,230,046) |
| Operating Income | 7,030,234 | 3,982,315 |
| Nonoperating Revenues (Expenses) | | |
| Investment Income | 64,635 | - |
| Interest on Capital Asset-Related Debt | (1,419,651) | (2,555,159) |
| Other Nonoperating Revenues (Expenses) | (13,725,348) | 1,418,959 |
| Net Nonoperating Revenues (Expenses) | (15,080,364) | (1,136,200) |
| Change in Net Position | (8,050,130) | 2,846,115 |
| Net Position, Beginning of Year | 41,508,752 | 64,289,257 |
| Net Position, End of Year | \$ 33,458,622 | \$ 67,135,372 |
| CONDENSED STATEMENT OF CASH FLOWS | | |
| Net Cash Provided (Used) by | | |
| Operating Activities | \$ 8,757,609 | \$ 10,942,575 |
| Noncapital Financing Activities | (4,784,079) | (9,687,618) |
| Capital and Related Financing Activities | 12,911,562 | (59,049) |
| Investing Activities | (16,885,092) | (10,248,134) |
| Net Decrease in Cash and Cash Equivalents | - | (9,052,226) |
| Cash and Cash Equivalents, Beginning of Year | - | 9,052,226 |
| Cash and Cash Equivalents, End of Year | \$ - | \$ - |



OTHER REQUIRED SUPPLEMENTARY INFORMATION

FOR THE FISCAL YEAR ENDED JUNE 30, 2019

Schedule of University's Proportionate Share of the Total Other Postemployment Benefits Liability

| | 2018 (1) (3) | | 2017 (1) (2) | | 2016 (1) |
|---|------------------|----|---------------|----|---------------|
| University's Proportion of the OPEB Liability | 9.89% | | 9.89% | | 9.92% |
| University's Proportionate Share of the Total OPEB Liability | \$ 1,043,548,000 | \$ | 1,069,104,000 | \$ | 1,171,492,000 |
| University's Covered Payroll | \$ 1,151,732,866 | \$ | 1,103,905,001 | \$ | 1,120,515,686 |
| University's Proportionate Share of the Total OPEB Liability as a Percentage of Covered Payroll | 90.61% | | 96.85% | | 104.55% |

Notes:

- (1) The amounts presented for the fiscal year were determined as of June 30. No assets are accumulated in a trust that meets the criteria in paragraph 4, GASB Statement No. 75 to pay related benefits.
- (2) The University's proportionate share of the total OPEB liability significantly decreased from the prior fiscal year due to changes to benefits and assumptions, resulting from adjustments to active mortality rates, updates to HMO and PPO healthcare claims costs, changes in retiree contributions, change in trend rates, and a change in the discount rate of return.
- (3) The University's proportionate share of the total OPEB liability significantly decreased from the prior fiscal year due to changes in the discount rate of return.

Schedule of University's Proportionate Share of the Net Pension Liability - Florida Retirement System (FRS) Defined Benefit Pension Plan

| | 2018 (1) (6) | 2017 (1) (5) | 2016 (1) (4) | 2015 (1) (2) | 2014 (1) (3) | 2013 (1) |
|--|------------------|------------------|------------------|------------------|------------------|------------------|
| University's Proportion of the FRS Net Pension Liability | 1.62% | 1.53% | 1.56% | 1.59% | 1.52% | 1.23% |
| University's Proportionate Share of the FRS Net Pension Liability | \$ 487,417,535 | \$ 453,912,167 | \$ 393,639,963 | \$ 204,919,550 | \$ 92,657,576 | \$ 212,307,108 |
| University's Covered Payroll (7) | \$ 1,151,732,866 | \$ 1,103,905,001 | \$ 1,120,515,686 | \$ 1,066,940,109 | \$ 1,024,891,028 | \$ 1,053,555,913 |
| University's Proportionate Share of the FRS Net Pension Liability as a Percentage of Covered Payroll | 42.32% | 41.12% | 35.13% | 19.21% | 9.04% | 20.15% |
| FRS Plan Fiduciary Net Position as a Percentage of the FRS Total Pension Liability | 84.26% | 83.89% | 84.88% | 92.00% | 96.09% | 88.54% |

Notes:

- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) There were no changes in assumptions from the prior fiscal year.
- (3) Changes of assumptions - As of June 30, 2014, the inflation rate assumption was decreased from 3.00% to 2.60%, the real payroll growth assumption was decreased from 1.00% to 0.65%, and the overall payroll growth rate assumption was decreased from 4.00% to 3.25%. The long-term expected rate of return decreased from 7.75% to 7.65%.
- (4) Changes of assumptions - As of June 30, 2016, the long-term expected rate of return decreased from 7.65% to 7.60%.
- (5) Change of assumptions - As of June 30, 2017, the long-term expected rate of return decreased from 7.60% to 7.10%.
- (6) Change of assumptions - As of June 30, 2018, the long-term expected rate of return decreased from 7.10% to 7.00%.
- (7) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, State University Optional Retirement Program, and DROP because total employer contributions are determined on a uniform basis (blended rate) as required by Part III of Chapter 121, Florida Statutes.

Schedule of University Contributions - Florida Retirement System (FRS) Defined Benefit Pension Plan

| | <u>2019 (1)</u> | <u>2018 (1)</u> | <u>2017 (1)</u> | <u>2016 (1)</u> | <u>2015 (1)</u> | <u>2014 (1)</u> |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| Contractually Required FRS Contribution | \$ 50,296,368 | \$ 46,118,091 | \$ 39,948,341 | \$ 38,017,855 | \$ 38,680,557 | \$ 33,264,015 |
| FRS Contributions in Relation to the Contractually Required FRS Contribution | <u>(50,296,368)</u> | <u>(46,118,091)</u> | <u>(39,948,341)</u> | <u>(38,017,855)</u> | <u>(38,680,557)</u> | <u>(33,264,015)</u> |
| Contribution Deficiency (Excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's Covered Payroll (2) | \$ 1,188,019,133 | \$ 1,151,732,866 | \$ 1,103,905,001 | \$ 1,120,515,686 | \$ 1,066,940,109 | \$ 1,024,891,028 |
| FRS Contributions as a Percentage of Covered Payroll | 4.23% | 4.00% | 3.62% | 3.39% | 3.63% | 3.25% |

Notes:

- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, State University Optional Retirement Program, and DROP because total employer contributions are determined on a uniform basis (blended rate) as required by Part III of Chapter 121, Florida Statutes.

Schedule of University's Proportionate Share of the Net Pension Liability - Health Insurance Subsidy (HIS) Defined Benefit Pension Plan

| | <u>2018 (1) (6)</u> | <u>2017 (1) (5)</u> | <u>2016 (1) (4)</u> | <u>2015 (1) (3)</u> | <u>2014 (1) (2)</u> | <u>2013 (1)</u> |
|--|---------------------|---------------------|---------------------|---------------------|---------------------|-----------------|
| University's Proportion of the HIS Net Pension Liability | 1.48% | 1.47% | 1.47% | 1.46% | 1.41% | 1.38% |
| University's Proportionate Share of the HIS Net Pension Liability | \$ 156,700,718 | \$ 157,259,112 | \$ 171,404,762 | \$ 148,825,945 | \$ 131,969,507 | \$ 120,063,826 |
| University's Covered Payroll (7) | \$ 442,718,057 | \$ 431,629,539 | \$ 435,952,174 | \$ 413,619,247 | \$ 396,471,815 | \$ 382,427,384 |
| University's Proportionate Share of the HIS Net Pension Liability as a Percentage of Covered Payroll | 35.40% | 36.43% | 39.32% | 35.98% | 33.29% | 31.40% |
| HIS Plan Fiduciary Net Position as a Percentage of the HIS Total Pension Liability | 2.15% | 1.64% | 0.97% | 0.50% | 0.99% | 1.78% |

Notes:

- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Change of assumption - The municipal rate used to determine total pension liability decreased from 4.63% to 4.29%.
- (3) Change of assumption - The municipal rate used to determine total pension liability decreased from 4.29% to 3.80%.
- (4) Change of assumption - The municipal rate used to determine total pension liability decreased from 3.80% to 2.85%.
- (5) Change of assumption - The municipal rate used to determine total pension liability increased from 2.85% to 3.58%.
- (6) Change of assumption - The municipal rate used to determine total pension liability increased from 3.58% to 3.87%.
- (7) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, and DROP.

Schedule of University Contributions - Health Insurance Subsidy (HIS) Defined Benefit Pension Plan

| | <u>2019 (1)</u> | <u>2018 (1)</u> | <u>2017 (1)</u> | <u>2016 (1)</u> | <u>2015 (1)</u> | <u>2014 (1)</u> |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Contractually Required HIS Contribution | \$ 8,250,927 | \$ 8,028,939 | \$ 7,783,620 | \$ 7,538,309 | \$ 5,578,364 | \$ 4,834,988 |
| HIS Contributions in Relation to the Contractually Required HIS Contribution | <u>(8,250,927)</u> | <u>(8,028,939)</u> | <u>(7,783,620)</u> | <u>(7,538,309)</u> | <u>(5,578,364)</u> | <u>(4,834,988)</u> |
| Contribution Deficiency (Excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's Covered Payroll (2) | \$ 452,884,926 | \$ 442,718,057 | \$ 431,629,539 | \$ 435,952,174 | \$ 413,619,247 | \$ 396,471,815 |
| HIS Contributions as a Percentage of Covered Payroll | 1.82% | 1.81% | 1.80% | 1.73% | 1.35% | 1.22% |

Notes:

- (1) The amounts presented for each fiscal year were determined as of June 30.
- (2) Covered payroll includes active employees who are members of the following plans: defined benefit, Investment Plan, and DROP.



Sherrill F. Norman, CPA
Auditor General

AUDITOR GENERAL STATE OF FLORIDA

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Tallahassee, Florida 32399-1450



Phone: (850) 412-2722
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The President of the Senate, the Speaker of the
House of Representatives, and the
Legislative Auditing Committee

INDEPENDENT AUDITOR'S REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the University of Florida, a component unit of the State of Florida, and its aggregate discretely presented component units as of and for the fiscal year ended June 30, 2019, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated February 6, 2020, included under the heading **INDEPENDENT AUDITOR'S REPORT**. Our report includes a reference to other auditors who audited the financial statements of the aggregate discretely presented component units, as described in our report on the University's financial statements. This report does not include the results of the other auditors' testing of internal control over financial reporting or compliance and other matters that are reported on separately by those auditors.

Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) to determine audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the University's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses may exist that have not been identified.

Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, rules, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

Respectfully submitted,

A handwritten signature in blue ink that reads "Sherrill F. Norman". The signature is written in a cursive style with a large, sweeping initial "S".

Sherrill F. Norman, CPA
Tallahassee, Florida
February 6, 2020
Audit Report No. 2020-114

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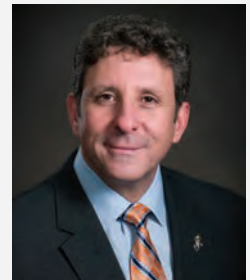
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Assistant Vice President and University Controller

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Senior Associate Controller for University Bursar,
Treasury Management, and Payroll and Tax Services

Ruth Harris
Senior Associate Controller for Disbursements,
Asset Management, Cost Analysis,
and Construction Accounting



UF UNIVERSITY of
FLORIDA

Alan M. West, Assistant Vice President and University Controller
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PHOTOS BY UF PHOTOGRAPHY

508/810

University of Florida
Education and General
Carryforward Spending Plan Summary
Approved by University Board of Trustees

| | Original Spending Plan Submission | Spending Plan As of Jan 31,2020 | Change |
|--|--------------------------------------|------------------------------------|------------------------|
| A. Beginning E&G Carryforward Fund Balance - July 1, 2019 : | | | |
| Cash | \$ 1,624,355 | \$ 1,624,355 | \$ - |
| Investments | \$ 323,246,640 | \$ 323,246,640 | \$ - |
| Accounts Receivable | \$ 44,839 | \$ 44,839 | \$ - |
| Less: Accounts Payable | \$ 11,920,406 | \$ 11,920,406 | \$ - |
| Less: Deferred Student Tuition & Fees | \$ 25,297,458 | \$ 25,297,458 | \$ - |
| Beginning E&G Fund Balance (Net of Payables/Receivables/Deferred Fees) : | \$ 287,697,970 | \$ 287,697,970 | \$ - |
| | | | |
| 7% Statutory Reserve Requirement (per SB 190, 1011.45(1) F.S.) | \$ 79,519,238 | \$ 79,519,238 | \$ - |
| E. E&G Carryforward Fund Balance Less 7% Statutory Reserve Requirement (Amount Requiring Approved Spending Plan) : | \$ 208,178,732 | \$ 208,178,732 | \$ - |
| | | | |
| Expenditures to Date: | | \$ 53,767,216 | \$ 53,767,216 |
| Encumbrances to Dates | | \$ 26,505,117 | \$ 26,505,117 |
| Balance Net YTD Expenses and Encumbrances | | \$ 127,906,399 | \$ 127,906,399 |
| | | | |
| F. * Restricted / Contractual Obligations | | | |
| Restricted by Appropriations | \$ 56,045,753 | \$ 43,816,538 | \$ (12,229,215) |
| University Board of Trustees Reserve Requirement | \$ - | \$ - | \$ - |
| Restricted by Contractual Obligations : | | | |
| Compliance Program Enhancements | \$ - | \$ - | \$ - |
| Audit Program Enhancements | \$ - | \$ - | \$ - |
| Campus Security and Safety Enhancements | \$ 805,905 | \$ 162,769 | \$ (643,136) |
| Student Services, Enrollment, and Retention Efforts | \$ 1,299,265 | \$ 936,212 | \$ (363,053) |
| Student Financial Aid | \$ 4,246 | \$ 377,762 | \$ 373,516 |
| | | | |
| Faculty/Staff, Instructional and Advising Support and Start-up Funding | \$ 15,117,143 | \$ 19,933,282 | \$ 4,816,139 |
| Faculty Research and Public Service Support and Start-Up Funding | \$ 34,171,655 | \$ 22,941,144 | \$ (11,230,511) |
| Library Resources | \$ - | \$ - | \$ - |
| Utilities | \$ - | \$ - | \$ - |
| Information Technology (ERP, Equipment, etc.) | \$ 377,671 | \$ 495,937 | \$ 118,266 |
| Other Operating Requirements (University Board of Trustees-Approved That Support the University Mission) | \$ 19,755,960 | \$ - | \$ (19,755,960) |
| PECO Projects - Supplemental Funds to Complete Projects That Received Previous Appropriation (SB 190) | \$ - | \$ - | \$ - |
| Completion of Renovation, Repair, or Maintenance Project up to \$5M (SB 190) | \$ 4,595,241 | \$ 3,242,530 | \$ (1,352,710) |
| Replacement of Minor Facility (< or = 10,000 gsf) up to \$2M (SB 190) | \$ - | \$ - | \$ - |
| Complete Survey-Recommended Remodeling or Infrastructure Project (Including DRS Schools) up to \$10M (SB 190) | \$ - | \$ - | \$ - |
| Total Restricted Funds : (Should agree with restricted column total on "Planned Expenditure Details" tab) | \$ 132,172,837 | \$ 91,906,173 | \$ (40,266,664) |
| | | | |
| G. * Commitments | | | |
| Compliance, Audit, and Security | | | |
| Compliance Program Enhancements | \$ 327,345 | \$ 138,142 | \$ (189,203) |
| Audit Program Enhancements | \$ 643,119 | \$ 500,000 | \$ (143,119) |
| Campus Security and Safety Enhancements | \$ 82,000 | \$ 35,000 | \$ (47,000) |
| Academic and Student Affairs | | | |
| Student Services, Enrollment, and Retention Efforts | \$ 1,622,276 | \$ 714,863 | \$ (907,413) |
| Student Financial Aid | \$ 1,538,414 | \$ 203,256 | \$ (1,335,158) |
| Faculty/Staff, Instructional and Advising Support and Start-up Funding | \$ 1,000,000 | \$ 658,817 | \$ (341,183) |
| Faculty Research and Public Service Support and Start-Up Funding | \$ - | \$ - | \$ - |
| Library Resources | \$ 24,949 | \$ 1,969,917 | \$ 1,944,968 |
| Facilities, Infrastructure, and Information Technology | | | |
| Utilities | \$ 37,000 | \$ 37,000 | \$ - |
| Information Technology (ERP, Equipment, etc.) | \$ 849,191 | \$ 2,945,567 | \$ 2,096,376 |
| PECO Projects - Supplemental Funds to Complete Projects That Received Previous Appropriation (SB 190) | \$ - | \$ - | \$ - |
| Completion of Renovation, Repair, or Maintenance Project up to \$5M (SB 190) | \$ 43,080,376 | \$ 35,107,498 | \$ (7,972,879) |
| Replacement of Minor Facility (< or = 10,000 gsf) up to \$2M (SB 190) | \$ - | \$ - | \$ - |
| Complete Survey-Recommended Remodeling or Infrastructure Project (Including DRS Schools) up to \$10M (SB 190) | \$ 25,250,000 | \$ 21,677,575 | \$ (3,572,425) |
| Other UBOT Approved Operating Requirements | | | |
| Other Operating Requirements (University Board of Trustees-Approved That Support the University Mission) | \$ - | \$ - | \$ - |
| Total Commitments : (Should agree with committed column total on "Planned Expenditure Details" tab) | \$ 74,454,670 | \$ 63,987,635 | \$ (10,467,035) |
| | | | |
| H. Available E&G Carryforward Balance: | \$ 1,551,225 | \$ (27,987,409) | \$ (29,538,634) |

University of Florida

Mid-Year Carryforward Review

| | |
|---|---------------|
| Beginning Carryforward Balance 7/1/19 | 287,697,970 |
| Expenditures through 1/31/20 | (53,767,216) |
| Additional Expenditures Estimated through 6/30/20 | (64,434,326) |
| Required 7% Reserve | (79,519,238) |
| Estimated Carryforward Balance 6/30/20 | 89,977,190 |
| | |
| Current Year Tuition/Appropriation Revenue | 1,168,519,155 |
| Expenditures through 1/31/20 | (633,814,783) |
| Additional Expenditures Estimated through 6/30/20 | (447,439,714) |
| Estimated Rollover to Carryforward 6/30/20 | 87,264,658 |
| | |
| Projected Carryforward Balance (net of 7% reserve) as of 7/1/20 | 177,241,848 |

University of Florida Operational Audit

PCard Finding

Finding:

The University needs to continue efforts to ensure purchasing cards are timely canceled upon a cardholder's separation from University employment.

The University administers a purchasing card (P-card) program, which gives employees the convenience of purchasing items without using the standard purchase order process. P-cards are designed to provide a cost-effective, convenient, and decentralized method for individuals to make certain business purchases on behalf of the University. The bank that administers the P-card program requires charge disputes to be made within 60 days of the transaction posting date.

The University established a P-card administrative team that had responsibilities for issuing P-cards, monitoring P-card transactions, providing P-card training, and canceling P-cards. According to University procurement procedures, the departments of cardholders are required to e-mail the administrative team to cancel P-cards, including those assigned to employees who separated from University employment, as soon as possible and provide the team with the employee name, identification number, and reason why the P-card is being canceled. Additionally, according to Human Resource (HR) procedures, department supervisors are to conduct exit interviews using employee exit checklists that instruct employees to return their P-cards and remind supervisors to notify the administrative team to cancel the P-cards.

As of December 31, 2018, the University had 5,121 active P-cards and, during the 2018 calendar year, 477 cardholders separated from University employment. We compared University P-card records with University employment separation records and found that the University did not cancel the P-cards assigned to 60 employees until 62 to 176 days, or an average of 98 days after cardholders' employment separation dates. According to University personnel, department supervisors did not notify the P-card administrator to promptly cancel these 60 cards. University personnel also indicated that, in January 2019, the P-card administrative team implemented an additional step in their monthly review to identify employees who separate from University employment based on HR records and promptly suspend the P-cards of those employees.

Our examination of University records supporting the P-card activity of the 60 former employees after their employment separation dates did not disclose any inappropriate charges; however, our procedures cannot substitute for the University's responsibility to implement adequate internal controls over P-cards.

The untimely cancellation of P-card privileges increases the risk that such privileges could be misused by former employees or others and may limit the University's ability to satisfactorily

resolve disputed charges. Similar findings were noted in our report Nos. 2018-193 and 2016-058.

Recommendation:

The University should continue efforts to ensure that P-card privileges are promptly canceled upon a cardholder's separation from University employment.

University Response:

The University PCard team will continue efforts to ensure that PCard privileges are canceled promptly upon a cardholder's separation from UF. As you noted in the Auditor General's finding there have been no inappropriate charges made on PCards held by employees who separated from the University. As a result of the prior audit, in January of 2019, the PCard team began to perform the streamlined and improved Terminated Cardholder process. This resulted in the cancellation of 87 cards of terminated employees from January 2019 to October 2019.

In October 2019, the PCard team began performing this process weekly, which has resulted in the cancelation of 47 cardholders since October 2019. Several communications have been sent to all PCard participants (Cardholders, Reviewers and Approvers) reminding them to notify the PCard team when a cardholder separates from UF. We will target communications to specific units where there was a significant delay between the employee separation date and PCard cancelation.

Additionally, UF's Information Technology unit is developing a report that identifies employees who have separated from UF. Once the report is available, the PCard team will have access, which will further improve the Terminated Cardholder process.

**COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS
AGENDA**

Thursday, March 26, 2020

~2:00 p.m.

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

Committee Members:

Morteza “Mori” Hosseini (Chair), David L. Brandon, Leonard H. Johnson, Thomas G. Kuntz, Daniel T. O’Keefe, Robert G. Stern

- 1.0 Call to Order and Welcome Mori Hosseini, Chair
- 2.0 Verification of Quorum Vice President Liaison
- 3.0 Review and Approval of Minutes..... Mori Hosseini, Chair
[December 5, 2019 FCI Committee](#)
[September 5, 2019 FCI Subcommittee](#)
[December 5, 2019 FCI Subcommittee](#)
- 4.0 Capital InvestmentsMori Hosseini, Chair
 - 4.1 Data Science and Information Technology Conceptual Design Presentation..... Daniel Lee, Bohlin Cywinski Jackson
 - 4.2 Housing Master Plan..... Charlie Lane, Senior Vice President/COO
 - [4.3](#) UF Bond Initiatives..... Curtis Reynolds, Vice President for Business Affairs
Scott Stricklin, Athletic Director, UAA
- 5.0 Action Items Mori Hosseini, Chair
 - [FCI1](#) Transportation and Parking Auxiliary – Covenants Relating to Facilities with Outstanding Revenue Bonds Curtis Reynolds
 - [FCI2](#) Naming: The Ann Marie Rogers Swimming & Diving Pool Tom Mitchell
Vice President for Advancement
 - [FCI3](#) Naming: The Sams-LeFils Round Pens Tom Mitchell
 - [FCI4](#) Naming: The Thomas C. Emmel Research Building..... Tom Mitchell
 - [FCI5](#) Naming: The Hooks Family Dugout Tom Mitchell
 - [FCI6](#) Naming: The National Championship Display Courtesy of Mica & Mike Rywant..... Tom Mitchell
 - [FCI7](#) Naming: Eugene F. Brigham Finance, Insurance and Real Estate Department Tom Mitchell
- 6.0 Discussion Items.....Mori Hosseini, Chair
 - [6.1](#) UF 2021 – 2022 FCO/Capital Improvement Plan/LBR Overview Curtis Reynolds
 - [6.2](#) Construction Update..... Curtis Reynolds

- 7.0 New BusinessMori Hosseini, Chair
- 8.0 AdjournMori Hosseini, Chair



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

Meeting Minutes

December 5, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 1:02 p.m.

Time Adjourned: 1:47 p.m.

Committee and Board members present

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

Others present were:

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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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 A. Reynolds, Vice President for Business Affairs; Scott Stricklin, Director of Athletics; members of the President's Cabinet, members of the University of Florida Community, and other members of the public and the media.

1.0 Call to Order and Welcome

Board and Committee Chair Hosseini welcomed everyone in attendance and called the meeting to order at 1:02 p.m.

2.0 Verification of Quorum

Vice President Curtis A. Reynolds confirmed a quorum with all Committee members present except Trustee Thomas Kuntz who arrived during the meeting.

3.0 Review and Approval of Minutes

Board and Committee Chair Hosseini asked for a motion to approve the minutes from the September 6, 2019 and November 4, 2019 meetings, which was made by Trustee Robert Stern and a second, which was made by Trustee Brandon. Board and Committee Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Board and Committee Chair Hosseini suspended the committee meeting at 1:04 p.m. to allow Speaker Designate Representative Chris Sprowls to address the Board, Cabinet and other members of the University Community. The committee meeting reconvened at 1:26 p.m.

4.0 Discussion/Informational

Board and Committee Chair Hosseini deferred the following presentation to the next board meeting:

4.1 Housing Master Plan Presentation

5.0 Action Items

Board and Committee Chair Hosseini deferred the following action items to the next board meeting:

FCI1 UF Housing Proposed Fees FY 2020-21

FCI2 Dining Services Proposed Fees FY 2020-21

FCI3 Transportation and Parking Services Proposed Fees FY 2020-21

Board and Committee Chair Hosseini asked Vice President Thomas Mitchell to present the naming Action Items as follows:

FCI4 Naming: Sam Tripson Memorial Porch

In recognition of the life of Sam Tripson, the University and the University of Florida Foundation seek to name the front porch of the IFAS Beef Teaching Unit the "Sam Tripson Memorial Porch."

Vice President Mitchell asked Jeanna Mastrodicasa, Associate Vice President for Agriculture and Natural Resources, to give a brief summary of the background information in support of the naming. Vice President Mitchell noted all due diligence had been met for the proposed naming.

The Committee on Facilities and Capital Investments was asked to approve Resolution #R19-221 to name the front porch of the IFAS Beef Teaching Unit the "Sam Tripson Memorial Porch." for recommendation to the Board of Trustees for its approval on the Non-Consent Agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item FC14 which was made by Trustee Johnson and a second, which was made by Trustee Daniel O’Keefe for recommendation to the Board for its approval on the Non-Consent Agenda. Board and Committee Chair Hosseini asked for further discussion. Board and Committee Chair Hosseini then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

FC15 Naming: Jason Beaird Memorial Bullpen

In recognition of the life of Jason Beaird, and his contributions as a member of the Florida Gators baseball team, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the visiting team bullpen at the Florida Ballpark the “Jason Beaird Memorial Bullpen.”

Vice President Mitchell noted the proposed naming met all naming requirements and all appropriate approvals had been attained. Vice President Mitchell asked Athletic Director Scott Stricklin to give a brief summary of the background information in support of the naming.

The Committee on Facilities and Capital Investments was asked to approve Resolution #R19-222 to name the visiting team bullpen at the Florida Ballpark the “Jason Beaird Memorial Bullpen” for recommendation to the Board of Trustees for its approval on the Non-Consent Agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item FC15 which was made by Trustee Robert G. Stern and a second, which was made by Trustee David Brandon for recommendation to the Board for its approval on the Non-Consent Agenda. Board and Committee Chair Hosseini asked for further discussion. Board and Committee Chair Hosseini then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

FC16 Naming: James W. “Bill” Heavener Football Training Center

In recognition of the generous and significant support of the University of Florida by James W. “Bill” Heavener, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the new football training center the “James W. “Bill” Heavener Football Training Center.”

Vice President Mitchell noted that all internal due diligence had been vetted for the proposed naming. Vice President Mitchell asked Athletic Director Scott Stricklin to give a brief summary of the background information in support of the naming.

The Committee on Facilities and Capital Investments was asked to approve Resolution #R19-223 to name the new football training center the “James W. “Bill” Heavener Football Training Center” for recommendation to the Board of Trustees for its approval on the Non-Consent Agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item FCI6 which was made by Trustee David Brandon and a second, which was made by Trustee Daniel O’Keefe for recommendation to the Board for its approval on the Non-Consent Agenda. Board and Committee Chair Hosseini asked for further discussion. Board and Committee Chair Hosseini then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

FCI7 Naming: The Malachowsky Data Science & Information Technology Building

In recognition of the generous support of the University of Florida by Chris Malachowsky, the University and the University of Florida Foundation seek to name the new Data Science & Information Technology Building “The Malachowsky Data Science & Information Technology Building.”

Vice President Mitchell noted that all internal due diligence and all appropriate approvals had been completed for the proposed naming. Vice President Mitchell asked Dean Cammy Abernathy, College of Engineering, to provide a brief summary of the background information in support of the naming.

The Committee on Facilities and Capital Investments was asked to approve Resolution #R19-224 to name the new Data Science & Information Technology Building “The Malachowsky Data Science & Information Technology Building” for recommendation to the Board of Trustees for its approval on the Non-Consent Agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item FCI7 which was made by Trustee Daniel O’Keefe and a second, which was made by Trustee David Brandon for recommendation to the Board for its approval on the Non-Consent Agenda. Board and Committee Chair Hosseini asked for further discussion. Board and Committee Chair Hosseini then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

FCI8 Naming: Billy Donovan Court, Exactech Arena at the Stephen C. O’Connell Center

In recognition of the tremendous contributions made to the University of Florida by former Head Men’s Basketball Coach Billy Donovan, the University, University of Florida Foundation, and the University of Florida Athletic Association seek to name the basketball court at the Exactech Arena at the Stephen C. O’Connell Center the “Billy Donovan Court.”

Vice President Mitchell noted that all internal due diligence and all appropriate approvals had been completed for the proposed naming. Vice President Mitchell asked Athletic Director Scott Stricklin to present a brief summary of the background information in support of the naming.

The Committee on Facilities and Capital Investments was asked to approve Resolution #R19-225 to name the basketball court at the Exactech Arena at the Stephen C. O’Connell Center the “Billy Donovan Court” for recommendation to the Board of Trustees for its approval on the Non-Consent Agenda.

Board and Committee Chair Hosseini asked for a motion to approve Action Item FC17 which was made by Trustee Robert Stern, and a second, which was made by Trustee Daniel O’Keefe for recommendation to the Board for its approval on the Non-Consent Agenda. Board and Committee Chair Hosseini asked for further discussion. Board and Committee Chair Hosseini then asked for all in favor of the motion and any opposed and the motion was approved unanimously.

6.0 Discussion

Board and Committee Chair Hosseini asked Vice President Curtis Reynolds to present the Construction update as follows:

UF-619 –Institute of Black Culture & Institute of Hispanic Latino Culture Facilities

This project replaces the deteriorated Institute of Black Culture & Institute of Hispanic Latino Culture buildings with new modern facilities of approximately 6,700 GSF each. The new facilities have been designed to efficiently present both cultures, and will help meet the needs of today’s students while continuing to preserve the cultural histories that each group represents. The project is 100% complete.

UF-608 –Parking Garage XIV

This project consists of a new parking garage to be located on the north portion of the Commuter Lot west of Gale Lemerand Drive and south of existing Parking Garage V. The new structure proposes 2,029 spaces on seven floors and will be approximately 642,000 GSF. The project is currently 95% complete.

UF-221 –Norman Hall Rehabilitation and College of Education Center Addition

The project consists of the exterior rehabilitation and interior renovation of historic Norman Hall for the University of Florida, College of Education. Norman Hall, originally known as P.K. Yonge Laboratory School, is a historic academic building on the eastern campus of the University of Florida. It was designed by architect Rudolph Weaver and constructed in 1932. It was added to the U.S. National Register of Historic Places in 1990. The program includes the rehabilitation of the 80,000 GSF Norman Hall, plus the addition of a new 6,800 GSF (approximate) stand- alone College of Education Center. The project is 95% Complete.

Vice President Reynolds noted that these are active major projects exceeding \$683m.

Board and Committee Chair Hosseini asked staff to make a note to invite Congressman John Mika to the Norman Hall Ribbon Cutting Ceremony at the appropriate time.

7.0 New Business

Board and Committee Chair Hosseini asked Dr. Charlie Lane to come back to the board outlining the campus security plan.

8.0 Adjourn

There being no further discussion, Committee Chair Hosseini adjourned the meeting at 1:47 p.m.

DRAFT



SUBCOMMITTEE ON CAPITAL INVESTMENT STRATEGY

AGENDA

Thursday, September 5, 2019

11:00 a.m.

Room 208, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 11:08 a.m.

Time Adjourned: 12:08 p.m.

Subcommittee and Board members present:

Morteza Hosseini (Board Chair), David L. Brandon, Thomas G. Kuntz (Board Vice Chair), Daniel T. O'Keefe

Others present were:

Charlie Lane, Senior Vice President and Chief Operating Officer; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Curtis Reynolds, Vice President for Business Affairs; Colt Little, Senior Counsel, General Counsel; Carrie Bush, Director of Strategic Initiatives; Carlos Dougnac, Assistant Vice President, Planning, Design and Construction; Kevin Heinicka, Director, UF/IFAS Facilities Planning & Operations; and members of the University of Florida Community.

1.0 Roll Call

Board Staff conducted a roll call of all subcommittee and board members present.

2.0 Call to Order and Welcome

Chair Morteza Hosseini welcomed everyone in attendance and called the meeting to order at 11:08 a.m.

3.0 Discussion Items

Chair Morteza Hosseini asked Dr. Charlie Lane, Senior Vice President and Chief Operating Officer, to move into the PowerPoint presentation discussing items to be addressed by the subcommittee as follows:

3.1 Review Subcommittee Charge and Role

Dr. Charlie Lane reviewed the purpose of the subcommittee and its goal to identify the priority of need for those projects with the goal of ensuring the following:

1. Apply our resources and space most effectively and efficiently from a long-term, institutional perspective.
2. Utilize the optimal source of funding/financing mechanism for each project.
3. Fit proposed projects within the existing Master Plan and Strategic Plan, and, if not, consider whether and why an exception should be made.
4. Consider any other factors unique to the proposed project, thinking from a long-term, enterprise-wide perspective.

3.2 Projects to be Reviewed and Process

Dr. Lane discussed what projects the subcommittee would review at the direction of the UF Board Chair; certain proposed projects, across all funding sources and UF entities. There ensued a discussion validating a prioritized project list. Chair Hosseini asked staff to look at all the information and financing and provide a prioritized list before the December subcommittee meeting. Chair Hosseini noted the subcommittee's prioritized needs and proposed funding will not be approved by the Board until financing is secured. Trustee Thomas Kuntz added the prioritized list should have a process for the next steps. A discussion ensued regarding the color of money, realistic funding and proposed bonding opportunities at the current interest rates. Chair Hosseini stated the role of the subcommittee is to assist the administration with a capital project blueprint.

3.4 Overview of Current Capital Projects and Projected Financials

Dr. Charlie Lane reviewed the current capital projects and projected cost for the next 1-5 years for Academic, Non-Academics, Safety and Security, Utilities, Landscape, Transportation, and UF Health, GNV/JAX. The estimated total is approximately \$1.586B.

3.5 Project Updates

Dr. Lane informed the subcommittee the Music Building and Matherly Hall projects would be removed from the project list. Vice President Curtis Reynolds noted that the following projects would be excluded from the prioritized list: PK Yonge, Architecture, Data Science and Information Technology (DSIT), Public Safety/University Police, Student Health and Wellness, Safety and Security Infrastructure, Holland Law, Southwest Roadway improvement and Campus Utility Infrastructure (Facilities and Capital Investments Committee and Board approval planned for September 6, 2019).

There ensued a discussion regarding the University's bonding capacity to include the Housing Master Plan and the Central Energy Plant.

4.0 New Business

1. Next meeting of the subcommittee to be in December, coordinate with Government Affairs on schedule.
2. Present a prioritized list of capital projects from CPPEC back to the subcommittee (in Dec).

5.0 Adjourn

There being no further discussion, Chair Morteza Hosseini adjourned the meeting at 12:08 p.m.

DRAFT



SUBCOMMITTEE ON CAPITAL INVESTMENT STRATEGY

AGENDA

Thursday, December 5, 2019

9:30 a.m.

Room 208, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 9:34 a.m.

Time Adjourned: 10:47 a.m.

Subcommittee and Board members present:

Mori Hosseini (Board Chair), David L. Brandon, Daniel T. O’Keefe, Thomas G. Kuntz (Board Vice Chair) (absent),

Others present were:

President Kent Fuchs, Charlie Lane, Senior Vice President and Chief Operating Officer, Curtis A. Reynolds, Vice President for Business Affairs; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; David Norton, Vice President, Research; David Nelson, Senior Vice President, UF Health; Mike McKee, Chief Financial Officer; Colt Little, Senior Counsel, General Counsel; Carrie Bush, Director of Strategic Initiatives; Carlos Dougnac, Assistant Vice President, Planning, Design and Construction; Chad Doering, Director, Housing Facilities Operations; Jeanna Mastrodicasa, Associate Vice President, IFAS; Mark Helms, Assistant Vice President, Facilities Services; Tina Horvath, Senior Director of Housing & Residence Education; Alan West, Assistant Vice President & University Controller; Eugene Herring, Director of Capital Programs and Financial Management, Planning, Design and Construction; Cydney McGlothlin, University Architect; and members of the University of Florida Community.

1.0 Call to Order and Welcome

Chair Mori Hosseini welcomed everyone in attendance and called the meeting to order at 9:34 a.m.

2.0 Roll Call

Board Staff conducted a roll call of all subcommittee and board members present.

3.0 Discussion Items

Chair Mori Hosseini asked Dr. Charlie Lane, Senior Vice President and Chief Operating Officer, to move into the discussion items to be addressed by the subcommittee as follows:

3.1 Overview of Capital Investment Prioritization

Dr. Lane provided an overview of the Capital Investment Priority list. A discussion ensued regarding the ranking of projects. Board Chair Hosseini asked that the Landscape Master Plan Phase I and Phase II be moved to a high priority. Trustee Daniel O’Keefe asked for an update on replacing the elevators and furniture in the common areas within housing facilities. Dr. Lane acknowledged Trustee O’Keefe’s concern would be part of the project plan. Board Chair Hosseini asked staff to focus on all housing projects as one item for the priority list and to provide one report in totality. Dr. Lane noted the request. Other suggestions from the Board included listing deferred maintenance as a high priority and adding the College of Design and Construction and Planning project to the priority list. Dr. Lane noted the request.

3.1.1. Project Updates

Housing Master Plan

Dr. Charlie Lane provided an update on the Housing Master Plan. A discussion ensued regarding the number of beds for the East Campus Honors Residence Hall and the West Campus Undergraduate Athlete Residence Hall and the construction costs. Trustee O’Keefe asked for the “all-in” construction cost and was provided with a total of \$374/square foot for total project cost. Assistant Vice President Carlos Dougnac explained the cost evaluation for the per square foot cost and the process for hiring a criterion architect

Trustee David Brandon inquired about prequalification of design/guidelines for the project. Assistant Vice President Carlos Dougnac noted any firm who could meet the University’s program/budgetary requirements would be allowed to participate in the request for proposals (RFP) process.

Dr. Charlie Lane continued the update with discussion of the Five-Year Housing Strategy from start to completion. Trustee Brandon asked for a timeline for move-in. Dr. Lane noted 2023 for substantial completion.

Dr. Charlie Lane noted the financial strategy for the Housing Master Plan would require funding of up to \$305.5 million and the initial debt would be acquired by 2021.

Biomedical Research Building

Dr. Lane provided an update on the Biomedical Research Building plan to construct a building to co-mingle the UF Health and the Office of Research functions. Vice President David Norton discussed data showing the need for animal housing areas. Vice President Norton noted the new facility would add 7,500 cages and animal housing would be adequate for the next 7 to 10 years. Senior Vice President David Nelson discussed the College of Medicine’s need for research space for the next 3 years for growth. Board Chair Hosseini asked that College of Medicine be changed to UF Health.

Central Energy Plant (CEP)

Vice President Curtis Reynolds discussed the Central Energy Plant including - available options for comparison. Board Chair Hosseini asked if there were additional questions considering that each subcommittee member had been briefed by Vice

President Reynolds regarding the details for CEP. The subcommittee supported Option 3 as presented for bond financing. Board Chair Hosseini asked Vice President Reynolds to keep the Committee (BOT) posted on discussions for bonding and Board Char Hosseini offered his support, if needed.

3.2 Overview of Capital Project Construction Timeline

Vice President Curtis Reynolds provided an overview of the Capital Project Construction Timeline. A discussion ensued regarding the volume and consideration of major construction projects on campus.

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

There being no further discussion, Board Chair Mori Hosseini adjourned the meeting at 10:47 a.m.

DRAFT



UF Bond Initiatives

*Facilities and Capital
Investments Committee*

March 26, 2020

Housing Master Plan

Proposed to bond finance the construction of 1,900 new beds, renovate 791 beds and demolish 1,089 beds on campus.

- Amount to be financed: \$305.5M
- Bond proceeds potentially available in spring 2021
- Next steps:
 - UFBOT approval of rental rate structure
 - Further consultation with Division of Bond Finance (DBF)
 - UFBOT approval of financing plan
 - Board of Governors (BOG) approvals

Central Energy Plant

Propose to bond finance the construction of a new Central Energy Plant (electricity, steam and chilled water production) and related campus infrastructure.

- Amount to be financed: \$200M
- Bond proceeds potentially available summer 2021
- Next steps:
 - Further consultation with Division of Bond Finance (DBF)
 - UFBOT approval of financing plan
 - Board of Governors (BOG) approvals
 - Legislative approvals

University Athletics Association

Propose to bond finance the implementation of the UAA's facilities master plan which includes the renovation/expansion of Donald R. Disney soccer and lacrosse stadium complex, renovation of Ben Hill Griffin stadium complex and the construction of the Bill Heavener football training center.

- Amount to be financed: \$100M
- Bond proceeds potentially available summer 2020
- Next steps:
 - Further consultation with Division of Bond Finance (DBF)
 - UAA Board approval
 - UFBOT approval of financing plan
 - Board of Governors (BOG) approval



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
COMMITTEE ON FACILITIES AND CAPITAL
INVESTMENTS**

**ACTION ITEM FCI1
March 26, 2020**

SUBJECT: Transportation and Parking Auxiliary – Covenants Relating to Facilities with Outstanding Revenue Bonds

BACKGROUND INFORMATION

Certain outstanding state university system bond issues for auxiliary facilities have covenants which state the Board of Governors shall annually, or at any other time as requested by the State Board of Administration, prepare and adopt a detailed revenue and expense budget for bonded auxiliaries, which shall set forth the amount to be deposited in facility maintenance and repair reserve accounts.

In order to satisfy bond covenants, the Board of Governors adopted Regulation 9.008, requiring University Boards of Trustees to approve and submit operating budget detail for auxiliary facilities with such bond covenants and to report the anticipated amount to be deposited in an auxiliary maintenance and equipment reserve fund. Such reserve amounts are determined by the Board of Trustees in accordance with institutional policy and/or policy and/or bond covenant requirements.

The University of Florida's Series 2018A Parking Facility Revenue Bonds contain such covenants, although a funding level for the maintenance and equipment reserve is not specified. The attached revenue and expense budgets incorporate and comply with the university's Parking Operating Fund – Ending Reserve and Operating Cash Policies that were approved during the Committee on Facilities and Capital Investments meeting held on June 6, 2019.

In order to comply with the Board of Governors' regulation, a detailed fiscal year 2020-21 revenue and expense budget for the Transportation and Parking auxiliary is presented for approval.

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve the Transportation and Parking Auxiliary Budget for Fiscal Year 2020-21 for recommendation to the Board of Trustees for its approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors' approval is required.

Supporting Documentation Included: None.

Submitted by: Curtis A. Reynolds, Vice President for Business Affairs

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FC12

March 26, 2020

SUBJECT: Naming: Ann Marie Rogers Swimming & Diving Pool

BACKGROUND INFORMATION

In recognition of the tremendous contributions of Ann Marie Rogers on the UF women's athletic program, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O'Connell Center the "Ann Marie Rogers Swimming & Diving Pool."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution # R20-226 to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O'Connell Center the "Ann Marie Rogers Swimming & Diving Pool," for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-226](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Ann Marie Rogers

Ann Marie Rogers was a former University of Florida Associate Athletics Director who played a significant role in building the UF women's athletic program until her retirement in 2003. She was a guiding force in the elevation of UF's overall women's athletic program's national prominence.

Under her leadership, the Gator women's program enjoyed tremendous national success, finishing among the ten most successful women's programs in the nation for 17 years (1985-02). The UF women's program also won the Southeastern Conference's Women's All Sports Trophy 11 times since the 1985-86 season, including seven of the last eight crowns. Florida garnered 52 total SEC women's titles in Rogers's reign, while capturing 10 women's national titles. *Sports Illustrated for Women* twice (1999 & '00) ranked the UF women's athletics program second in the nation and *Sports Illustrated* named UF the No. 1 women's program in 1997.

Rogers joined the University of Florida staff in the summer of 1985 after serving as an University of Alabama's Associate Athletics Director from 1974-85. Rogers was also the Princeton University's Women's Tennis Coach (1972-73); a Smith College Physical Education Faculty Member; and in Michigan, she was a Dearborn High School teacher and coach (1969-73).

Rogers was a member of the NCAA Professional Sports Liaison Committee, NCAA Golf and Recruiting Committees, National Association of Collegiate Women Athletic Administrators, and a board member of the National Association of Collegiate Directors of Athletics. She also served the Southeastern Conference as a consultant, assisting with the transition of women's sports into the conference. Rogers was a member of the SEC Executive Committee from 1999-01. She was on the Florida Governor's Council on Physical Fitness and Sports. In the community, Ann Marie is active in Rotary, Women's Forum, and the Boys & Girls Club Foundation. She has also been the Girls Club president and action on the Girls Club Foundation.

Rogers holds a bachelor's degree in physical education from Michigan State University, a Master's of Science Degree from Eastern Michigan University and a Master of Arts and Administration of Higher Education from Alabama.





NATATORIUM

ANN MARIE ROGERS SWIMMING AND DIVING POOL





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R 20-226

Subject: Naming the Ann Marie Rogers Swimming & Diving Pool

Date: March 26, 2020

WHEREAS, Ann Marie Rogers has made significant contributions to the University of Florida women’s athletic program;

WHEREAS, in grateful recognition of these contributions, the University seeks to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O’Connell Center the “Ann Marie Rogers Swimming & Diving Pool;”

WHEREAS, the University of Florida Foundation and the University of Florida Athletic Association seek to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O’Connell Center the “Ann Marie Rogers Swimming & Diving Pool;”

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the indoor swimming & diving pool at the Natatorium at the Stephen C. O’Connell Center be named the “Ann Marie Rogers Swimming & Diving Pool.”

Adopted this 26th day of March, 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FC13

March 26, 2020

SUBJECT: Naming: Sams-LeFils Round Pens

BACKGROUND INFORMATION

In recognition of the generous support of Kim & Daniel Sams, and Avery and Bernard LeFils, the University and the University of Florida Foundation seek to name the round pens at the IFAS Horse Teaching Unit the "Sams-LeFils Round Pens."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-227 to name the round pens at the IFAS Horse Teaching Unit the "Sams-LeFils Round Pens" for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # 20-227](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Prepared for the University of Florida Board of Trustees | March 2020

KIM & DANIEL “DANNY” SAMS (Clermont, FL)

Kim is the Director of Strategic Philanthropy and Corporate Citizenship for Walt Disney. She earned her bachelor’s degree in UF Journalism & Communications in 1979. She is a member of the UF Foundation National Board and serves on the philanthropy committee.

Though now retired, Danny was a marine animal trainer for SeaWorld and other amusement parks. He also taught high school science and coached football.

Kim and Danny are most passionate about scholarships and providing students with well-rounded learning experiences. They are UF College of Agricultural and Life Sciences (CALS) Dean’s Circle members, providing flexibility to Dean Elaine Turner to meet the highest pressing needs in the college. They leverage Disney’s matching gift program for each of their contributions. Kim and Danny hope to exemplify these passions in addition to their dedication to the equestrian industry with a gift to support the round pen construction and naming at the UF/IFAS Horse Teaching Unit. The “Sams-LeFils Round Pens” would honor Kim and Danny as well as their daughter, Avery LeFils, and her husband, Bernie LeFils.



AVERY & BERNARD “BERNIE” LEFILS (Lake Helen, FL)

Avery is a proud Gator, earning her bachelor’s degree in UF Agricultural Education & Communication in 2011. She was a student member of Sigma Alpha. She is the Industry Relations Manager at Florida Dairy Farmers, and previously worked for Village Farms International and the Florida Fruit & Vegetable Association. Avery is dedicated to equestrian sports, showing horses competitively and continuing to develop these skills in youth.

Like Avery, Bernie earned his bachelor’s degree from UF in 2011, majoring in Food & Resource Economics. While at UF he was a member of Alpha Gamma Rho, Block and Bridle, Florida Blue Key and was an ambassador for the College of Agricultural and Life Sciences. He is a Certified Public Accountant at a family-owned practice.



The LeFils are passionate about enhancing the educational experience for agricultural students. They are the youngest members of the CALS Dean’s Circle, understanding the importance of flexible, unrestricted gifts. In 2018, the LeFils were honored with the CALS Alumni & Friends Horizon Award, which recognizes young alumni who show outstanding commitment to industry and the UF College of Agricultural and Life Sciences.

Sams-LeFils Round Pens Renderings





UF/IFAS
Office of the Senior Vice President
Agriculture and Natural Resources

PO Box 110180
Gainesville FL 32611-0180
(352) 392-1971
(352) 392-6932 Fax

January 15, 2020

Tom Mitchell
Vice President
UF Foundation, Inc.
PO Box 14425
Gainesville, FL 32604-9949

Dear Tom,

My team in IFAS Advancement has been working with donors who wish to support our UF/IFAS Horse Teaching Unit (HTU). The donors would like to honor their family's commitment to the College of Agricultural and Life Sciences (CALS) and their dedication to equine science through their gifts to the HTU. The Sams and LeFils wish to commemorate their history with the University of Florida and equestrian industry by naming the round pens at the HTU.

The gifts will support the full construction of the coverings of the round pens at the HTU that will be essential to the students' educational experience. The coverings enable faculty and staff to execute coursework effectively and timely even following inclement weather.

I respectfully request that the UF Foundation proceed with advancing this proposed naming to President Fuchs, the Board of Trustees, and any other approvals necessary.

Thank you for your consideration of this request and please let me know if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jack M. Payne', written over a light blue circular stamp.

Jack M. Payne
Senior Vice President
University of Florida IFAS



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-227

Subject: Naming the “Sams-LeFils Round Pens”

Date: March 26, 2020

WHEREAS, Kim & Daniel Sams, and Avery and Bernard LeFils, are valued members of the UF IFAS/CALS alumni community;

WHEREAS, in grateful recognition of their support, the University seeks to name the round pens at the IFAS Horse Teaching Unit the “Sams-LeFils Round Pens;”

WHEREAS, the University of Florida Foundation seeks to name the round pens at the IFAS Horse Teaching Unit the “Sams-LeFils Round Pens;”

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the round pens at the IFAS Horse Teaching Unit be named the “Sams-LeFils Round Pens.”

Adopted this 26th day of March, 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI4

March 26, 2020

SUBJECT: Naming: Thomas C. Emmel Research Building

BACKGROUND INFORMATION

In recognition of the many contributions made by Dr. Thomas C. Emmel as a faculty member, internationally acclaimed Lepidoptera specialist, and founding director of the McGuire Center for Lepidoptera & Biodiversity, the University and the University of Florida Foundation seek to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building.”

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-228 to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building” for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors’ regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-228](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Dr. Thomas C. Emmel



A renowned scientist, Dr. Thomas C. Emmel was known to many as a professor, mentor, researcher, travel guide, lepidopterist extraordinaire, colleague and friend. As the initiator and founding director of the McGuire Center for Lepidoptera & Biodiversity and professor emeritus of zoology and entomology at the University of Florida, Dr. Emmel shared his knowledge and love for Lepidoptera with countless students, visitors, faculty and staff.

Dr. Emmel earned a Ph.D. from Stanford University and authored more than 400 scientific publications and 35 books. He was well-known as an international expert on tropical ecology, population biology, and Lepidoptera. Dr. Emmel joined the faculty at the University of Florida in 1968. In his nearly 50 year career at UF, Dr. Emmel rose through ranks to full professor, served as department chair for more than 20 years and directed the UF Boender Endangered Species Laboratory before being named founding director of the McGuire Center in 2004.

In addition to his extensive academic career, Dr. Emmel traveled to more than 45 countries and led hundreds of natural history and scientific research ecotours across the globe. Due to his unparalleled expertise, Dr. Emmel's scientific excursions to Mexico to observe the Monarch butterfly migrations were especially popular and brought much needed awareness to butterfly conservation efforts in the area.







Florida Museum of Natural History
Office of the Director

Museum Road
PO Box 117800
Gainesville, FL 32611-7800
352-392-1721 Tel
352-392-8783 Fax

10 February 2020

Mr. Thomas J. Mitchell
Vice President, Development and Alumni Affairs
University of Florida Foundation
1938 W. University Avenue
Gainesville, FL 32603

Dear Tom:

With this letter I seek your support in naming a museum research and collection warehouse building the “Thomas C. Emmel Research Building”. This building is one of two buildings on several acres of land in SW Gainesville that were recently donated to the UF Foundation by the International Biodiversity Foundation, Inc. for use by the Florida Museum of Natural History.

The International Biodiversity Foundation, Inc. was started many years ago by Dr. Emmel who you will remember as an internationally acclaimed scientist, Lepidoptera specialist and UF professor for almost 50 years. In fact he was the Founding Director of the McGuire Center for Lepidoptera & Biodiversity at the University of Florida that opened in 2004. With Dr. Emmel’s passing in 2018, the IBF board decided to donate the land (> 8 acres plus two buildings) to the FLMNH for use in collection storage and research, as Tom had always envisioned.

I am very supportive of this naming opportunity and trust you will be as well. I request your support in seeking the necessary approvals both within the University and from the UF Board of Trustees in order to recognize the many contributions of Dr. Tom Emmel and the generous donation of this wonderful property.

Thank you for in advance for helping to navigate the naming process. Please contact me if more information is needed or if you would like me to elaborate on the details of this request. I look forward to hearing from you.

Sincerely,

A handwritten signature in black ink that reads 'Douglas S. Jones'. The signature is written in a cursive, flowing style.

Douglas S. Jones
Director

The Foundation for The Gator Nation



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-228

Subject: Naming the “Thomas C. Emmel Research Building”

Date: March 26, 2020

WHEREAS, Thomas C. Emmel was a valued member of the University of Florida community who made significant and lasting contributions to the Florida Museum of Natural History as founding director of the McGuire Center for Lepidoptera & Biodiversity;

WHEREAS, in grateful recognition of these contributions, the University seeks to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building;”

WHEREAS, the University of Florida Foundation seeks to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building;”

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the Florida Museum of Natural History research building be named the “Thomas C. Emmel Research Building.”

Adopted this 26th day of March 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCIS

March 26, 2020

SUBJECT: Naming: Hooks Family Dugout at the Florida Ballpark

BACKGROUND INFORMATION

In recognition of the generous support of the University of Florida by Hollis and Deborah Hooks, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-229 to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout," for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-229](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Hollis & Deborah Hooks

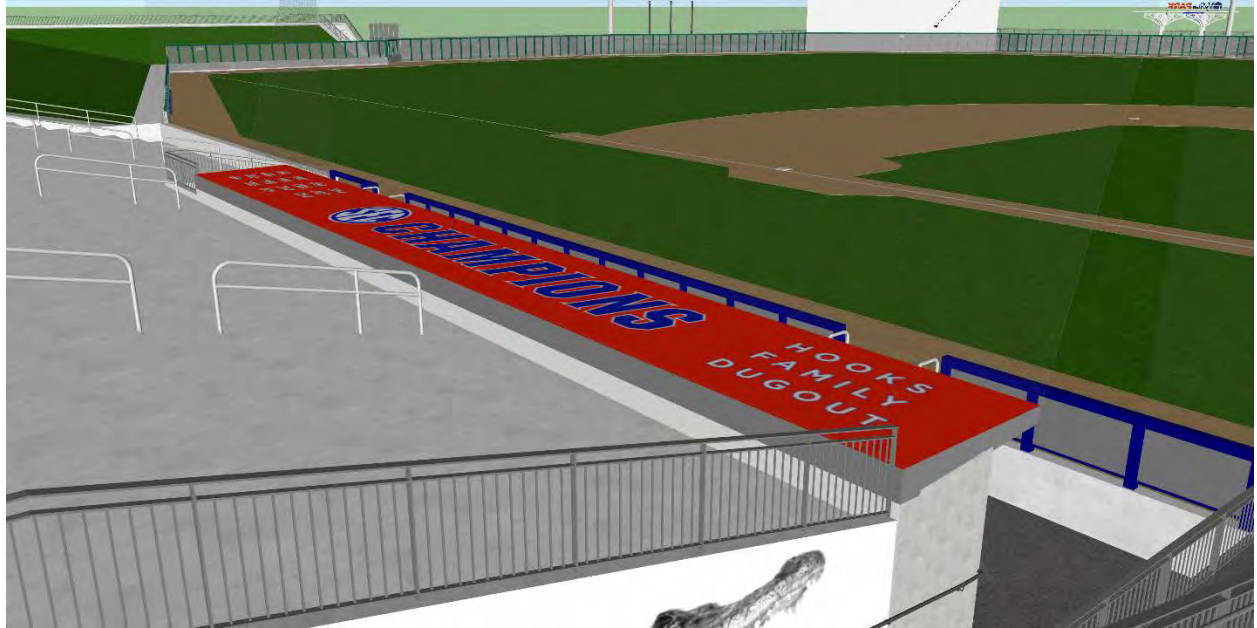


Hollis and Deborah Hooks are residents of Lakeland, FL where Hollis serves as Senior Vice President of Wealth Management at Morgan Stanley. Hollis is a graduate of Mercer University in Macon, GA. Following graduation, he spent two years in Washington, DC, as an aide to then US Senator Lawton Chiles from Florida. Deborah is a graduate of the University of Florida, earning her BFA in Fine Arts.

Community involvement has been a hallmark of Hollis' career and an important aspect of his life in Lakeland and Polk County. He was elected to the Polk County School Board where he also served as chairman. He has served on the Board of Directors and Chairman of the Lakeland Regional Medical Center, Polk State College, Lakeland Regional Medical Center Foundation, Leadership Lakeland Alumni, the Polk Education Foundation, and the Achievement Academy. He is a past recipient of the Jere Annis Award given by the Leadership Lakeland Alumni Association in recognition of his volunteer service to the Lakeland community.

Hollis has also served on the Gator Boosters Board of Directors and he and Debbie have been generous supporters of Gator Athletics. They are avid Gator fans and enjoy playing golf and vacationing in Anna Maria Island, FL and Lake Glenville, NC in their spare time.

HOOKS FAMILY DUGOUT - FLORIDA BALLPARK



FLORIDA

ATHLETICS

DRAFT 2.17.20

SCOTT STRICKLIN
DIRECTOR OF ATHLETICS
SCOTT@GATORS.UFLEU
OFFICE (352) 375-4683 EXT. 6000
FAX (352) 384-2725

February 14, 2020

Tom Mitchell
Vice President for Advancement
University of Florida Advancement
1938 W. University Ave., Gainesville, FL 32603

Dear Tom,

I am writing you in reference to the proposed naming of the Hooks Family Dugout at Florida Ballpark. This will be the dugout on the third base side.

We would like to ask for your permission to move forward with this approach and request your support in bringing this matter to the attention of President Fuchs and the Board of Trustees.

Thank you for your consideration.



Scott Stricklin
Athletics Director

CC: Phil Pharr, Executive Director, Gator Boosters





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-229

Subject: Naming the Hooks Family Dugout at the Florida Ballpark

Date: March 26, 2020

WHEREAS, Hollis and Deborah Hooks have made generous commitments to support the University of Florida;

WHEREAS, in grateful recognition of these commitments, the University seeks to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout;"

WHEREAS, the University of Florida Foundation and the University of Florida Athletic Association seek to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout;"

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the third base side dugout at the Florida Ballpark be named the "Hooks Family Dugout."

Adopted this 26th day of March, 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI6

March 26, 2020

SUBJECT: Naming: National Championship Display Courtesy of Mica & Mike Rywant at Katie Seashole Pressly Stadium

BACKGROUND INFORMATION

In recognition of the generous support of the University of Florida by Mica & Mike Rywant, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the National Championship Display at Katie Seashole Pressly Stadium the "National Championship Display Courtesy of Mica & Mike Rywant."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-230 to name the National Championship Display at Katie Seashole Pressly Stadium the "National Championship Display Courtesy of Mica & Mike Rywant," for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-230](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Mica & Mike Rywant



Mike Rywant is a partner in the law firm Rywant, Alvarez, Jones, Russo & Guyton. He is a 1974 graduate of the Herbert Wertheim College of Engineering with a BS in Nuclear Engineering Sciences. He then went on to attend the Levin College of Law, receiving his JD in 1977. He is a Florida Bar Board Certified Civil Trial Lawyer and has made the Florida Super Lawyers list each year since 2007.

Mike & Mica are 35-year football season ticket holders, with 17 years as Bull Gators. They are active in their support of athletics, previously establishing the Mica & Mike Rywant Football Scholarship Endowment Fund.

The Rywants live in Newberry, Florida, just outside Gainesville, and are avid Gator sports fans.

National Championship Display Courtesy of Mica & Mike Rywant
Katie Seashole Pressly Stadium



SCOTT STRICKLIN
DIRECTOR OF ATHLETICS
SCOTTS@GATORS.UFLE.U
OFFICE (352) 375-4683 EXT. 6000
FAX (352) 384-2725

February 14, 2020

Tom Mitchell
Vice President for Advancement
University of Florida Advancement
1938 W. University Ave., Gainesville, FL 32603

Dear Tom,

I am writing you in reference to the proposed naming of the Mica & Mike Rywant softball championship trophy display case at Katie Seashole Pressly Stadium.

We would like to ask for your permission to move forward with this approach and request your support in bringing this matter to the attention of President Fuchs and the Board of Trustees.

Thank you for your consideration.



Scott Stricklin
Athletics Director

CC: Phil Pharr, Executive Director, Gator Boosters





**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-230

Subject: Naming the National Championship Display Courtesy of Mica & Mike Rywant at Katie Seashole Pressly Stadium

Date: March 26, 2020

WHEREAS, Mica & Mike Rywant have made generous commitments to support the University of Florida;

WHEREAS, in grateful recognition of these commitments, the University seeks to name the National Championship Display at Katie Seashole Pressly Stadium the "National Championship Display Courtesy of Mica & Mike Rywant;"

WHEREAS, the University of Florida Foundation and the University of Florida Athletic Association seek to name the National Championship Display at Katie Seashole Pressly Stadium the "National Championship Display Courtesy of Mica & Mike Rywant;"

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the National Championship Display at Katie Seashole Pressly Stadium be named the "National Championship Display Courtesy of Mica & Mike Rywant."

Adopted this 26th day of March, 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI7

March 26, 2020

SUBJECT: Naming: Eugene F. Brigham Finance, Insurance and Real Estate Department

BACKGROUND INFORMATION

In recognition of the generous and significant support of and service to the University of Florida by Dr. Eugene F. Brigham, the University and the University of Florida Foundation seek to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the "Eugene F. Brigham Finance, Insurance and Real Estate Department."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-231 to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the "Eugene F. Brigham Finance, Insurance and Real Estate Department" for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-231](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



Eugene F. Brigham



Eugene “Gene” Brigham was a longtime faculty member of the Warrington College’s Department of Finance, Insurance and Real Estate, having served from 1971 to 1995. He is the founding director of UF’s Public Utility Research Center (PURC). Founded in 1972 by Dr. Brigham and Dr. Robert Lanzillotti, who was dean of UF’s College of Business, PURC is an internationally recognized academic center dedicated to research and training in utility regulation and strategy.

Brigham is a nationally recognized expert in finance and rate regulation and has authored more than 40 journal articles on the cost of capital, capital structure, and other aspects of financial management. He has served as a consultant to many companies and governmental agencies, including the RAND Corporation and the Federal Reserve Board, and has testified in numerous gas, electric, and telephone rate cases as an expert witness at both the federal and state levels.

In 1966, when he was an assistant professor of finance at UCLA’s business school, Brigham co-authored the second edition of *Essentials of Managerial Finance* with J. Fred Weston, a well-known UCLA finance professor. Brigham’s revision brought fresh direction and insight to the study of finance and was well-received by professors and students alike. Since then, Brigham has authored ten textbooks on finance that have been translated in 12 languages and used at more than 1,000 universities, selling a total of over 5 million copies. His textbooks have become a staple in MBA programs across the world and have, at times, accounted for as much as 40% of the market share of introductory finance textbooks.

Brigham received his undergraduate degree from UNC-Chapel Hill and earned his MBA and PhD from the University of California-Berkeley after serving three years in the Navy. He has served on the faculty of UC Berkeley, UCLA (where he was the Finance Department chair), the University of Wisconsin, and UF. He served as past-president of the Financial Management Association International and was named a Fellow of the organization in 2000.

Brigham has been a generous supporter of UF. In 2015, he established the Eugene F. Brigham Research Fund, to support PURC, and in 2017, he funded the Eugene F. Brigham Chair in Finance at the Warrington College of Business. Additionally, he pledged funds for the Eugene F. Brigham Finance Excellence Fund with the primary goal of enhancing undergraduate student support, in the form of updating undergraduate curriculum, experiential learning opportunities, professional development funds, and similar efforts.

Gene’s wife of 60 years, Sue, passed away in 2017. He has two daughters: Katherine “Kitty” Bosio (Duke University ’85) and Laura Brigham (UF, BSJ ’89). Gene lives in Gainesville at UF’s Oak Hammock.

EUGENE F. BRIGHAM FINANCE, INSURANCE AND REAL ESTATE DEPARTMENT



Eugene F. Brigham

FINANCE, INSURANCE & REAL ESTATE

WARRINGTON COLLEGE *of* BUSINESS



WARRINGTON
COLLEGE *of* BUSINESS



February 17, 2020

Mr. Thomas J. Mitchell
Vice President for Advancement
University of Florida Advancement
1938 W. University Ave.
Gainesville, FL 32603

Dear Tom,

I am pleased to share this letter of support for naming of the Warrington College's Department of Finance, Insurance and Real Estate after longtime faculty member Dr. Eugene F. Brigham. Dr. Brigham served on the faculty at the University of Florida from 1971 to 1995. He co-founded the University of Florida Public Utility Research Center (PURC) in 1972, which became an internationally recognized academic center.

Prior to UF, Dr. Brigham held teaching positions at other research universities. A nationally recognized expert in finance and rate regulation, he is co-author of the #1 financial text in the world. The ten textbooks on managerial finance and managerial economics he authored/co-authored are used at more than 1,000 universities in the United States and have been translated into 12 languages. Following his retirement from UF in 1995, he continued to teach finance, revise textbooks and consult with corporations and government agencies.

Dr. Brigham has an exceptional record and has brought great distinction to the university and the UF Warrington College of Business. It is with enthusiasm and gratitude that I support our largest academic department to be named the Eugene F. Brigham Department of Finance, Insurance and Real Estate.

Sincerely,



John Kraft
Dean



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-231

Subject: Naming the “Eugene F. Brigham Finance, Insurance and Real Estate Department ”

Date: March 26, 2020

WHEREAS, Dr. Eugene F. Brigham has made many generous and significant commitments to support the University of Florida;

WHEREAS, in grateful recognition of this support and his contributions to the department, the University seeks to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the “Eugene F. Brigham Finance, Insurance and Real Estate Department;”

WHEREAS, the University of Florida Foundation seeks to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the “Eugene F. Brigham Finance, Insurance and Real Estate Department;”

WHEREAS, the University of Florida Board of Trustees has naming authority conferred by the Florida Board of Governors under its Regulations 1.001 and 9.005;

NOW, THEREFORE, the University of Florida Board of Trustees hereby resolves that the Department of Finance, Insurance and Real Estate at the Warrington College of Business be named the “Eugene F. Brigham Department of Finance, Insurance and Real Estate.”

Adopted this 26th day of March, 2020, by the University of Florida Board of Trustees.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

STATE UNIVERSITY SYSTEM
Five-Year Capital Improvement Plan (CIP-2) and Legislative Budget Request
Fiscal Years 2020-21 through 2024-25
CIP-2A, Summary of Projects - Revised September, 2019

University . University of Florida

Contact Name: [Curtis A. Reynolds \(VPBA\)](#) Phone Number: [\(352\)392-1336](#) Email: curtrey@ufl.edu

PECO-ELIGIBLE PROJECT REQUESTS

| Priority No | Project Title | 2020-21 Year 1 | 2021-22 Year 2 | 2022-23 Year 3 | 2023-24 Year 4 | 2024-25 Year 5 | Academic or Other Programs to Benefit from Projects | Net Assignable Square Feet (NASF) | Gross Square Feet (GSF) | Project Cost | Project Cost Per GSF (Proj. Cost/ GSF) | Educational Plant Survey Recommended Date/Rec No. |
|--------------|---|-------------------|-------------------|-------------------|-------------------|-------------------|---|-----------------------------------|-------------------------|--------------|--|---|
| 1 | DATA SCIENCE AND INFORMATION TECHNOLOGY BUILDING (P,C,E) | 35,000,000 | | | | | ENGINEERING/HSC/INFORMATICS | 150,000 | 260,000 | 135,000,000 | \$ 519 | 4.1 2019 EPS (06/19/2019) |
| 2 | MUSIC BUILDING RENOVATIONS AND ADDITION (P,C,E) | 10,000,000 | 22,472,662 | | | | FINE ARTS | 83,260 | 119,256 | 38,400,000 | \$ 322 | 5.1 2019 EPS (06/19/2019) |
| 3 | WHITNEY LABORATORY FOR MARINE BIOSCIENCE (P,C,E) | | 14,000,000 | | | | WHITNEY LABORATORY FOR MARINE BIOSCIENCE | 24,000 | 38,560 | 24,000,000 | \$ 622 | 5.4 2019 EPS (06/19/2019) |
| 4 | FLORIDA NATURAL HISTORY MUSEUM EARTH SYSTEMS ADDITION (P,C,E) | | 17,000,000 | | | | FLMNH | 26,650 | 39,920 | 32,000,000 | \$ 802 | 5.3 2019 EPS (06/19/2019) |
| 5 | NEW ELECTRICAL INTERCONNECT AND SUBSTATION DISTRIBUTION (P,C,E) | | | 35,050,000 | 10,000,000 | | ALL | N/A | N/A | 45,050,000 | N/A | 1.3.1 2019 EPS (06/19/2019) |
| 6 | NEW CENTRAL UTILITY PLANT (P,C,E) | | | 5,000,000 | 30,000,000 | 30,000,000 | ALL | 109,319 | 131,766 | 150,000,000 | \$ 1,138 | 5.2 2019 EPS (06/19/2019) |
| TOTAL | | 45,000,000 | 53,472,662 | 40,050,000 | 40,000,000 | 30,000,000 | | | | | | |

FCO AMENDMENT – UF MAJOR PROJECTS

FCO Projects Amended December 2019 BOT Construction Update

| Project # | Project Title | Project Cost |
|-----------|--|--------------|
| UF-645 | Shealy Drive Parking Deck | \$4.5 M |
| UF-641 | East Campus Data Center Utility Upgrades | \$4.1 M |
| | | |

FCO Projects Amended March 2020 BOT Construction Update

| Project # | Project Title | Project Cost |
|-----------|--|----------------|
| UF-649 | Basic Sciences Building 1st Floor Renovation | \$ 4,000,000 |
| UF-652 | Biomedical Research Building | \$ 58,200,000 |
| UAA-53A | Football Facility Training Complex Offsite Utility Infrastructure Improvements | \$ 7,700,000 |
| UAA-60 | Soccer Team Facility & Lacrosse Facility Improvements | \$ 7,100,000 |
| UAA-62 | Ben Hill Griffin Stadium Facility Upgrades | \$ 70,000,000 |
| UF-654 | New Honors Residential Building | \$ 175,500,000 |

UF Board of Trustees

UNIVERSITY *of* FLORIDA

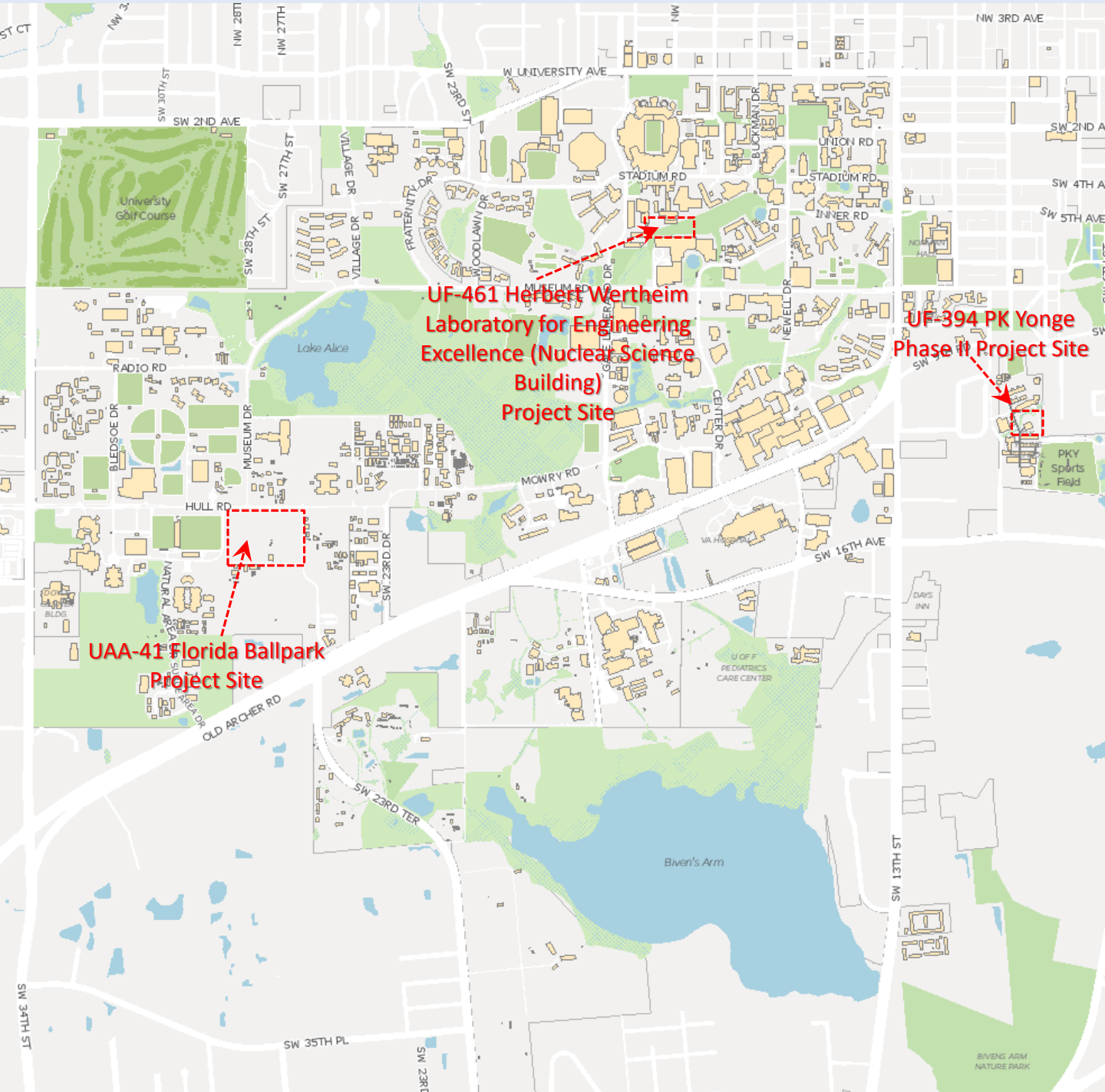
COMMITTEE *on* FACILITIES *and* CAPITAL
INVESTMENTS

Construction Update

Committee Meeting March 26, 2020



Construction Program Highlights – March 26, 2020



Construction Program Highlights – March 26, 2020

Project:

UF-461 – Herbert Wertheim Laboratory for Engineering Excellence (Nuclear Science Building)

Description:

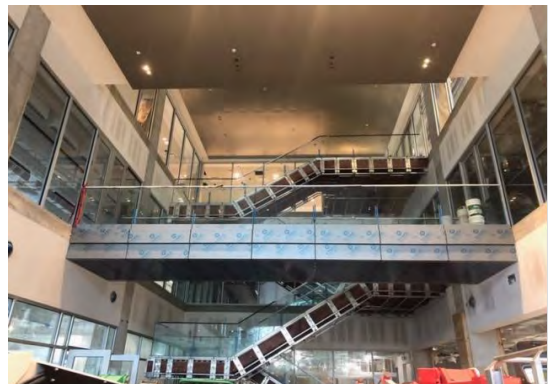
The renovation and addition to the current Nuclear Sciences Building will provide approximately 87,000 sq. feet for a new and renovated state-of-the-art educational environment to bring together interdisciplinary faculty, undergraduates and graduate students in collision spaces that compel collaboration. The location of the building is a key feature. Located in the center of campus and facing the Reitz Union, pedestrian walkways and intersections, this building provides a centerpiece for the face of innovation on UF’s campus. University, private and government funds will be used to: 1) provide state-of-the-art, high-technology instruction and research lab space to better address the educational needs of an expanding enrollment; 2) expand instructional program opportunities, including recruitment and retention; 3) foster industry partnerships; 4) expand interdisciplinary research funding.

Current Project Budget: \$72,316,512

Architect: Grimshaw Architects

Contractor: Whiting Turner

Status Update: Construction is currently 75% Complete, Phase 1 Substantial Completion scheduled for March 2020, Phase 2 Substantial Completion scheduled for June 2020.



Construction Program Highlights – March 26, 2020

Project:

UF-394 –PK Yonge Phase II

Description:

This project includes construction of a new 2 story 75,000 GSF middle & high school, utility infrastructure required to support the new facility, and the demolition of buildings 513, & 517. When completed, the new facility will aid in providing a model (curriculum, facilities, systems) for personalized, mastery-based learning experiences, and optimized for graduating college and career ready young adults. Also, this will enhance PK Yonge’s role as an incubator for K12 innovation, and enhances opportunities for STEM education/research in visible state-of-the-art science & engineering labs.

Current Project Budget: \$28,000,000

Architect: Schenkel & Shultz, Inc.

Contractor: Parrish McCall Constructors Inc

Status Update: Foundation and Structure phase is underway with construction status 15% complete. The project is scheduled for substantial completion December 2020.



Construction Program Highlights – March 26, 2020

Project:

UAA-41 –Florida Ballpark (Baseball)

Description:

This project consists of the construction of a new baseball stadium and team facility complex located on the UF Campus. The capacity of the stadium is intended to be approximately 5,500 seats and include the necessary fan amenities, team facilities, and parking. The stadium will provide accommodations and facilities to support the needs of the program, including a regulation sized competitive playing field, open air seating grandstand, a shade canopy, a 360 degree concourse, family zones, press box, and premium areas including; club seats, a club lounge, and home plate seating. Within the team facilities, the necessary program areas to support the coaches and players will be provided. These program areas include the home team locker room, film room, alumni locker room, satellite training room, equipment room, player’s lounge, coach’s locker room, and coach’s offices. Additional areas that will be included in the stadium will be the official’s locker room, and the visitor’s locker rooms.

Current Project Budget: \$65,000,000

Architect: Populous

Contractor: Brasfield & Gorrie LLC

Status Update: The project is currently 75% complete construction phase with substantial completion schedule for June 2020.



University of Florida Board of Trustees
 Construction Projects Update
 Unit: Planning, Design, and Construction Division
 Meeting Date: March 26, 2020



UF Major Projects

| Project Number | Description | Project Budget | | Construction Budget | | | AE | Contractor | Substantial Completion | Status |
|--|---|-----------------------|---------------|-----------------------|-----------------------|---------------|--|---------------------------------|------------------------|---|
| | | Current | Change Qtr.-1 | Previous | Current | Change Qtr.-1 | | | | |
| UAA-41 | Florida Ballpark (Baseball) | \$ 65,000,000 | | \$ 37,861,000 | \$ 53,594,700 | | Populous | Brasfield & Gorrie LLC | Jun-20 | Construction 75% Complete |
| UF-221 | Norman Hall Remodeling and Addition | \$ 34,270,216 | | \$ 24,471,300 | \$ 26,630,015 | | Walker Architects Inc | D E Scorpio Corporation | Aug-19 | Overall Construction 99% Complete. (Phase 1- Levels 1,2,3 occupancy in August 19, Ground Floor/Conference Center occupancy December 2019, Underground Utilities March 2020) |
| UF-394 | PK Yonge Developmental School Phase II | \$ 28,000,000 | | \$ 17,022,000 | \$ 23,200,000 | | Schenkel & Shultz, Inc. | Parrish McCall Constructors Inc | Dec-20 | Construction 15% Complete |
| UF-401 | Music Building Renovation | \$ 5,927,338 | | \$ 4,887,000 | \$ 4,887,000 | | Campbell Spellicy Engineering Inc | D&M Construction Group Inc | Jun-20 | Construction 20% Complete |
| UF-461 | Herbert Wertheim Laboratory for Engineering Excellence (Nuclear Science Building) | \$ 72,316,512 | | \$ 38,000,000 | \$ 47,137,911 | | Grimshaw Architects | Whiting Turner | Jun-20 | Construction 85% Complete, Phase 1 SC Mar/20, Phase 2 SC Jun/20 |
| UF-615 | Electrical Substation 2 Cable and Switchgear Replacement | \$ 6,010,162 | | \$ 4,825,000 | \$ 5,015,769 | | RMF Engineering | D E Scorpio Corporation | Apr-20 | Construction 80% Complete |
| UF-622 | VET Med Central Energy Plant (ESCO) | \$ 25,000,000 | | \$ 25,000,000 | \$ 25,000,000 | | Siemens Industry, Inc., Building Technologies/I.C. Thomasson | Brentwood Company | Jun-20 | Construction 75% Complete |
| UF-643 | Broward Hall Phase II Renovation | \$ 6,400,000 | | \$ 5,300,000 | \$ 5,300,000 | | Tekton Architecture | Oelrich Construction | Aug-20 | Construction 5% Complete |
| 8 Total Construction Phase Projects | | \$ 242,924,228 | | \$ 157,366,300 | \$ 190,765,395 | | | | | |
| UAA-53 | Football Facility Training Complex | \$ 59,961,700 | | \$ 49,168,600 | \$ 49,168,600 | | Hellmuth Obata & Kassabaum | Parrish McCall Constructors Inc | Dec-21 | 60% Construction Documents Training Complex, Maintenance Building construction 75% complete |
| UF-200 | University Public Safety Building (Police Department) | \$ 26,000,000 | | \$ 21,000,000 | \$ 21,000,000 | | Schenkel & Shultz, Inc. | Ajax Building Corporation | Mar-22 | Conceptual Schematic Design |
| UF-373 | UF-373 - FLMNH Special Collections Building (Alcohol Storage) | \$ 8,000,000 | | \$ 6,500,000 | \$ 6,500,000 | | Haskell | Haskell | Nov-21 | Conceptual Schematic Design |
| UF-623B | Thermal Utilities Infrastructure (Museum Rd) | \$ 50,000,000 | | \$ 41,630,000 | \$ 41,630,000 | | Jacobs Engineering | CPPI | TBD | Phase 1 Design Complete, Phase 2 Construction Documents |
| UF-623C | Electrical Utilities Infrastructure (Substation) | \$ 45,050,000 | | \$ 40,000,000 | \$ 40,000,000 | | Jacobs Engineering | TBD | TBD | Advanced Schematic Design |
| UF-632 | Data Science and Information Technology Building | \$ 135,000,000 | | \$ 96,000,000 | \$ 97,200,000 | | Bohlin Cywinski Jackson | Ajax Building Corporation | Oct-22 | Advanced Schematic Design |
| UF-638 | Student Health Care Center Phase 2 (Infirmary) | \$ 26,000,000 | | \$ 18,500,000 | \$ 18,500,000 | | Walker Architects Inc | D E Scorpio Corporation | TBD | Conceptual Schematic Design |
| UF-640 | Blueberry Research Facility | \$ 4,924,490 | | \$ 3,500,000 | \$ 3,500,000 | | Rowe Architects | TBD-BID | TBD | AE Selection |
| UF-641 | East Campus Data Center Utility Upgrade | \$ 4,124,964 | | \$ 3,500,000 | \$ 3,500,000 | | TBD | TBD | TBD | Design Development |
| UF-642 | SW Campus Transportation Road Improvement | \$ 9,400,000 | | \$ 7,877,500 | \$ 7,877,500 | | JB Professional Group | TBD | TBD | Advanced Schematic Design |
| UF-643 | Broward Hall Phase II Renovation | \$ 6,400,000 | | \$ 5,300,000 | \$ 5,300,000 | | Tekton Architecture | Oelrich Construction | Aug-20 | Fast Track Design in progress |
| 11 Total Design Phase Projects | | \$ 374,861,154 | | \$ 292,976,100 | \$ 294,176,100 | | | | | |
| UF-623D | Central Energy Plant & Utilities Infrastructure | \$ 200,000,000 | | \$ 170,315,000 | \$ 170,315,000 | | Jacobs Engineering | TBD | TBD | Planning |
| UF-626 | Powell University House | \$ 10,000,000 | | \$ 8,200,000 | \$ 8,200,000 | | TBD | TBD | TBD | AE Selection |

| Project Number | Description | Project Budget | | Construction Budget | | | AE | Contractor | Substantial Completion | Status |
|---|--|-------------------------|---------------|-----------------------|-----------------------|---------------|----------------------------|---------------------------------|------------------------|--|
| | | Current | Change Qtr.-1 | Previous | Current | Change Qtr.-1 | | | | |
| UF-644 | Inner Road Surface Paving Improvements | \$ 5,000,000 | | \$ 4,500,000 | \$ 4,500,000 | | RMF Engineering | TBD | TBD | AE Contract Negotiations |
| UF-644A | Inner Road Thermal Infrastructure Improvements | \$ 10,000,000 | | \$ 9,000,000 | \$ 9,000,000 | | RMF Engineering | TBD | TBD | AE Contract Negotiations |
| UF-644B | Reitz Union Lawn Thermal Infrastructure Improvements | \$ 15,000,000 | | \$ 13,500,000 | \$ 13,500,000 | | RMF Engineering | TBD | TBD | AE Contract Negotiations |
| UF-645 | Shealy Drive Parking Deck | \$ 3,000,000 | | \$ 2,460,000 | \$ 2,460,000 | | TBD | TBD | TBD | Facility Program Development |
| UF-657 | Peabody Hall Dean of Students Renovation | \$ 3,985,500 | | \$ 3,075,000 | \$ 3,075,000 | | TBD | TBD | TBD | Facility Program Development |
| 7 Total Planning Phase Projects | | \$ 246,985,500 | | \$ 211,050,000 | \$ 207,975,000 | | | | | |
| 26 Construction , Design , Planning Phase Projects | | \$ 864,770,882 | | | \$ 692,916,495 | | | | | |
| FCO Amendment Projects 3/26/2020 | | | | | | | | | | |
| UF-649 | Basic Sciences Building 1st Floor Renovation | \$ 4,000,000 | | \$ 3,075,000 | \$ 3,075,000 | | Walker Architects Inc | D E Scorpio Corporation | TBD | Facility Program Development |
| UF-652 | Biomedical Research Building | \$ 58,200,000 | | \$ 44,900,000 | \$ 44,900,000 | | TBD | TBD | TBD | Facility Program Development |
| UAA-53A | Football Facility Training Complex Offsite Utility Infrastructure Improvements | \$ 7,700,000 | | \$ 7,700,000 | \$ 7,700,000 | | Hellmuth Obata & Kassabaum | Parrish McCall Constructors Inc | TBD | Conceptual Schematic Design |
| UAA-60 | Soccer Team Facility & Lacrosse Facility Improvements | \$ 7,100,000 | | \$ 5,680,000 | \$ 5,680,000 | | TBD | TBD | TBD | AE/CM Selection |
| UAA-62 | Ben Hill Griffin Stadium Facility Upgrades | \$ 70,000,000 | | \$ 62,000,000 | \$ 62,000,000 | | TBD | TBD | TBD | Facility Program Development & Budget Confirmation |
| UF-654 | New Honors Residential Building | \$ 175,500,000 | | \$ 149,175,000 | \$ 149,175,000 | | TBD | TBD | TBD | Facility Program Development & Bond Initiative |
| 6 Total FCO Amendment Projects | | \$ 322,500,000 | | \$ 272,530,000 | \$ 272,530,000 | | | | | |
| 32 Total Active Projects | | \$ 1,187,270,882 | | | \$ 965,446,495 | | | | | |
| Completed Projects Summary | | | | | | | | | | |
| UF-608 | Parking Garage XIV | \$ 31,700,000 | | \$ 30,300,000 | \$ 29,645,754 | | Davis Architects | Brasfield & Gorrie LLC | Feb-20 | Post Occupancy |
| UF-619 | Institute of Black Culture & Institute of Hispanic Latino Culture Facility | \$ 9,871,048 | | \$ 6,850,000 | \$ 8,066,725 | | DLR Group | Foresight Construction Group | Nov-19 | Post Occupancy |
| UF-634 | UF JPI Wildlight Ambulatory/Medical Office Building - Yulee | \$ 30,817,898 | | \$ 20,548,273 | \$ 20,548,273 | | Greshem Smith | Brasfield & Gorrie LLC | Nov-19 | Post Occupancy |

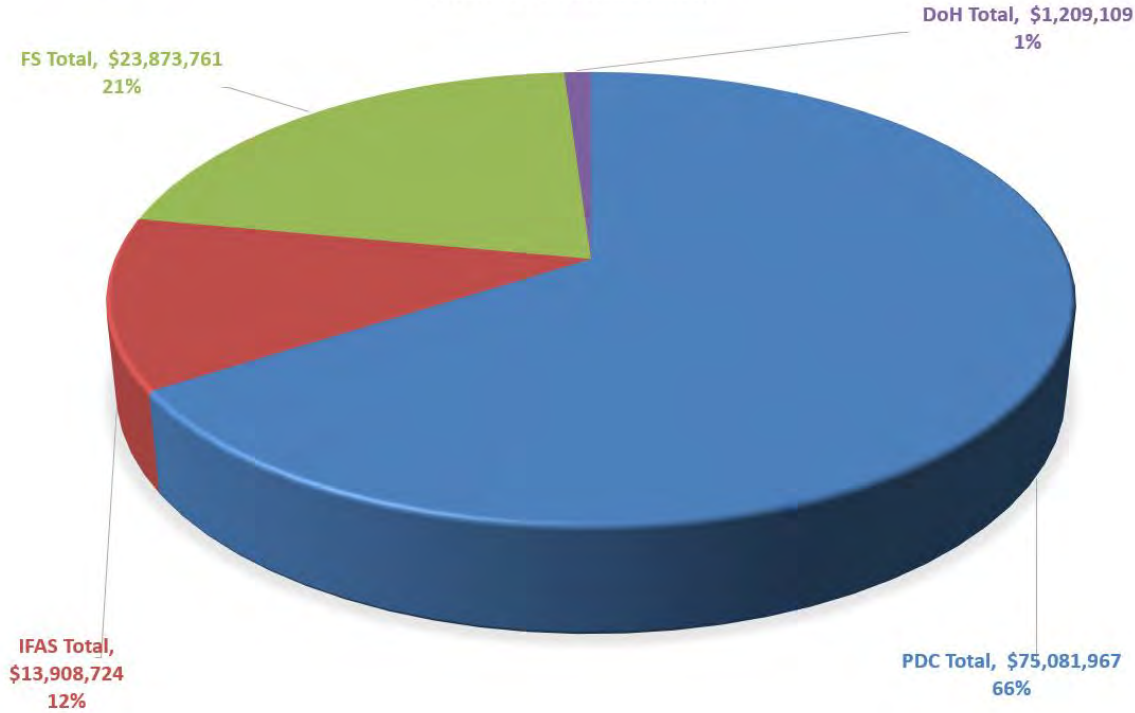
Project & Construction Budget changes grouped by project # are as indicated below:

None this quarter.

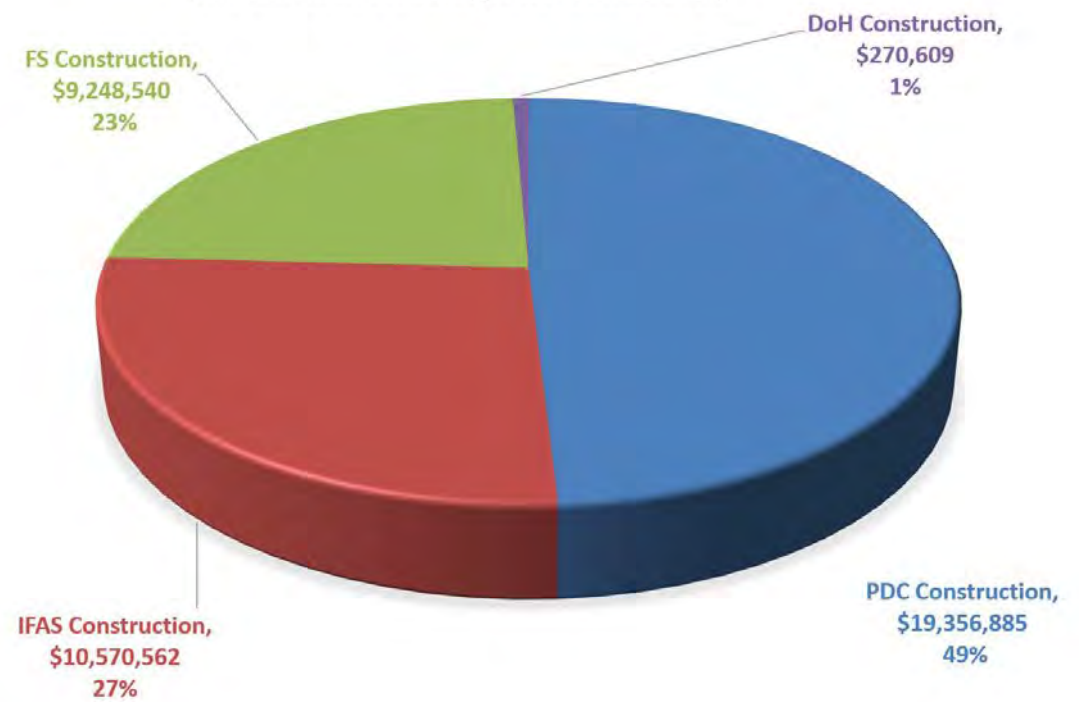
Minor Construction Projects – Activity Overview

March 26, 2020

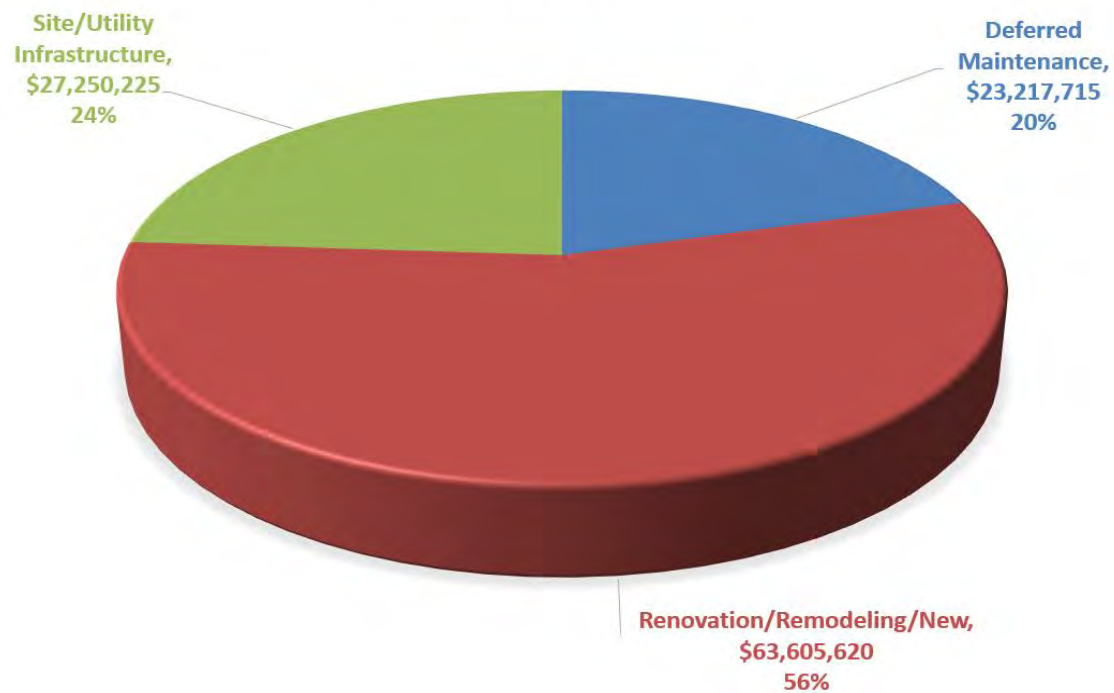
TOTAL \$ VALUE DISTRIBUTION



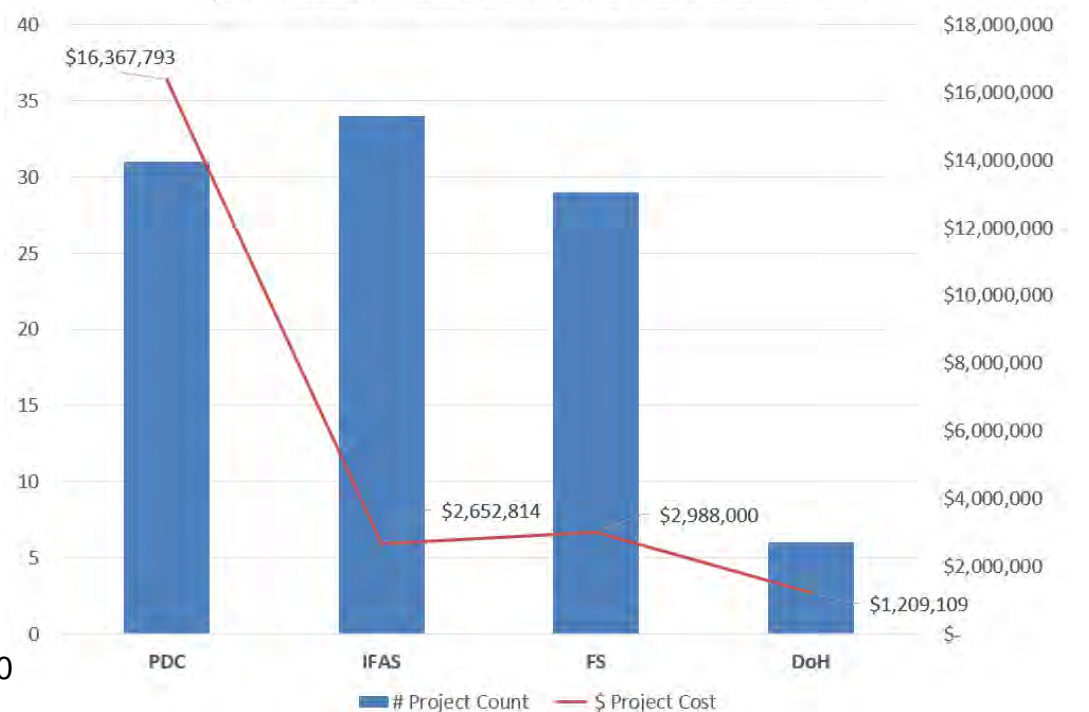
UNDER "CONSTRUCTION" \$ VALUE DISTRIBUTION



WORK TYPE DISTRIBUTION (ALL UNITS)



BUILDING DEFERRED MAINTENANCE - PROJECT DISTRIBUTION



University of Florida Board of Trustees
Minor Construction Projects Update

Units: Housing - IFAS - Planning Design and Construction - Facilities Services

Meeting Date: March 26, 2020



| PROJECT | NAME | PHASE | PROJ BUDGET | CONST BUDGET | SCDATE | STATUS | ORG |
|---------|--|--------------|--------------|--------------|------------|--|-----|
| MP02632 | 0724 - Black Hall - Replace Domestic Water Piping | Construction | \$ 841,530 | \$ 802,700 | 05-15-2020 | Construction proceeding - 90% | PDC |
| MP02801 | 203 - Communicore - Design and Install Fan Walls in AHU- 2A and 2B | Construction | \$ 1,952,282 | \$ 1,832,282 | 05-01-2020 | Construction proceeding - 95% | PDC |
| MP03301 | 0341 - McGuire Center - 0111 - Replace Butterfly Exhibit Bridges | Construction | \$ 115,000 | \$ 105,000 | 05-06-2020 | PO Requested | PDC |
| MP03795 | 0026- Tigert Hall Re-Roof | Construction | \$ 861,298 | \$ 807,000 | 05-29-2020 | Construction proceeding - 95% | PDC |
| MP04052 | Building 059 - MBI Upper roof(s) replacement | Construction | \$ 1,833,148 | \$ 1,680,000 | 05-02-2020 | Construction proceeding - 20% | PDC |
| MP04094 | Bldg 0886 Welcome Ctr Business Affairs Suite & Gator One Remodel | Construction | \$ 512,247 | \$ 442,822 | 03-27-2020 | Construction proceeding - 90% | PDC |
| MP04118 | 0006- Bryan Hall Development, 232 loft, 217, 219, and 230 renovation | Construction | \$ 16,160 | \$ 10,760 | 05-29-2020 | Phase I & II Construction proceeding - 30% | PDC |
| MP04169 | 23 - Van Fleet Hall - A/C-VRF System Renovation and Parking Improvements | Construction | \$ 1,514,950 | \$ 1,250,000 | 06-30-2020 | Construction proceeding - 95% | PDC |
| MP04402 | 032- 0170/171 - Hub - International Center Lobby Remodel | Construction | \$ 276,613 | \$ 234,145 | 05-01-2020 | Construction proceeding - 90% | PDC |
| MP04458 | Dental Tower D2-30- Office to Lab Renovation | Construction | \$ 63,361 | \$ 54,000 | 06-20-2020 | PO Requested | PDC |
| MP04464 | UF IT Move to 800 Bldg on SW 2nd Ave (2nd floor) | Construction | \$ 1,779,748 | \$ 1,555,325 | 09-30-2019 | Substantial completion | PDC |
| MP04516 | 0004- Peabody Hall- 4th Floor Office & Conference Room Renovations | Construction | \$ 220,562 | \$ 174,318 | 05-01-2020 | PO Requested | PDC |
| MP04546 | 1147 - Eastside Clinic - Divert Water From Building | Construction | \$ 25,000 | \$ 25,000 | 03-27-2020 | Construction proceeding - 95% | PDC |
| MP04566 | 0689 - Library West - 2nd Floor East Wing Remodel | Construction | \$ 718,180 | \$ 662,135 | 04-24-2020 | Construction proceeding - 95% | PDC |
| MP04583 | 0158 - Yon Hall, Circulation Areas Refresh | Construction | \$ 167,751 | \$ 146,390 | 04-10-2020 | Phase I & II Construction proceeding - 30% | PDC |
| MP04632 | 1041 - Sid Martin - Lab Control Upgrade | Construction | \$ 113,984 | \$ 101,484 | 08-28-2020 | Construction Started | PDC |
| MP04676 | 1041- Sid Martin Re-Roof | Construction | \$ 277,604 | \$ 243,700 | 03-23-2020 | Construction proceeding - 75% | PDC |
| MP04706 | 206 - BSB - Elevators Modernization 25 & 26 | Construction | \$ 499,549 | \$ 466,411 | 06-26-2020 | PO Requested | PDC |
| MP04783 | 0004- Peabody- Remodel Suite South wing third floor | Construction | \$ 568,670 | \$ 436,016 | 04-16-2020 | Construction proceeding - 70% | PDC |
| MP04810 | Building 205 - Chilled Water Line Replacement | Construction | \$ 420,780 | \$ 370,500 | 05-01-2020 | Construction Started | PDC |
| MP04844 | 1375-CTRB- Remodel Lobby 1231 | Construction | \$ 154,398 | \$ 126,362 | 05-29-2020 | Construction proceeding - 15% | PDC |
| MP04848 | 0005- Smathers Library - Processing Space | Construction | \$ 36,500 | \$ 32,735 | 04-24-2020 | Construction proceeding - 95% | PDC |
| MP04893 | 0026 - Tigert Hall Suite 302 Renovation UF Online | Construction | \$ 952,606 | \$ 702,046 | 07-31-2020 | Construction Started | PDC |
| MP04937 | 0316 - Southwest Recreation Center - Emergency Management Upgrades | Construction | \$ 331,568 | \$ 328,285 | 06-06-2020 | Waiting on GMP | PDC |
| MP04939 | 1379 - Aquatic Pathobiology - Chiller Replacement | Construction | \$ 195,886 | \$ 156,901 | 06-30-2020 | Construction proceeding - 15% | PDC |
| MP04940 | 0203 - Communicore - Brick Facade Repair, Exterior Foundation and Floor | Construction | \$ 67,276 | \$ 57,525 | 03-27-2020 | Construction proceeding - 85% | PDC |
| MP04945 | 0203- Communicore - Elevator Modernization (Units 203-15; 203-16) | Construction | \$ 517,096 | \$ 473,596 | 04-24-2020 | PO Requested | PDC |
| MP04947 | 1712 - Whitney Lab - Systems Analysis & Solution - Chiller Replacement | Construction | \$ 112,460 | \$ 71,787 | 06-30-2020 | Construction Started | PDC |
| MP04966 | 0689- Library West- Room 118 Remodeling | Construction | \$ 260,614 | \$ 187,149 | 07-03-2020 | Waiting on GMP | PDC |
| MP05010 | 0268 - Architecture Building - Gallery 222 Upgrades | Construction | \$ 149,600 | \$ 124,838 | 05-29-2020 | Construction proceeding - 95% | PDC |
| MP05050 | 0719 MSE 306,A,B,C,D - Demo wall between 306B/C, renovate all spaces | Construction | \$ 80,228 | \$ 36,674 | 03-15-2020 | Construction proceeding - 95% | PDC |
| MP05079 | 0042 CSE - Rm E209 - Add room to building HVAC and remodel for staffing | Construction | \$ 20,835 | \$ 68,422 | 03-31-2020 | PO Requested | PDC |
| MP05121 | Building 0208 - Parking Garage X - Lighting and electrical upgrades. | Construction | \$ 100,893 | \$ 100,000 | 03-09-2020 | Substantial completion | PDC |
| MP05122 | Innovation HUB - Renovate Rooms 140, 147, 150, 157, and 264 | Construction | \$ 398,088 | \$ 192,047 | 05-01-2020 | Construction Started | PDC |
| MP05158 | 0717 - Willard M. Fifield Hall Bus Shelter | Construction | \$ 25,000 | \$ 25,000 | 03-27-2020 | Construction proceeding - 60% | PDC |
| MP05231 | Building 005 - Library Signage | Construction | \$ 74,000 | \$ 67,677 | 05-04-2020 | Construction proceeding - 50% | PDC |
| MP05277 | 0241 eVTOL Lab - New metal building to replace existing | Construction | \$ 365,018 | \$ 345,500 | 05-01-2020 | PO Requested | PDC |
| MP05304 | 1178 - Orthopaedics - 3rd & 4th Floor Remodel | Construction | \$ 129,310 | \$ 114,830 | 05-29-2020 | Construction proceeding - 40% | PDC |
| MP05363 | Building 3260 - Ayers 4th Floor Renovation | Construction | \$ 646,161 | \$ 575,653 | 06-01-2020 | Construction proceeding - 25% | PDC |
| MP05395 | Bldg 0038 Bryant Wall removal between room 130 and 130A | Construction | \$ 22,411 | \$ 22,411 | 04-23-2020 | Construction Started | PDC |
| MP05422 | 0184 Rhines 241 - Lab Renovation | Construction | \$ 12,004 | \$ 10,911 | 03-31-2020 | Construction Started | PDC |
| MP05518 | Fraternity Row - Code Blue Phones | Construction | \$ 210,500 | \$ 210,500 | 05-04-2020 | Construction proceeding - 15% | PDC |
| MP05522 | Bldg 0004 Peabody Ground Floor Remodel | Construction | \$ 271,550 | \$ 242,000 | 04-23-2020 | Construction proceeding - 85% | PDC |
| MP05539 | Ayers 720 Building - Internal Audit Staff Renovation | Construction | \$ 664,907 | \$ 537,784 | 05-11-2020 | Construction Started | PDC |
| MP05605 | Building 0030 - Rae O. Weimer Hall, 3208A-OFFICE SERVICE | Construction | \$ 6,614 | \$ 2,421 | 03-27-2020 | Construction proceeding - 90% | PDC |
| MP05637 | 1628 - ECOB - 3rd Floor Wall between IFAS / Pharmacy | Construction | \$ 35,000 | \$ 35,000 | 03-11-2020 | Construction proceeding - 90% | PDC |

| PROJECT | NAME | PHASE | PROJ BUDGET | CONST BUDGET | SCDATE | STATUS | ORG |
|---------|---|--------------|----------------------|----------------------|------------|-------------------------------|-----|
| MP05680 | 0018 - Infirmary - Office 0338 renovation | Construction | \$ 15,101 | \$ 15,101 | 05-22-2020 | PO Requested | PDC |
| MP05924 | 0024 Weil 253 - Divide current lab space into two lab spaces | Construction | \$ 22,842 | \$ 20,623 | 07-01-2020 | PO Requested | PDC |
| MP05941 | 0723 Chem 429 - Renovation of Suite into Single Room (A,B) | Construction | \$ 22,954 | \$ 20,731 | 03-31-2020 | Construction proceeding - 20% | PDC |
| MP05985 | 0724 Black Hall 412 - Renovation of Office | Construction | \$ 5,960 | \$ 5,417 | 03-13-2020 | Construction proceeding - 10% | PDC |
| MP06017 | 0033 NEB 138 - Add Chair Rail and Paint Conference Room | Construction | \$ 2,800 | \$ 2,544 | 02-29-2020 | Construction proceeding - 50% | PDC |
| MP06018 | 0722 LAR 139 - Add black out Blinds to Lab Space | Construction | \$ 3,345 | \$ 3,345 | 03-31-2020 | PO Requested | PDC |
| MP06080 | 0184 Rhines 264 - New Flooring and Paint | Construction | \$ 3,456 | \$ 3,456 | 03-31-2020 | PO Requested | PDC |
| MP06112 | 0024 Weil - Blind Installation on the 3rd/4th Floors for ISE | Construction | \$ 3,862 | \$ 3,862 | 03-31-2020 | PO Requested | PDC |
| MP3622 | 3906 - Ribera House - Ribera Yard Landscape Phase I | Construction | \$ 347,624 | \$ 310,063 | 02-20-2020 | Construction proceeding - 75% | PDC |
| UAA-55 | Locker Room HVAC Upgrades | Construction | \$ 310,000 | \$ 266,000 | 05-25-2018 | Construction proceeding - 95% | PDC |
| | Construction Count | 56 | \$ 19,356,885 | \$ 16,899,183 | | | |
| MP00213 | Building 689 - Library West Colonnade Renovation | Design | \$ 1,795,000 | \$ 1,620,000 | 06-01-2021 | 100% CDs | PDC |
| MP02762 | Building 0212 - Room 1203 Simulation & Learning Lab | Design | \$ 2,277,066 | \$ 1,901,407 | 12-21-2020 | 100% CDs | PDC |
| MP03367 | Building 1379 - Aquatics Saltwater Loop - Saltwater Temp Control System9 | Design | \$ 44,400 | \$ 40,000 | 07-01-2020 | 100% CDs | PDC |
| MP03849 | Building 027 - Public Safety UPD Building Assessment | Design | \$ 201,764 | \$ 135,513 | 04-01-2021 | Design proceeding | PDC |
| MP03957 | 024 - Weil Hall 5th floor HVAC and East Renovation | Design | \$ 1,311,249 | \$ 1,208,304 | 08-31-2020 | 100% CDs | PDC |
| MP04009 | Building 308 - Temporary Gallery Renovation | Design | \$ 400,000 | \$ 354,000 | 08-17-2020 | Design Development | PDC |
| MP04011 | Building 308 - Powell Hall - Rainforest landscape lighting area redesign. | Design | \$ 250,000 | \$ 225,000 | 07-01-2020 | 100% CDs | PDC |
| MP04056 | Building 059 - Renovate L1 labs131-168 into open lab space. | Design | \$ 1,953,000 | \$ 1,800,000 | 08-01-2020 | Design proceeding | PDC |
| MP04093 | UF Veterinary Medicine and FWC Pathology Laboratory Building | Design | \$ 2,376,052 | \$ 1,890,000 | 02-27-2021 | Design Development | PDC |
| MP04267 | 1178 - Orthopaedics - 4206 - Radiology Renovation | Design | \$ 1,209,110 | \$ 1,123,500 | 07-01-2020 | 50% CDs | PDC |
| MP04307 | 0059-McKnight-L5-135 ACS Equipment Upgrades | Design | \$ 2,118,529 | \$ 1,801,500 | 04-27-2020 | Design proceeding | PDC |
| MP04367 | 92 - Physics - Room B002. | Design | \$ 1,500 | \$ 125,000 | 03-27-2020 | 100% CDs | PDC |
| MP04426 | F029 - Greek Monuments - Reitz Union Lawn | Design | \$ 350,000 | \$ 285,778 | 06-26-2020 | Design proceeding | PDC |
| MP04488 | 0269 - Fine Arts D - 334 - Air Handling Unit Replacement | Design | \$ 391,404 | \$ 342,004 | 08-28-2020 | 100% CDs | PDC |
| MP04515 | 0030 - Weimer Hall - 1205 - ADA Unisex Restroom Remodel | Design | \$ 43,360 | \$ 35,500 | 04-03-2020 | 100% CDs | PDC |
| MP04592 | 0092 - Physics Building - Phase 2, Replace Flat Membrane | Design | \$ 1,800,000 | \$ 1,677,300 | 08-04-2020 | 100% CDs | PDC |
| MP04594 | Building 005 - Smathers- South End Envelope Repair, Judaica Suite area. | Design | \$ 682,500 | \$ 615,500 | 06-01-2020 | 100% CDs | PDC |
| MP04600 | 0100- Williamson Hall- Auditorium Renovations | Design | \$ 717,980 | \$ 613,636 | 08-28-2020 | 100% CDs | PDC |
| MP04651 | 0001 - University Auditorium - Building Envelope Analyses | Design | \$ 33,800 | \$ 10,000 | 03-27-2020 | Design proceeding | PDC |
| MP04667 | Building 0308 - Powell Hall (FLMNH), 0130-EXHIBITION NW | Design | \$ 1,888,000 | \$ 1,800,000 | 06-08-2020 | Design proceeding | PDC |
| MP04668 | Building 0308 - Powell Hall (FLMNH), 0140-EXHIBITION SW | Design | \$ 1,246,000 | \$ 1,200,000 | 12-28-2020 | Design proceeding | PDC |
| MP04677 | 0747- Bartram Hall- ADA Unisex Restroom | Design | \$ 95,810 | \$ 79,050 | 04-03-2020 | 100% CDs | PDC |
| MP04688 | 1018-Courtelis Equine- Lecture Hall VE104A & B | Design | \$ 173,333 | \$ 138,852 | 08-14-2020 | 100% CDs | PDC |
| MP04789 | 0267-Turlington Hall - Firehouse Subs & Jamba Juice | Design | \$ 734,953 | \$ 665,300 | 09-30-2020 | Design proceeding | PDC |
| MP04805 | 0212 - HPNP - G186 - ADA Unisex Restroom Remodel | Design | \$ 86,850 | \$ 72,250 | 04-08-2020 | 100% CDs | PDC |
| MP04827 | 0723- Chemical Engineering Building Repair | Design | \$ 123,805 | \$ 63,000 | 08-28-2020 | Design proceeding | PDC |
| MP04860 | 0686 - J. Wayne Reitz Union - Elevator Upgrades/ S. Terrace Renovations | Design | \$ 850,000 | \$ 806,015 | 05-29-2020 | 100% CDs | PDC |
| MP04890 | 0686 - J. Wayne Reitz Union, 2380A- Grand Ballroom Renovation | Design | \$ 1,767,500 | \$ 1,661,500 | 01-31-2021 | 100% CDs | PDC |
| MP04956 | 0030 - Weimer Hall - Roof Replacement (Section 10) | Design | \$ 707,000 | \$ 620,000 | 06-05-2020 | 100% CDs | PDC |
| MP04959 | 0038 - Bryant Space Science Ctr - Roof Replacement (Section 6) | Design | \$ 85,750 | \$ 65,000 | 04-24-2020 | Design proceeding | PDC |
| MP04960 | 0269 - Fine Arts D - Roof Replacement (Section 3) | Design | \$ 62,000 | \$ 40,000 | 06-26-2020 | 100% CDs | PDC |
| MP05009 | Animal Sciences Parking | Design | \$ 527,183 | \$ 401,000 | 07-31-2020 | Advanced Schematic | PDC |
| MP05017 | 0059 - Mcknight Brain Institute, LG-114B MRI Replacement | Design | \$ 395,281 | \$ 310,000 | 04-01-2020 | Design proceeding | PDC |
| MP05023 | 0429 - Telecommunications - Transition to Security Offices | Design | \$ 692,304 | \$ 596,599 | 08-28-2020 | Design proceeding | PDC |
| MP05130 | 0070 NRF 283 - Renovation of Conference Room | Design | \$ 1,669 | \$ 1,669 | 04-30-2020 | Bid Documents | PDC |
| MP05211 | 0030 - Weimer Hall - Security Upgrades | Design | \$ 66,622 | \$ 59,022 | 05-29-2020 | 100% CDs | PDC |
| MP05284 | 0688 Sisler Hall - Engineering Assessment and Fume Hood Installation | Design | \$ 51,988 | \$ 41,556 | 08-28-2020 | Design proceeding | PDC |
| MP05285 | 203 - Communicore - AHU Replacements | Design | \$ 846,390 | \$ 776,410 | 11-27-2020 | Bid Documents | PDC |
| MP05421 | Building 267 - Building envelope moisture intrusion analysis. | Design | \$ 24,000 | \$ 24,000 | 03-27-2020 | Design proceeding | PDC |
| MP05517 | CERHB - Security Cameras | Design | \$ 10,000 | \$ 10,000 | 04-01-2020 | Project in planning | PDC |
| MP05596 | 0634 - NSB - 5th Floor iClassroom Remodel | Design | \$ 400,167 | \$ 339,519 | 05-31-2020 | 100% CDs | PDC |

| PROJECT | NAME | PHASE | PROJ BUDGET | CONST BUDGET | SCDATE | STATUS | ORG |
|----------------------------------|--|--------------|----------------------|----------------------|------------|-------------------------------|------|
| MP05635 | 226/771 SMMRL - Design and Install New Exhaust System for Furnaces | Design | \$ 11,450 | \$ 11,450 | 04-30-2020 | 50% CDs | PDC |
| MP05815 | Building 1377 - Emerging Pathogens BSL3 Lab Reverification | Design | \$ 36,100 | \$ 20,000 | 07-01-2020 | Project in planning | PDC |
| MP05837 | 1017 CVM E-Power Study | Design | \$ 45,000 | \$ 45,000 | 04-04-2020 | Project in planning | PDC |
| MP05899 | 0203 - Communicore, C1-140,141,142,142A-Food Facility Service-Renovation | Design | \$ 545,000 | \$ 441,500 | 10-30-2020 | Design proceeding | PDC |
| MP05920 | 0723 Chem 425 - Office Renovation | Design | \$ 3,827 | \$ 3,479 | 05-31-2020 | Bid Documents | PDC |
| MP05976 | 0723 CHE 433 - Add Exhaust Port to Existing Exhaust Duct Work | Design | \$ 2,640 | \$ 2,640 | 03-31-2020 | Bid Documents | PDC |
| MP05995 | PK Yonge Sewer Repair | Design | \$ 234,782 | \$ 214,782 | TBD | Project in planning | PDC |
| MP06002 | 0724 BLA 411 - Electrical/Gas Line Work in Research Lab | Design | \$ 3,166 | \$ 3,166 | 03-31-2020 | Bid Documents | PDC |
| MP06055 | Building 445 - SMSB M4-40 Suite Renovation incl M4-23 | Design | \$ 1,013,003 | \$ 844,000 | 04-20-2021 | Design proceeding | PDC |
| MP06120 | 0720 MAEB 300 - Raise Lights in Research Lab | Design | \$ 3,895 | \$ 3,895 | 03-13-2020 | Bid Documents | PDC |
| MP06142 | Whitney Flood Plank and Cistern Upgrade | Design | \$ 585,336 | \$ 498,007 | 08-28-2020 | Design Development | PDC |
| | Design Count | 52 | \$ 31,277,517 | \$ 27,662,602 | | | |
| | Planning Count | 51 | \$ 16,620,833 | \$ 14,519,048 | | | |
| | Quick Response Count | 330 | \$ 7,826,732 | \$ 6,871,827 | | | |
| PDC Minor Projects Totals | | 381 | \$ 75,081,967 | \$ 65,952,661 | | | |
| IF017026 | B0549 - Headhouse (CAP) | Construction | \$ 233,442 | \$ 233,442 | 12-04-2019 | Construction Started | IFAS |
| IF017070 | B1850 - Renovate Hotel (CAP) | Construction | \$ 130,618 | \$ 130,618 | TBD | Construction Started | IFAS |
| IF017087 | B0495 - Renovate Labs (EXP) | Construction | \$ 209,464 | \$ 209,464 | 01-27-2020 | Project complete | IFAS |
| IF018054 | S6800 - Replace minor BAS Systems (EXP) | Construction | \$ 338,500 | \$ 338,500 | TBD | Construction Started | IFAS |
| IF018060 | S0001- Repair roofs per thermo imaging (EXP) | Construction | \$ 100,000 | \$ 100,000 | TBD | Construction Started | IFAS |
| IF018065 | B5001 - Replace roof / replace doors (CAP) | Construction | \$ 81,850 | \$ 81,850 | TBD | Construction proceeding - 95% | IFAS |
| IF018066 | B7305 - Replace chiller equipment (CAP) | Construction | \$ 550,000 | \$ 550,000 | TBD | Construction Started | IFAS |
| IF018098 | B8279 - Research Lab (CAP) | Construction | \$ 799,528 | \$ 799,528 | TBD | Construction proceeding - 10% | IFAS |
| IF018102 | B8333 - Equipment Storage (CAP) | Construction | \$ 445,480 | \$ 445,480 | TBD | Construction Started | IFAS |
| IF018111 | S0001 - Grove relocation and infrastructure (Baseball) (CAP) | Construction | \$ 954,522 | \$ 954,522 | TBD | Construction Started | IFAS |
| IF018119 | B1190 - Equipment Storage (CAP) | Construction | \$ 255,000 | \$ 255,000 | 03-02-2020 | Project complete | IFAS |
| IF018120 | B0927 - Storage bldg (CAP) | Construction | \$ 215,000 | \$ 215,000 | 03-02-2020 | Project complete | IFAS |
| IF018124 | B1132 - Chemical/Fertilizer Mix/Load (CAP) | Construction | \$ 220,861 | \$ 220,861 | TBD | Construction Started | IFAS |
| IF018127 | B0459 - Renovate for -80 Equipment room (EXP) | Construction | \$ 225,000 | \$ 225,000 | 02-24-2020 | Project complete | IFAS |
| IF018131 | B7135 - Renovate Labs (CAP) | Construction | \$ 774,460 | \$ 774,460 | TBD | Construction proceeding - 10% | IFAS |
| IF018132 | B7167 - Upgrade ADA restroom (EXP) | Construction | \$ 60,000 | \$ 60,000 | TBD | Construction Started | IFAS |
| IF018142 | B1400 - Horticulture Garden Facility (CAP) | Construction | \$ 60,000 | \$ 60,000 | 06-01-2020 | Construction Started | IFAS |
| IF018143 | B0154 - Renovate Research Lab (Barber) (CAP) | Construction | \$ 179,000 | \$ 179,000 | 03-02-2020 | Project complete | IFAS |
| IF018145 | B7758 -Graduate Residence (CAP) | Construction | \$ 305,049 | \$ 305,049 | TBD | Construction Started | IFAS |
| IF018156 | B9217 - Renovate Pavilion, (CAP) | Construction | \$ 500,000 | \$ 500,000 | TBD | Construction Started | IFAS |
| IF018166 | Agronomy Archer Road Complex - Design Only (339,344,345,350) (EXP) | Construction | \$ 580,000 | \$ 580,000 | TBD | Construction Started | IFAS |
| IF018168 | B0717 - Renovate several offices (EXP) | Construction | \$ 64,459 | \$ 64,459 | 02-11-2020 | Project complete | IFAS |
| IF019003 | B2260 - Security Cottage Renovations (CAP) | Construction | \$ 6,290 | \$ 6,290 | 04-04-2020 | PO Requested | IFAS |
| IF019006 | S1101 - Upgrade irrigation and drainage (EXP) | Construction | \$ 61,756 | \$ 61,756 | 01-21-2020 | Project complete | IFAS |
| IF019009 | B8426 - Relocate grinding room (EXP) | Construction | \$ 100,000 | \$ 100,000 | TBD | Project complete | IFAS |
| IF019011 | B5002 - Replace roof (CAP) | Construction | \$ 6,525 | \$ 6,525 | TBD | Construction Started | IFAS |
| IF019013 | B1291 - Install outdoor autoclave (EXP) | Construction | \$ 91,000 | \$ 91,000 | TBD | Construction Started | IFAS |
| IF019025 | S320 - Michael - Marianna minor bldg / site repairs (EXP) | Construction | \$ 197,210 | \$ 197,210 | TBD | Construction Started | IFAS |
| IF019034 | B5028 - Replace Chiller (CAP) | Construction | \$ 400,000 | \$ 400,000 | TBD | Construction Started | IFAS |
| IF019035 | B0920 - Pump House (CAP) | Construction | \$ 108,815 | \$ 108,815 | TBD | Construction Started | IFAS |
| IF019036 | B0631 - Replace counter top/sink and paint (EXP) | Construction | \$ 10,541 | \$ 10,541 | TBD | Construction Started | IFAS |
| IF019037 | B0460 & B0544 - Renovate Bathrooms / Replace Windows (EXP) | Construction | \$ 147,000 | \$ 147,000 | TBD | Construction Started | IFAS |
| IF019038 | B7745,B7759,B7760 Pump House(s) (CAP) | Construction | \$ 15,244 | \$ 15,244 | 03-03-2020 | Project complete | IFAS |
| IF019048 | S0001 - Entomology Site Improvements (EXP) | Construction | \$ 50,000 | \$ 50,000 | TBD | Construction Started | IFAS |
| IF019051 | B0711 - Renovate Growth Chambers (CAP) | Construction | \$ 500,000 | \$ 500,000 | TBD | Construction Started | IFAS |
| IF019053 | B8006 - Peanut Barn - Addition (CAP) | Construction | \$ 121,690 | \$ 121,690 | TBD | Construction Started | IFAS |

| PROJECT | NAME | PHASE | PROJ BUDGET | CONST BUDGET | SCDATE | STATUS | ORG |
|----------|---|--------------|----------------------|----------------------|------------|----------------------|------|
| IF019057 | S0001 - Sanitary Improvement for Agronomy Complex (EXP) | Construction | \$ 20,000 | \$ 20,000 | TBD | Construction Started | IFAS |
| IF019058 | S0108 - Irrigation, and Fence (EXP) | Construction | \$ 92,589 | \$ 92,589 | TBD | Construction Started | IFAS |
| IF019059 | B8013 - Repair bldg (CAP) | Construction | \$ 80,000 | \$ 80,000 | 05-31-2019 | Construction Started | IFAS |
| IF019062 | B7716 - Building Repairs & Roof Replacement (CAP) | Construction | \$ 49,233 | \$ 49,233 | TBD | Construction Started | IFAS |
| IF019063 | B7717 - Building Repairs (CAP) | Construction | \$ 41,291 | \$ 41,291 | TBD | Construction Started | IFAS |
| IF019064 | B7722 - Building Repairs (CAP) | Construction | \$ 40,874 | \$ 40,874 | 01-21-2020 | Project complete | IFAS |
| IF019066 | B0484 - Installation of generator (EXP) | Construction | \$ 6,500 | \$ 6,500 | TBD | Construction Started | IFAS |
| IF019069 | S4801- Cargo container installation (EXP) | Construction | \$ 50,000 | \$ 50,000 | TBD | Construction Started | IFAS |
| IF019074 | B1266 - Repair & Replace Components (CAP) | Construction | \$ 54,071 | \$ 54,071 | TBD | Construction Started | IFAS |
| IF019075 | B0128 - Remodel (EXP) | Construction | \$ 12,760 | \$ 12,760 | 01-21-2020 | Project complete | IFAS |
| IF019077 | B0495 & 496 Renovate offices (EXP) | Construction | \$ 36,300 | \$ 36,300 | TBD | Construction Started | IFAS |
| IF019079 | B7529, 7530, 7531 Greenhouse Repairs (EXP) | Construction | \$ 8,500 | \$ 8,500 | 03-09-2020 | Project complete | IFAS |
| IF020001 | 4-H Camp - B9321 & 9317 Repair BLDgs (EXP) | Construction | \$ 28,000 | \$ 28,000 | TBD | Construction Started | IFAS |
| IF020002 | B5235 Repair shade house | Construction | \$ 14,000 | \$ 14,000 | TBD | Construction Started | IFAS |
| IF020007 | B9318 - HVAC Replacement (CAP) | Construction | \$ 35,000 | \$ 35,000 | TBD | Construction Started | IFAS |
| IF020010 | B0475 - Replace Cooling Equipment in coolers (EXP) | Construction | \$ 75,000 | \$ 75,000 | TBD | Construction Started | IFAS |
| IF020011 | B0685 Chiller and Boiler Replacement (CAP) | Construction | \$ 40,000 | \$ 40,000 | TBD | Construction Started | IFAS |
| IF020012 | B8278 - New Shade House (CAP) | Construction | \$ 22,355 | \$ 22,355 | TBD | Construction Started | IFAS |
| IF020013 | B8277 - New Greenhouse (CAP) | Construction | \$ 63,853 | \$ 63,853 | TBD | Construction Started | IFAS |
| IF020014 | B0459 - Install large Fan (EXP) | Construction | \$ 15,000 | \$ 15,000 | TBD | Construction Started | IFAS |
| IF020015 | B0717 - Relocation of Hot Water System (EXP) | Construction | \$ 40,000 | \$ 40,000 | TBD | Construction Started | IFAS |
| IF020017 | B8235 - Asbestos Abatement (EXP) | Construction | \$ 18,632 | \$ 18,632 | TBD | Project complete | IFAS |
| IF020021 | B1334 - Parlor Water Proofing (EXP) | Construction | \$ 15,000 | \$ 15,000 | TBD | Construction Started | IFAS |
| IF020022 | S6800 - Fire Monitoring Improvements (EXP) | Construction | \$ 100,000 | \$ 100,000 | TBD | Construction Started | IFAS |
| IF020028 | B8706 - Move Walk-in Cooler (EXP) | Construction | \$ 20,000 | \$ 20,000 | TBD | Construction Started | IFAS |
| IF020033 | B4022 - Roofing Study (EXP) | Construction | \$ 20,000 | \$ 20,000 | TBD | Construction Started | IFAS |
| IF020037 | B8325 - New Demonstration Building (CAP) | Construction | \$ 176,952 | \$ 176,952 | TBD | Construction Started | IFAS |
| IF020038 | 4H Camps - Maintenance around FL | Construction | \$ 94,000 | \$ 94,000 | TBD | Construction Started | IFAS |
| IF020040 | B0498 - Renovate Office Space (EXP) | Construction | \$ 25,000 | \$ 25,000 | TBD | Construction Started | IFAS |
| IF020041 | B8120 - New Field Support Bldg (CAP) | Construction | \$ 12,834 | \$ 12,834 | TBD | Construction Started | IFAS |
| IF020042 | B5234 - Repair Shade House (CAP) | Construction | \$ 11,682 | \$ 11,682 | TBD | Construction Started | IFAS |
| IF020046 | B0483 - Roof Repair (CAP) | Construction | \$ 5,000 | \$ 5,000 | 01-27-2020 | Project complete | IFAS |
| IF020048 | B7711 New Picnic Shelter | Construction | \$ 10,064 | \$ 10,064 | TBD | Construction Started | IFAS |
| IF020056 | B9216 & 9232 - Replace Maintenance Shop (CAP) | Construction | \$ 50,000 | \$ 50,000 | TBD | Construction Started | IFAS |
| IF020061 | B0459 - Renovate Room 243 (EXP) | Construction | \$ 37,766 | \$ 37,766 | TBD | Construction Started | IFAS |
| IF020066 | B9635 Replace Maintenance Shop B9627 with B9635 (CAP) | Construction | \$ 50,000 | \$ 50,000 | TBD | Construction Started | IFAS |
| | Construction Count | 72 | \$ 10,570,562 | \$ 10,570,562 | | | |
| IF018121 | B8480 - Field Research Support Bldg. (CAP) | Design | \$ 173,084 | \$ 173,084 | TBD | Design proceeding | IFAS |
| IF019005 | B1851 - Build-out of 3rd floor (CAP) | Design | \$ 31,850 | \$ 31,850 | TBD | Design proceeding | IFAS |
| IF019033 | B0885 - Replace HVAC system - Design (CAP) | Design | \$ 40,000 | \$ 40,000 | TBD | Construction Started | IFAS |
| IF020004 | B5225 - New Balm Greenhouse | Design | \$ 1,100,000 | \$ 1,100,000 | TBD | Design proceeding | IFAS |
| IF020009 | B7499 - Renovate Suite (EXP) | Design | \$ 24,655 | \$ 24,655 | TBD | Design proceeding | IFAS |
| IF020016 | B0981 - Relocation of Boiler Vents (EXP) | Design | \$ 5,000 | \$ 5,000 | TBD | Design proceeding | IFAS |
| IF020019 | S6101 - Master Site & Storm Water Improvement (EXP) | Design | \$ 15,000 | \$ 15,000 | TBD | Design proceeding | IFAS |
| IF020023 | B0717 - Re-commissioning of Fifield Hall (EXP) | Design | \$ 50,000 | \$ 50,000 | TBD | Design proceeding | IFAS |
| IF020027 | S0109 - Manure Management (CAP) | Design | \$ 300,000 | \$ 300,000 | TBD | Design proceeding | IFAS |
| IF020035 | B7915 - Greenhouse Replacement (CAP) | Design | \$ 350,000 | \$ 350,000 | TBD | Design proceeding | IFAS |
| IF020047 | B8456 - Rearing Room (EXP) | Design | \$ 25,000 | \$ 25,000 | TBD | Design proceeding | IFAS |
| IF020049 | B0499 - Renovate rm 0224 | Design | \$ 75,000 | \$ 75,000 | TBD | PO Requested | IFAS |
| IF020050 | B0459 - Cooler Feasibility Study (EXP) | Design | \$ 15,000 | \$ 15,000 | TBD | Design proceeding | IFAS |
| IF020053 | B1222 - Electrical & HVAC Modifications (EXP) | Design | \$ 10,650 | \$ 10,650 | TBD | Design proceeding | IFAS |
| IF020055 | B9219 Demo & B9212 Replace Manager's Residence (CAP) | Design | \$ 250,000 | \$ 250,000 | TBD | Design proceeding | IFAS |

| PROJECT | NAME | PHASE | PROJ | CONST | SCDATE | STATUS | ORG |
|--------------------------------------|---|--------------|--------------|----------------------|----------------------|-------------------------------|---------|
| | | | BUDGET | BUDGET | | | |
| IF020057 | S4602 Timpoochee Seawall Repair (EXP) | Design | \$ 35,000 | \$ 35,000 | TBD | Design Development | IFAS |
| IF020065 | B0712 - Update Ventilation for Room 2B (CAP) | Design | \$ 45,500 | \$ 45,500 | TBD | Design proceeding | IFAS |
| | Design Count | 17 | \$ 2,545,739 | \$ 2,545,739 | | | |
| | Planning Count | 11 | \$ 792,423 | \$ 792,423 | | | |
| IFAS Minor Projects Totals | | | 100 | \$ 13,908,724 | \$ 13,908,724 | | |
| HS20501 | Tanglewood 0538 (AKA 2901) Roof Replacement | Construction | \$ 100,000 | \$ 100,000 | 07-30-2020 | Construction Started | HOUSING |
| HS20502 | Jennings Central Reroof | Construction | \$ 58,609 | \$ 58,609 | 01-16-2020 | Project complete | HOUSING |
| HS20503 | Springs Bldg. 1085 and 1086 Roof Replacement | Construction | \$ 112,000 | \$ 112,000 | 08-01-2020 | Construction Started | HOUSING |
| | Construction Count | 3 | \$ 270,609 | \$ 270,609 | | | |
| HS19502 | Beaty Commons Roof Replacement | Design | \$ 363,500 | \$ 363,500 | 06-27-2020 | 100% CDs | HOUSING |
| HS20504 | Riker Window Replacement | Design | \$ 450,000 | \$ 450,000 | 07-31-2020 | 100% CDs | HOUSING |
| | Design Count | 2 | \$ 813,500 | \$ 813,500 | | | |
| | Planning Count | 1 | \$ 125,000 | \$ 125,000 | | | |
| Housing Minor Projects Totals | | | 6 | \$ 1,209,109 | \$ 1,209,109 | | |
| MP05209 | 1017 V1-101 Classroom LED Lighting | Construction | \$ 18,000 | \$ 18,000 | 11-19-2019 | Construction Started | FS |
| MP05241 | Bldg 0038 Bryant Lobby | Construction | \$ 90,000 | \$ 90,000 | 01-16-2020 | Construction Started | FS |
| MP05242 | Bldg 0261 Emerson carpet and re-lamp of main lobby | Construction | \$ 102,500 | \$ 102,500 | 01-08-2020 | Construction Started | FS |
| MP05243 | Bldg 0448 Century Tower Exterior Light Fixtures | Construction | \$ 80,000 | \$ 80,000 | TBD | Construction Started | FS |
| MP05244 | Bldg 0001 Univ. Auditorium remodel main room and stage area | Construction | \$ 350,000 | \$ 350,000 | 01-08-2020 | Construction Started | FS |
| MP05245 | Bldg 0655 Little remodel restroom 337 | Construction | \$ 210,000 | \$ 210,000 | TBD | Construction Started | FS |
| MP05246 | Bldg 0009 Leigh Hall Corridor Painting and Flooring | Construction | \$ 135,000 | \$ 135,000 | 01-08-2020 | Construction Started | FS |
| MP05247 | Bldg 0634 Nuclear Sciences Lobby | Construction | \$ 112,500 | \$ 112,500 | 12-19-2019 | Construction Started | FS |
| MP05248 | Bldg 0028 Chemistry Corridors | Construction | \$ 60,000 | \$ 60,000 | 01-08-2020 | Construction Started | FS |
| MP05249 | Bldg 0655 Little Classroom renovation | Construction | \$ 128,000 | \$ 128,000 | 01-08-2020 | Construction Started | FS |
| MP05252 | Bldg 0655 Little Lecture Halls | Construction | \$ 232,000 | \$ 232,000 | 01-08-2020 | Construction Started | FS |
| MP05253 | Bldg 0267 Turlington First floor painting and exterior painting | Construction | \$ 15,000 | \$ 15,000 | 12-19-2019 | Construction Started | FS |
| MP05254 | Bldg 0588 Usler Hall Window paint and re-glaze and floor refinishing | Construction | \$ 58,000 | \$ 58,000 | 01-08-2020 | Construction Started | FS |
| MP05256 | Bldg 0267 Turlington restroom renovation rooms 1329, 1333 | Construction | \$ 53,000 | \$ 53,000 | 01-08-2020 | Construction Started | FS |
| MP05258 | Bldg 0749 Psychology Corridor paint, flooring and lighting and Storefront | Construction | \$ 80,000 | \$ 80,000 | 01-08-2020 | Construction Started | FS |
| MP05259 | Bldg 0111 Dauer Exterior Doors and Lighting, interior lighting | Construction | \$ 12,000 | \$ 12,000 | 01-08-2020 | Construction Started | FS |
| MP05260 | Bldg 0008 Keene Flint flooring, paint, lighting & Seating room 0050 | Construction | \$ 50,000 | \$ 50,000 | 01-08-2020 | Construction Started | FS |
| MP05261 | Bldg 0012 Rolfs Corridor paint, flooring and lighting | Construction | \$ 62,500 | \$ 62,500 | 01-08-2020 | Construction Started | FS |
| MP05262 | Bldg 0267 Turlington Lecture Halls rooms 1105 & 1101 | Construction | \$ 192,500 | \$ 192,500 | 01-08-2020 | Construction Started | FS |
| MP05266 | Bldg 0203 room CG-024 Renovation | Construction | \$ 20,000 | \$ 20,000 | 12-19-2019 | Construction Started | FS |
| MP05267 | Bldg 0203 Communicore Classroom C2-233 | Construction | \$ 65,000 | \$ 65,000 | 10-24-2019 | Construction proceeding - 55% | FS |
| MP05268 | Bldg 0201 Academic Res. Bldg Window Repair Founders Gallery | Construction | \$ 35,000 | \$ 35,000 | 12-13-2019 | Construction Started | FS |
| MP05269 | Bldg 0203 Communicore CG-016 Restroom Renovation | Construction | \$ 80,000 | \$ 80,000 | 12-19-2019 | Construction Started | FS |
| MP05270 | Bldg 0445 Restroom Renovation | Construction | \$ 540,000 | \$ 540,000 | 12-19-2019 | Construction Started | FS |
| MP05271 | Bldg 0212 HPNP Auditorium Flooring | Construction | \$ 75,000 | \$ 75,000 | 01-03-2020 | Construction Started | FS |
| MP05273 | Bldg 0145 Wauburg restroom renovation | Construction | \$ 20,000 | \$ 20,000 | 11-13-2019 | Construction Started | FS |
| MP05275 | Bldg 0018 Infirmary window paint and re-glaze | Construction | \$ 80,000 | \$ 80,000 | 10-24-2019 | Construction Started | FS |
| MP05283 | Bldg 0203 Communicore ground Floor entry flooring | Construction | \$ 11,000 | \$ 11,000 | 12-19-2019 | Construction Started | FS |
| MP05300 | Bldg 0022 Carleton Exterior lighting and door painting | Construction | \$ 21,000 | \$ 21,000 | 10-24-2019 | Construction Started | FS |
| UT00180 | Steam Manhole Remediation and Repair at HPNP (Building 212) | Construction | \$ 330,000 | \$ 300,000 | 06-15-2020 | Construction Started | FS |
| UT00187 | WRF Capital Asset Replacements | Construction | \$ 225,000 | \$ 200,000 | 08-31-2018 | PO Requested | FS |
| UT00198 | Lighting upgrades in support of Campus Wide Security Master Plan | Construction | \$ 1,600,002 | \$ 1,600,002 | 02-01-2019 | Construction proceeding - 30% | FS |
| UT00209 | NorthEast Steam Manhole Investigation | Construction | \$ 205,001 | \$ 205,001 | 03-30-2019 | Design proceeding | FS |
| UT00220 | Gator Dining Manhole 3D4-5 Rehabilitation | Construction | \$ 1,320,000 | \$ 1,270,000 | 04-30-2019 | Construction proceeding - 95% | FS |
| UT00223 | Orthopedics electrical transition from overhead to underground | Construction | \$ 156,000 | \$ 150,000 | 04-30-2018 | Project complete | FS |
| UT00224 | 1070 WRF Headworks Mechanical Screen Replacement | Construction | \$ 640,000 | \$ 640,000 | 04-30-2019 | PO Requested | FS |

| PROJECT | NAME | PHASE | PROJ BUDGET | CONST BUDGET | SCDATE | STATUS | ORG |
|--|---|--------------------|-----------------------|-----------------------|------------|-------------------------------|-----|
| UT00232 | Transformer Modifications West Sorority | Construction | \$ 100,000 | \$ 95,000 | 02-01-2019 | Construction proceeding - 70% | FS |
| UT00234 | BLDG 0099 - Microkelvin Lab (#99) Electric Service Connection Replacement | Construction | \$ 100,000 | \$ 100,000 | TBD | Construction proceeding - 70% | FS |
| UT00236 | WRF System Upgrades/Improvements - Chlorine Contact Chamber | Construction | \$ 180,000 | \$ 160,000 | 03-01-2020 | Substantial completion | FS |
| UT00237 | Underground Electrical Service Extension - Fifield Temp Parking Lot | Construction | \$ 150,000 | \$ 150,000 | TBD | Construction proceeding - 95% | FS |
| UT00244 | MH-3D3-35 University Auditorium Steam Manhole Repair | Construction | \$ 121,000 | \$ 121,000 | TBD | Project complete | FS |
| UT00245 | MH-3C3-14 HPNP Northeast Steam Manhole Repair | Construction | \$ 115,402 | \$ 115,402 | TBD | Project complete | FS |
| UT00248 | MH-3D4-61 Gator Dining Steam Manhole Repair | Construction | \$ 122,135 | \$ 122,135 | TBD | Project complete | FS |
| UT00250 | MH-3D2-23 Anderson Steam Manhole Repair | Construction | \$ 150,000 | \$ 150,000 | 07-10-2019 | Project complete | FS |
| UT00275 | MH-3D3-75 Dauer Steam Manhole Repair | Construction | \$ 225,000 | \$ 225,000 | 08-17-2019 | Project complete | FS |
| UT00282 | MH-3D4-57 Pugh Hall Steam Manhole Repair | Construction | \$ 200,000 | \$ 175,000 | TBD | Project complete | FS |
| UT00284 | Rabon Chiller Plant - Energy Management, Control System Modernization & Ser | Construction | \$ 55,000 | \$ 55,000 | 04-30-2020 | Construction proceeding - 75% | FS |
| UT00285 | Weil Chiller Plant - Energy Management and Control System Modernization | Construction | \$ 45,000 | \$ 45,000 | 04-30-2020 | Construction proceeding - 75% | FS |
| UT00286 | McCarty Chiller Plant - Energy Management and Control System Modernization | Construction | \$ 50,000 | \$ 50,000 | 04-30-2020 | Construction proceeding - 75% | FS |
| UT00318 | WWTP Clarifier Column Bearing Replacement | Construction | \$ 171,000 | \$ 171,000 | 03-28-2020 | Construction Started | FS |
| | Construction Count | 50 | \$ 9,248,540 | \$ 9,087,540 | | | |
| UT00166 | PPD Compound & Building 700 Transformer Replacement | Design | \$ 96,000 | \$ 90,000 | TBD | Design proceeding | FS |
| UT00169 | Steam and Chilled Water Distribution Details and Standards | Design | \$ 95,000 | \$ 95,000 | TBD | Design proceeding | FS |
| UT00175 | Waste Water Treatment Plant Legacy Controller Upgrade | Design | \$ 475,000 | \$ 400,000 | TBD | 100% CDs | FS |
| UT00186 | Reclaimed Water / Irrigation Hydraulic Model & Master Plan | Design | \$ 200,000 | \$ 200,000 | TBD | Design proceeding | FS |
| UT00190 | Upgrade traffic signals at Gale Lemerand and Stadium Road | Design | \$ 580,604 | \$ 517,199 | TBD | 100% CDs | FS |
| UT00207 | SouthEast and Central Campus Steam Manhole Investigation | Design | \$ 205,000 | \$ 205,000 | TBD | Design proceeding | FS |
| UT00208 | North Central Steam Manhole Evaluation | Design | \$ 205,001 | \$ 205,001 | TBD | Design proceeding | FS |
| UT00218 | Newell Road Steam Line Replacement | Design | \$ 1,940,003 | \$ 1,800,003 | TBD | Design proceeding | FS |
| UT00239 | Campus Lift Stations and Force Main Condition Assessment | Design | \$ 150,000 | \$ 150,000 | 10-30-2020 | Design proceeding | FS |
| UT00253 | Matherly Hall Drainage Improvement Study | Design | \$ 175,000 | \$ 175,000 | 09-30-2020 | Design Development | FS |
| UT00254 | Museum Road Corridor - Topographic Survey for Stormwater | Design | \$ 150,000 | \$ 150,000 | 08-23-2020 | Design proceeding | FS |
| UT00272 | Lake Alice Master Drainage Permit Renewal | Design | \$ 150,000 | \$ 150,000 | 06-01-2022 | Design proceeding | FS |
| UT00296 | UF Vet Med Building Secondary Pumps & Controls | Design | \$ 245,000 | \$ 245,000 | 07-31-2020 | Design proceeding | FS |
| UT00307 | Reclaimed Water Booster Pump Station VFD | Design | \$ 150,000 | \$ 150,000 | 08-25-2020 | 50% CDs | FS |
| UT00316 | WWTP Master Plan | Design | \$ 192,000 | \$ 192,000 | 02-27-2021 | Design proceeding | FS |
| | Design Count | 15 | \$ 5,008,608 | \$ 4,724,203 | | | |
| | Planning Count | 51 | \$ 9,616,613 | \$ 9,391,613 | | | |
| Facilities Services Minor Projects Totals | | 116 | \$ 23,873,761 | \$ 23,203,356 | | | |
| | | Grand Total | \$ 114,073,561 | \$ 104,273,850 | | | |



COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS AND INTERNAL AFFAIRS

AGENDA

Thursday, March 26, 2020

~3:00 p.m.

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

Committee Members:

Rahul Patel (Chair), James W. Heavener, Morteza Hosseini, Thomas G. Kuntz, Jason J. Rosenberg, Anita G. Zucker

- 1.0 Call to Order and WelcomeRahul Patel, Chair
2.0 Verification of Quorum Vice President Liaison
3.0 Review and Approval of Minutes.....Rahul Patel, Chair
September 6, 2019
November 26, 2019
December 6, 2019
March 11, 2020
4.0 Action ItemsRahul Patel, Chair
GGRIA1 Governance Standards Amendments.....Rahul Patel, Chair
a. Provost Fund Protocols
b. Naming Policy Amendment
GGRIA2 UF Regulations..... Amy Hass, Vice President and General Counsel
a. UF-1.011 Disclosure and Regulation of Outside Activities and Financial Interests
b. UF-1.200 Benefits, Retirement Programs, Employment Services and Holidays
c. UF-1.201 Leaves
d. UF-3.006 Traffic and Parking; Definitions
e. UF-3.014 Traffic and Parking; Fine Schedule and Notice of Regulation Repeal
f. UF-3.050 Finance and Administration; Performance Appraisals
GGRIA3 DSO AppointmentsRahul Patel, Chair
GGRIA4 Election of Chair and Vice Chair.....Rahul Patel, Chair
5.0 Discussion Item
5.1 Legislative Update..... Mark Kaplan, Vice President for Government & Community Relations
6.0 Adjourn581/810.....Rahul Patel, Chair



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

Meeting Minutes

September 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 12:31 p.m.

Time Adjourned: 1:00 p.m.

Committee and Board members present:

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

Others present were:

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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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 and members of the University of Florida Community.

1.0 Verification of Quorum

Vice President Amy Hass verified a quorum with all members present.

2.0 Call to Order and Welcome

Committee Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 12:31 p.m.

3.0 Review and Approval of Minutes

Committee Chair Patel asked if there were any additions and/or corrections to the minutes. Hearing none, he asked for a motion to approve the minutes from the June 3, 2019, June 6, 2019, July 17, 2019, and August 16, 2019 meetings, which was made by Board Chair Hosseini and a second by Trustee Rosenberg. Committee Chair Patel asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Discussion

Committee Chair Patel reviewed the following discussion items.

4.1 Naming Policy Update

Committee Chair Patel stated that Vice President Tom Mitchell has reviewed the draft naming policy and guidelines with the Foundation Executive Board and the senior development representatives of all colleges and units. We intend to have the policy ready for BOT action at the December board meeting.

4.2 Legislative Recommendations/Best Practices Memo Update

Committee Chair Patel reminded the board that the legislative recommendations and best practices memo have been discussed on the June, July and August calls and provided the BOT with a lined memo. They have updated our Governance Standards to reflect recommendations. We are continuing to work with the BOG as they put together processes and guidance under the new legislation, and we will continue to update the committee and Board as we make progress on that front.

4.3 DSO Review Update

Committee Chair Patel gave the following DSO updates:

- Citrus DSO - We discussed our progress with the Citrus DSO during our July and August calls. As you recall, the Citrus DSO committed to compliance with our governance standards and to run all research through the University. We have put a Memorandum of Understanding (MOU) in place to memorialize this commitment.
- Cattle DSO – Assistant Vice President Alan West reviewed the operations and accounting of this DSO, which runs through the UF Controller’s office and did not find any issues. The DSO complies with our Governance Standards, reflected in its bylaws. At this time, we would not recommend any changes to this DSO.
- Other IFAS DSOs – Our review continues, and we plan to have it completed by December.

4.4 Enterprise Cash/Investment Project Update

Committee Chair Patel reviewed that enterprise cash/investment project working group is reviewing investment practices, overall financial and budgeting models, and pension and benefits plans from an enterprise-wide lens. During our July and August calls, we briefed the committee and provided follow-up items from our initial meetings. The working group will meet again in September to review allocations of research facilities and administrative (F&A) dollars and in October to review the management and oversight of our retirement benefits

plans and will continue to report to the BOT on our progress and our recommendations from this review.

4.5 Conflicts of Interest/Outside Activities

Committee Chair Patel reminded the board of the presentation this morning on the conflicts of interest and outside activities and we will continue to update the BOT on the progress of our new system and processes.

4.5 Compliance Review

Committee Chair Patel reviewed that during our August call, the Governance Committee added this topic to our working list. This process will include an assessment of the current organizational structure and reporting of the compliance function, roles of staff in that function, and the group will recommend to the Board any proposed changes to the structure and reporting to more effectively, efficiently and strategically manage compliance on an enterprise level, in the spirit of One UF.

4.7 UF Investigation Process

Committee Chair Patel stated that the Governance Committee is initiating a review process for investigations when allegations made against cabinet members, the President or Board members.

4.8 Use of Brand/Marks

Committee Chair Patel introduced that the Governance Committee is initiating a review process and will make recommendations for proper oversight on the use of the UF brand/trademarks.

5.0 Action Items

5.1 Governance Standards Amendments

Committee Chair Patel gave a summary of the Governance Standards Amendments to include the following:

- Capital Projects - add full board approval of any capital facilities project, regardless of amount, if Board Chair determines to be of high visibility.
- Hiring of Shands CEO - make consistent with the hiring protocols for all cabinet members, Governance Standards need to reflect that CEO hiring requires conferring with the BOT Chair, notice to the Vice Chair.
- Compensation of all Cabinet Members - reflect what happens in practice, the Governance Standards should be updated to note that compensation of all cabinet members requires notice to the BOT Governance Chair in addition to conferring with BOT Chair and notice to Vice Chair.
- Operating Budgets of DSOs - proposed operating budgets will be reviewed with the Board Chair and Vice Chair prior to presentation for full board approval.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.1 for recommendation to the Board for its approval on the

Consent Agenda, which was made by Board Chair Hosseini, and a second, which was made by Trustee Rosenberg. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.2 Collective Bargaining Agreement Amendments

Committee Chair Patel stated that there are 4 amendments to collective bargaining agreements included in the materials. The four amendments reflect the 3% raises provided by the University to its employees effective October 1, 2019 and require ratification by the Board of Trustees for those employees who are members of a union.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.2 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and a second, which was made by Trustee Johnson. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.3 Tuition Cost Regulation Amendment

Committee Chair Patel discussed the proposed regulation amendment updates to reflect the current tuition set by the legislature for the 2019-20 academic year. Effective July 1, 2019, the repeat surcharge increased from \$190.84 to \$192.85, as set by the BOG. In addition, the regulation has been updated to amend the excess hour surcharge to apply 100% of the tuition for coursework that exceeds 120% of degree requirements beginning in the 2019 summer term.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.3 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and a second, which was made by Trustee Johnson. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.4 DSO Appointments

Committee Chair Patel presented three highly accomplished individuals who have been brought forward as DSO Board appointments on the UF Foundation Executive Board.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.4 for recommendation to the Board for its approval on the Consent Agenda, which was made by Board Chair Hosseini, and a second, which was made by Trustee Heavener. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.5 Legislative Budget Request Approvals

Committee Chair Patel turned this item over to Mark Kaplan, Vice President of Government and Community Relations for his comments and any discussion prior to the vote on the Legislative Budget Approvals (LBRs). Vice President Kaplan discussed of 7 individual LBRs – 3 for the

university and 4 for IFAS. The three UF requests include \$50 million recurring to help us become a top 5 public university, \$3.8 million recurring to create a new Center for the Application of Artificial Intelligence, and \$1 million non-recurring to implement our iCoast initiative to drive a new level of monitoring and understanding of environmental conditions on Florida's coasts. The IFAS requests are: \$3.9 million recurring for formula-driven workload increases, \$920,000 non-recurring to demonstrate a reduction of impacts from the urban sector on Florida's environment through a variety of activities on residential yards, \$1.6 million non-recurring for the Florida 4-H Environmental Education Program for youth in grades K-12, and \$1.7 million non-recurring to provide science-based guidance and assistance for implementation of the most effective harmful algal blooms mitigation strategies.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.5 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and a second, which was made by Trustee Heavener. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

5.6 President Appointment Extension

Action Item 5.6 is the recommendation for board approval of an extension of President Fuchs' appointment. Committee Chair Patel turned this item over to Board Chair Mori Hosseini for his comments and any discussion prior to the vote.

Board Chair Hosseini discussed the President W. Kent Fuchs has served over five years at the University of Florida ("UF") with great distinction. During his first four years, President Fuchs led UF to become a top 10 public university, among other notable record-breaking accomplishments in research, philanthropy and the hiring of 500 new faculty. Pursuant to the terms of President Fuchs' current contract, which extends through June 30, 2020, Board Chair Hosseini and President Fuchs met in June 2019 to discuss an appointment extension, effective July 1, 2020. Chair Hosseini and President Fuchs share a mutual desire to continue to work together to advance the stature and contributions of UF for years to come and President Fuchs wishes to serve at the pleasure of the Board of Trustees. President Fuchs' continued leadership is critical to the overall success of UF, with a focus on our students' success, as we work toward the goal of becoming a top 5 public university.

Board Chair Hosseini turned the meeting back over to Committee Chair Patel for a vote. Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5.6 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and a second, which was made by Trustee Rosenberg. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

6.0 New Business

There was no new business to come before the committee.

7.0 Adjourn

There being no further discussion, Committee Chair Patel adjourned at the meeting at 1:00 p.m.

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

Pre-Meeting Minutes

Telephone Conference Call

November 26, 2019

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 11:03 a.m.

Time Adjourned: 11:42 a.m.

Committee and Board members present:

David L. Brandon, James W. Heavener, Morteza Hosseini (Board Chair), Thomas G. Kuntz (Board Vice Chair), Rahul Patel, Robert G. Stern, Ray G. Thomas, Anita G. Zucker

Others present were:

W. Kent Fuchs, President; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Karen Sprague, Associate Vice President and Chief Operating Officer for UF Advancement; Taylor Rose, UF Senior Counsel, and members of the University of Florida Community.

1.0 Call to Order and Welcome

Committee Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 11:03 a.m.

2.0 Roll Call

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Review Agenda for December Meeting

GGRIA1 Governance Standards Amendments

a. Research Activities and Oversight Protocols

Committee Chair Patel gave a summary of the Governance Standards Amendments - Research Activities and Oversight Protocols which includes semi-annual meetings with the VP of Research to review research activities, current audits or investigations, and strategic plans. Information from these meetings will be reported back to the Board. These protocols will be incorporated into the UF Governance Standards to help ensure that the Board has appropriate visibility into the strategic mission of the University's research endeavor and exercises its fiduciary oversight responsibilities.

b. Investigation Protocols

Committee Chair Patel determined this action item would be removed from the agenda because this information is not ready to be voted on. Board Chair Hosseini indicated that other institutions protocols should be reviewed to be sure everything is covered in ours.

GGRIA2 Direct Support Organization (DSO) Board Appointments

Committee Chair Patel presented thirteen highly accomplished individuals who have been brought forward as DSO Board appointments on the following four DSOs: Cattlemen Enhancement Board (CEB), Citrus Research Development Foundation (CRDF), Florida 4-H Foundation, and Southwest Florida Research and Education Foundation Board (SWFRE).

GGRIA3 Naming Policy

Committee Chair Patel gave a summary of the Naming Policy. The University has developed an enterprise-wide naming policy to ensure appropriate process and evaluation of naming opportunities. Board Chair Hosseini commended everyone involved in creating the new policy which is a best in class policy. All trustees present agreed.

GGRIA4 Board Self-Evaluation

Committee Chair Patel indicated that the Board of Trustees completed its self-evaluation on October 31, 2019, and the University will submit the results of this evaluation in December 2019 with the board's approval. The Board Self-Evaluation is required to be completed and submitted to The Southern Association of Colleges and Schools ("SACS"), the universities accrediting body, prior to the University of Florida's accreditation deadline of March 2020. Board Chair Hosseini asked if he could meet with board members individually about their thoughts on improvements we can make after the self-evaluation is approved and submitted. VP Hass agreed he could move forward after the self-evaluation was approved and submitted.

4.0 Discussion Items

4.1 Enterprise Cash Working Group Presentation

Committee Chair Patel will have an update at the upcoming Board Committee Meeting. Board Vice Chair Kuntz commented on the great work taking place to be sure we have standard governance processes in place for all funds. Board Chair Hosseini agreed noting that the group is considering the appropriate amount of risk to safeguard the university.

4.2 Outside Activities—Conflicts of Interest

Vice President and General Counsel Amy Hass will have an update at the upcoming Board Committee Meeting. VP Hass indicated that with our new process, we are leading in this space. Board Chair Hosseini commended this work.

4.3 Legislative Update

Mark Kaplan, Vice President of Government and Community Relations discussed the latest legislative updates indicating the recent important distinction given to UF in a separate category as a Preeminence/National Ranking by the Florida Board of Governors. This acknowledgment by the Board of Governors sets UF apart from other colleges and universities in the state. We are hopeful this distinction will result in future favorable support as a

Preeminent/National Ranking university. Vice President Kaplan then reviewed the three-year priority list for Public Education Capital Outlay Projects (PECO). President Fuchs thanked Board Chair Hosseini for all his time and effort working with the Florida Board of Governors and agrees that the differentiation of UF is significant. Trustee Heavener and Trustee Patel both agreed and thanked Board Chair Hosseini.

5.0 New Business

There was no new business to come before the committee.

6.0 Adjourn

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

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

Meeting Minutes

December 5, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 3:24 p.m.

Time Adjourned: 3:55 p.m.

Committee and Board members present:

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

Others present were:

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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; 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 and the media.

1.0 Call to Order and Welcome

Committee Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 3:24 p.m.

2.0 Verification of Quorum

Vice President Amy Hass verified a quorum with all members present.

3.0 Action Items

GGRIA1 Governance Standards Amendments – Research Activities and Oversight Protocols

Committee Chair Patel gave a summary of the Governance Standards Amendments - Research Activities and Oversight Protocols. With the Board's approval, these protocols will be incorporated into the UF Governance Standards to help ensure that the Board has appropriate visibility into the strategic mission of the University's research endeavor and exercises its fiduciary oversight responsibilities. Board Chair Hosseini commended Chair Patel and partners for a job well done on a product that could be used at any university in the system.

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

GGRIA2 Direct Support Organization (DSO) Board Appointments

Committee Chair Patel presented thirteen highly accomplished individuals who have been brought forward as DSO Board appointments on the following four DSOs: Cattlemen Enhancement Board (CEB), Citrus Research Development Foundation (CRDF), Florida 4-H Foundation, and Southwest Florida Research and Education Foundation Board (SWFRE).

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

GGRIA3 Naming Policy

Committee Chair Patel gave a summary of the Naming Policy which was presented at the pre-meeting. The University has developed an enterprise-wide naming policy to ensure appropriate process and evaluation of naming opportunities. He thanked everyone for their efforts to make the new naming policy happen.

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

GGRIA4 Board Self-Evaluation

Committee Chair Patel indicated that the Board of Trustees completed its self-evaluation on October 31, 2019, and the University will submit the results of this evaluation in December 2019 with the board's approval. The Board Self-Evaluation is required to be completed and submitted to The Southern Association of Colleges and Schools ("SACS"), the universities accrediting body, prior to the University of Florida's accreditation deadline of March 2020.

Board Chair Hosseini commented that after the self-evaluation is approved and submitted, he would like to meet with each board member individually to see what we can do to make the board even better.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA4 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Zucker, and a second, which was made by Trustee Rosenberg. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

GGRIA5 UF Police Department Collective Bargaining Agreement

Vice President and General Counsel Amy Hass introduced the UF Police Department Collective Bargaining Agreement which includes raises and other benefits for the UF Police Department in order to be consistent with other UF employees.

Committee Chair Patel asked for any questions or further discussion. He then asked for a motion to approve Action Item GGRIA 5 for recommendation to the Board for its approval on the Consent Agenda, which was made by Trustee Rosenberg, and a second, which was made by Trustee Heavener. Committee Chair Patel asked for further discussion, and then asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

4.0 Discussion Items

4.1 Enterprise Cash Working Group Presentation

Committee Chair Patel reminded everyone that this information was previously reviewed at the FSPPM Committee meeting by University Controller Alan West.

4.2 Outside Activities–Conflicts of Interest

Vice President and General Counsel Amy Hass discussed the new UFOLIO system that has been rolled out to electronically track outside activity-conflict of interest. Gary Wimsett the new Assistant Vice President for Conflict of Interest who presented at the September Board retreat is managing this effort. He is in the beginning pilot phases of the rollout. Amy reviewed the results of the UFOLIO pilot thus far. Trustee Heavener asked if there were any conflicts related to China. Vice President Hass indicated they were a few specific cases to China reviewed and managed appropriately. Vice President Hass concluded that Assistant Vice President Wimsett will continue to roll out UFOLIO in phases, with another starting in mid-January, and meet with groups individually as needed to obtain participation.

4.3 Legislative Update

Committee Chair Patel turned this discussion item over to Mark Kaplan, Vice President of Government and Community Relations for a Legislative update. Vice President Kaplan discussed the latest legislative updates indicating the recent important distinction given to UF in a separate category as a Preeminence/National Ranking by the Florida Board of Governors. This acknowledgment by the Board of Governors sets UF apart from other colleges and universities in the state. We are hopeful this distinction will result in future favorable support

as a Preeminent/National Ranking university. Vice President Kaplan then reviewed the three-year priority list for Public Education Capital Outlay Projects (PECO).

5.0 New Business

There was no new business to come before the committee.

6.0 Adjourn

There being no further discussion, Committee Chair Patel adjourned at the meeting at 3:55 p.m.

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**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS, AND INTERNAL
Pre-Meeting Minutes**

Telephone Conference Call

March 11, 2020

123 Tigert Hall, University of Florida, Gainesville, FL

Time Convened: 10:02 a.m.

Time Adjourned: 10:29 a.m.

Committee and Board members present:

Rahul Patel (Committee Chair), David L. Brandon, James W. Heavener, Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Michael C. Murphy, Ray G. Thomas, Anita G. Zucker

Others present were:

W. Kent Fuchs, President; Amy Hass, Vice President and General Counsel; Elias Eldayrie, Vice President and Chief Information Officer; Mark Kaplan, Vice President for Government and Community Relations and University Secretary, members of the University of Florida Community, and other members of the public and the media.

1.0 Call to Order and Welcome

Committee Chair Rahul Patel welcomed everyone in attendance and called the meeting to order at 10:02 a.m.

2.0 Roll Call

Board Staff conducted a roll call of all Committee and Board members present.

3.0 Action Items

Committee Chair Patel reminded the committee that no action will be taken on today's call. We will preview the Action Items for the March 26 Board meeting and briefly review our key discussion items.

Committee Chair Patel indicated that the committee has 3 categories of Action Items to go over today: Category 1 includes 2 proposed amendments to our Governance Standards to incorporate new protocols. Category 2 consists of UF Regulation amendments. Category 3 includes DSO Board appointments.

GGRIA1 Governance Standards Amendments

GGRIA1(a) Provost Fund Protocols

Committee Chair Patel reminded the committee that at our last Board meeting, the Committee recommended that the BOT establish protocols to be incorporated into the Governance Standards that provide for appropriate visibility into the allocation of the strategic funds under the oversight and management of the Provost. Committee Chair Patel indicated the supporting paperwork lists the Governance Chair and Governance Committee as providing oversight, which will be switched to the Finance Chair and Finance Committee.

In summary, the proposed protocols provide for the Finance Chair to meet with the Provost on a semi-annual basis to understand (1) the number of University funds under the management of the Provost; (2) amounts and sources of each fund (and any restrictions on use); (3) the allocation of those funds; and (4) the strategic basis for such allocation. The Finance Chair will report to the Board Chair and the Finance Committee at least annually, and more frequently as needed. The new process is reflected in your packet at GGRIA1(a).

The goal of these protocols is not to provide an approval mechanism or substitute board judgment for decisions appropriately within the discretion of the Provost and administration, but to ensure appropriate visibility and understanding of the strategic allocation of these funds.

Trustee Zucker asked to clarify that the document dated February 20, 2020, will be updated at the March meeting with Finance Committee Chair replacing Governance Committee Chair. Committee Chair Patel confirmed that the document will be updated. Vice Chair Kuntz agreed with the importance of the visibility and understanding of the strategic allocation of these funds.

GGRIA 1(b) Naming Policy – Diligence Protocols

Committee Chair Patel discussed that the BOT approved the Naming Policy at our December meeting, which is incorporated into the Governance Standards. This was a combined effort with the Advancement Committee, which Trustee Zucker chairs. In January of this year, the Florida House Higher Education Appropriations Subcommittee considered legislation regarding corporate namings and sponsorships, which did not end up going anywhere this session. In addition, the US Department of Education issued a report with requirements regarding foreign gifts and contracts. In light of this and in an effort to be proactive with best practices, we undertook a review of our current Naming Policy language around corporate namings and foreign gifts and we have created a proposed Naming Diligence Protocol document that memorializes the diligence that is and will continue to be performed by the University in considering corporate namings and gifts from foreign individuals or entities. These recommendations are reflected in the documents labeled GGRIA1(b) in your packet.

GGRIA2 – UF Regulations

Committee Chair Patel turned the meeting over to Vice President and General Counsel Hass to go through the Regulations noting that we have one substantive regulation relating to our new conflicts of interest and outside activities process and the remaining are more technical and clean up in nature.

Vice President and General Counsel Hass lead a discussion on UF Regulation amendments, which follows:

GGRIA2(a) UF-1.011 Disclosure and Regulation of Outside Activities and Financial Interests

Vice President and General Counsel Hass discussed the need to update Regulation 1.011 to reflect changes made to the University's new centralized efforts to disclose outside activities and financial interests.

GGRIA2(b) UF-1.200 Benefits, Retirement Programs, Employment Services and Holidays

Vice President and General Counsel Hass discussed the need to update Regulation 1.200 to increase the number of Higher Education Opportunity awarded annually from 50 to 150.

GGRIA2(c) UF-1.201 Leaves

Vice President and General Counsel Hass discussed the need to update Regulation 1.201 to change FMLA leave from a fiscal year basis to a 12-month period, which wouldn't allow people to take back to back FMLA leaves. Vice Chair Kuntz questioned whether this happens often. Vice President and General Counsel Hass indicated it has only happened a few times.

GGRIA2(d) UF-3.006 Traffic and Parking; Definitions

Vice President and General Counsel Hass discussed the need to update Regulation 3.006 to include the definition for micro-mobility devices, which includes electric scooters. This change is needed as the university expects electric scooters will soon be allowed in Gainesville.

GGRIA2(e) UF-3.014 Traffic and Parking; Fine Schedule and Notice of Regulation Repeal

Vice President and General Counsel Hass discussed the need to update Regulation 3.014 to include the ability to fine for micro-mobility devices.

GGRIA2(f) UF-3.050 Finance and Administration; Performance Appraisals

Vice President and General Counsel Hass discussed the need to repeal Regulation 3.050 as the University has implemented a new evaluation system "UF Engaged" for quarterly feedback to employees and doesn't think this information should be included as a regulation. Vice Chair Kuntz questioned how many regulations the university has and if a project should be completed to go through and clean up the regulations.

GGRIA3 – DSO Appointments

Committee Chair Patel presented the proposed DSO board appointments for the following DSOs: Florida Foundation Seed Producers, Gator Boosters, UF Alumni Association, UF Research Foundation, and UF Historical St. Augustine. These nominations have been made by the above DSO boards and vetted by the UF leader liaison for each DSO. You can review these nominees before our March 26 board meeting and if any Committee member has any questions about a nominee or would like additional information, please let Mark Kaplan or Melissa Orth know.

4.0 DISCUSSION ITEMS

Committee Chair Patel introduced the following discussion items that will be covered in more detail at the March meeting.

4.1 Use of Brand and Licensing of UF Marks Project

Committee Chair Patel discussed that we are undertaking a new project to look enterprise-wide at our processes and procedures for licensing our marks to third parties and allowing third parties the use of the UF Brand. This project will focus on the oversight and governance processes versus the Brand strategy, which is part of the Strategic Communications Committee's efforts. We will work closely with representatives and liaisons from that Committee throughout this project.

As part of the background work on the Governance project, we have prepared a presentation for our March 26th Board meeting and will share the following in that presentation: Current UF processes and practices (this includes all of our DSO and Affiliates), Benchmarking of peer institutions around the country, Best Practices, Recommendations for a working group and a timeline of goals for that group.

4.2 Legislative Update

Vice President and University Secretary Kaplan gave a legislative update and informed us that Chair Hosseini has been hard at work in Tallahassee promoting the University. Vice President and University Secretary Kaplan expects the legislative session will run past its normal timeframe and into next week. As it currently stands, any negative impacts for the University don't seem likely and any positive impacts will help the hospital, cancer center, and higher education spaces. By the March meeting session should have ended and Vice President and University Secretary Kaplan is hopeful to have positive information to report.

5.0 New Business

Committee Chair Patel indicated though not on the agenda he wanted to briefly update the Governance Committee on another item. We will begin a full review of the bylaws to ensure that the Governance Standards are incorporated formally therein, as well as to update any additional provisions that need amending now that our Governance policies and protocols have been implemented. We will plan to have that review completed before the June meeting.

5.0 Adjourn

There being no further discussion, Committee Chair Patel adjourned at the meeting at 10:29 a.m.

Provost Funds Governance Protocols

Draft Version – February 20, 2020

Background

To help ensure that the University of Florida Board of Trustees (“Board” or “BOT”) has appropriate visibility into the strategic investment allocations of those internal funds managed by the Provost, the BOT has established the following protocols.

Provost Funds Protocols

1. Twice each year, the Chair of the BOT Finance, Strategic Planning & Performance Metrics (FSPPM) Committee shall meet with the Provost for the purpose of reviewing and understanding the following:
 - a. Number of University funds under the management of the Provost;
 - b. Amounts and sources of each fund and any restrictions on use;
 - c. The allocation of those funds; and
 - d. The strategic basis for such allocation.
2. In addition to the semi-annual meetings described above, the Provost will ensure that the BOT Governance Chair is apprised of any significant changes to the above (a) – (d).
3. The BOT FSPPM Chair shall provide a report of the above to the Board Chair and a summary report to the full BOT through the Committee on Governance, Government Relations and Internal Affairs at least annually on the state of the University’s Provost Funds, and as needed on any matter above that in the judgment of the BOT Representative should come to the attention of the BOT.

UF Namings & Memorials: Diligence Protocols

OVERVIEW

The University of Florida recognizes the importance of naming opportunities for its facilities, academic units, and programs and is committed to upholding its core values of collaboration, broad diversity, the pursuit of excellence, and freedom of expression, thought, and dialogue. In building partnerships that help to create a better future for the state of Florida, the nation, and the world, the University seeks to maintain academic integrity and independent administration in all of its endeavors, while protecting the values and integrity of the institution.

Corporate namings require more consideration and risk review than gift namings for individuals, to avoid actual or apparent endorsements or conflicts, and will be evaluated in terms of whether and to what extent the corporation's value structures are compatible with those of the University and whether they are pursuing a co-mission. Generally speaking, major academic units will not be named after a for-profit corporation and namings on facilities will be for a fixed term and require a written agreement.

In order to facilitate and recognize philanthropy to advance the University, while at the same time protecting institutional integrity and principles, it is advisable to follow rigorous due diligence protocols related to namings and memorials.

NAMINGS & MEMORIALS PROCESS OVERVIEW

In advance of the formal approvals process outlined below, each VP/Dean/Director will consult with the college/unit leadership team on naming opportunities and prospects.

STEP 1: Unit Dean/Director/VP approves proposed naming opportunity/prospect and submits to VP, Advancement

STEP 2: Vetting conducted on individual or corporation (outlined below)

STEP 3: Following vetting, request submitted to Namings & Memorials Advisory Council

STEP 4: After council review, recommendation made to President/BOT Chair

STEP 5: After review, President/BOT Chair approve recommendation for donor discussions

STEP 6: Discussions occur with donor (concepts presented, gift agreement established)

STEP 7: For BOT level namings, submitted to BOT for final approval

UF Namings & Memorials: Diligence Protocols

PROTOCOLS

Before any proposed naming advances through the required process (outlined above) appropriate vetting must be conducted. The University of Florida has two vetting levels for individuals ***and*** corporations:

| NEGATIVE NEWS SEARCH (Internal: UF Advancement Prospect Research) | FULL BACKGROUND (External: Thomson Reuters Court Express) |
|--|--|
| <ul style="list-style-type: none"> • LexisNexis Search • Google Search • News Source Search | <p>County Court Records Search:</p> <ul style="list-style-type: none"> • Criminal - Misdemeanor & Felony • Civil - Small Claims & Upper Level <p>Federal Court Records Search:</p> <ul style="list-style-type: none"> • Criminal • Civil • Bankruptcy <p>Custom Court Records Search:</p> <ul style="list-style-type: none"> • State Criminal History |

Both negative news searches and background checks are reviewed by the Director of Advancement Initiatives and Foundation legal counsel, with any concerns taken to Foundation and University leadership as appropriate.

FOREIGN DONORS

Any proposed agreement with a foreign donor (individual or corporate) is submitted to the University Division of Research, Office of Compliance and Global Support, for review before the agreement is signed (This review covers agreements with any foreign donor, regardless of whether a naming is involved.) One of the steps taken is to compare the donor name against the list of restricted entities. Determining whether a donor is considered to be a foreign donor is based on a variety of factors, including place of residence, place of principal office, place of incorporation, or other facts specific to the donor.

UF Namings & Memorials: Diligence Protocols

DILIGENCE BY NAMING/MEMORIAL TYPE

| *NAMING/MEMORIAL TYPE (Definition) | REQUIRED VETTING | |
|---|----------------------|--------------------------------------|
| | NEGATIVE NEWS SEARCH | FULL BACKGROUND |
| Facility (Building; Significant interior or public space within facility) | ✓ | ✓ |
| Outdoor Area (Landscaped area, field, water body, bridge, patio, deck, road, etc.) | ✓ | ✓ |
| ‡Academic Unit (College, school, center, institute, department, or other academic/research/administrative program unit) | ✓ | ✓ |
| Site (Any whole campus or educational/research/recreational/athletic/service/extension site) | ✓ | ✓ |
| Space (Non-structural space or common area within a facility/all interior spaces) | ✓ | Dependent on visibility & permanence |
| Program (Academic/research/service program) | ✓ | Dependent on visibility & permanence |

| |
|---|
| Requires Full BOT Approval |
| Requires President & BOT Chair Approval |

* Any naming, regardless of type, may be considered a BOT naming by the BOT Chair if it is determined to be of high visibility or material to UF

‡ Generally, academic units will not be named for a for-profit corporation

UNIVERSITY OF FLORIDA POLICY
Namings and Memorials

1. Definitions

“Academic Unit” means any college, school, center, institute, department, or other academic, research, or administrative program unit.

“Facility” means any building, structure of permanence such as a stadium or tunnel, a major structural component of a building or any such structure such as a wing, floor, or central atrium, or a space within a building that is significant because of its size relative to the whole building or because it serves a significant academic, athletic, administrative, or public function.

“Outdoor Area” means any outdoor area and wholly outdoor structures such as a landscaped area, field, water body, bridge, patio, deck, or road.

“Program” means any academic, research, or service program.

“Site” means any whole campus or any educational, research, recreational, athletic, service, or extension site, including sites subject to Board of Governors Regulation 8.009.

“Space” means any non-structural space within a Facility such as an office, conference room, or non-structural common area which does not otherwise fall within the definition of Facility above.

“University” means the University of Florida and all affiliated entities.

2. General Guidelines and Definitions for Naming Opportunities and Memorials

The University of Florida recognizes the importance of naming opportunities for its buildings, facilities, outdoor and interior spaces, colleges, schools, centers, institutes, and other academic units and programs. The University of Florida is committed to upholding its core values of collaboration, broad diversity, the pursuit of excellence, and freedom of expression, thought, and dialogue. In building partnerships that help to create a better future for the state of Florida, the nation, and the world, the University seeks to maintain academic integrity and independent administration in all of its endeavors. While protecting the values and integrity of the institution, the University also seeks to protect the fundraising process and its relationships with donors and other supporters of the University.

Entity Namings

An Entity Naming is a Gift Naming for any corporation or other organization.

Gift Namings

A Gift Naming is any naming for a donor or, at the request of a donor, for a third party, in connection with a gift. Naming opportunities may be appropriate to recognize a donor whose financial contributions have supported the institution in meaningful ways. Gift Naming opportunities may also arise at the request of a donor who, in connection with a gift, wishes to honor or memorialize someone significant to the donor.

Honorary Namings

An Honorary Naming is a naming to honor or memorialize an individual's significant contributions (financial or otherwise, but not in connection with a specific gift) to the University, the State of Florida, or society in general.

Entity Namings, Gift Namings and Honorary Namings are referred to collectively as Namings.

Memorial

A Memorial is a plaque or other physical device used to recognize or memorialize a person or entity or to name a physical space. Memorials may be associated with Gift Namings or Honorary Namings. The wording for any Memorial shall be reviewed by the Foundation Namings and Memorials Advisory Council prior to submission to the President for approval.

Governing Laws and Regulations

Namings and Memorials approved under this policy shall also be subject to all Florida Board of Governors (BOG) and University of Florida Board of Trustees (BOT) Governance Standards, policies, regulations, and procedures, and to all state laws and regulations.

General Policy Statement

No Naming or Memorial shall be permitted that would detract from the University's values, dignity, integrity, or reputation, lead to an actual or perceived conflict of interest, or imply in any way a political, ideological, commercial, or religious endorsement, nor shall any Naming or Memorial, including quotations, be permitted that could violate any state or federal law, rule, regulation, or constitutional provision.

3. BOT Namings

A BOT Naming is a Naming of any Academic Unit, Outdoor Area, Site, or University Facility, (all as defined above), including but not limited to those for academic, administrative, athletic, or residential purposes. Any BOT Naming will require BOT approval with the recommendation of the University President under the BOT

Governance Standards and in accordance with BOT policies, regulations, and procedures. BOT Namings also include, in the definition of Facility, a Space that is significant because of its size relative to the whole building or because it serves a significant academic, athletic, administrative, or public function. BOT Namings also include any Naming, regardless of type, that is determined after conferring with the BOT Chair to be of high visibility or reasonably considered to be material to UF, a DSO or any affiliate entity.

4. Non-BOT Namings

A Non-BOT Naming is a Naming of any Space within a Facility (except those interior spaces that do require BOT approval as set forth in Paragraph 3 above) or any University Program (all as defined above), including but not limited to those for academic, administrative, athletic, or residential purposes. A Non-BOT Naming does not require BOT approval, unless the BOT Chair requires full BOT participation. Non-BOT Namings will be approved by the President and the BOT Chair, with notice to the BOT Vice Chair.

5. Corporate or Organization Namings (“Entity Namings”)

Donors who are corporations or organizations may be recognized by a Gift Naming. Entity Namings require more consideration and review than Gift Namings for individuals, to avoid actual or apparent endorsements or conflicts. Generally major academic units will not be named after a for-profit corporation or organization and Entity Namings for buildings will usually be for a fixed term of years. Rarely will any Entity Naming be approved when the entity is not the donor or otherwise a supporter of the University. The due diligence process for Entity Namings shall be set forth in a Diligence Protocols document incorporated herein by reference and shall include a review of all current federal restricted and prohibited entity lists as part of the review process.

Entity Namings of a Site, Facility, Outdoor Area, or Space require a written agreement including a stated term of years not to exceed twenty.

Considerations for Entity Namings will be evaluated in terms of whether and to what extent the applicable entity’s value structures are compatible with that of the University and whether the entity and the University are pursuing a co-mission. If an applicable entity’s name is changed following approval of an Entity Naming, the name referenced by the University may be changed following approvals by the President and BOT Chair, with notice to the BOT Vice Chair.

Logos

Entity logos may be allowed for a fixed term of years on external signage on a case-by-case basis and such use requires specific approval by BOT for BOT Namings and specific approval by the President for Non-BOT Namings. All such approvals may be subject to

unit restrictions on logo usage as well.

6. Process

Foundation Namings and Memorials Advisory Council

A Foundation Namings and Memorials Advisory Council (“Council”) will be established by the Foundation and will represent academic, business, alumni, and development viewpoints across the UF community. The Council is advisory only and will review Namings and Memorials before they are submitted to the President for approval, together with the Council’s recommendation. Composition and operations of the Council are detailed in the Guidelines, as set forth in Exhibit A.

Process

The following steps shall be followed, in order:

- Before any Naming conversation initiated by the University occurs with a donor or honoree, approval by the appropriate Vice President, Dean, or Director shall be obtained
- The Naming will be presented to the Executive Vice President of the UF Foundation for consideration
- The Foundation will follow its normal vetting process for the Naming
- The Executive Vice President of the UF Foundation will consult with the President and the BOT Chair and Vice Chair
- The request will then be submitted to the Council
- The Council will review and, if recommended by the Council, submit the request to the President and BOT Chair for approval, with notice to the BOT Vice Chair
- Appropriate discussions may be held with the donor or honoree
- For BOT Namings, the request shall then be submitted to BOT for approval

Council Review

The Foundation Namings and Memorials Advisory Council shall review the following:

- All BOT Namings
- All Non-BOT Namings except those for which the President has delegated approval authority to the Executive Vice President of the Foundation (which shall be reported to the Council by the Council Chair)
- All Honorary Namings
- All proposed Memorials, whether in connection with a Naming or otherwise, including the requested wording (including quotations), size, material, design, method of attachment, and identified source of funds for maintenance. Approval of Memorials is at the discretion of the University. The Council may, if it determines to do so, approve standard wording and plaques in advance.

Documentation

In order to document the donor’s acknowledgment of the provisions and requirements of this policy and all other BOT, University, and Foundation requirements applicable to

Namings, all gifts involving a Naming must have written documentation to evidence the terms and conditions for the Naming. This documentation may be in the form of a gift agreement or other writing, as determined by the Foundation.

7. Board Members; Board and University Employees

The restrictions in this section continue to apply until one year after the individual no longer has such status, unless expressly waived by BOT for a particular Naming. All other procedures set forth in this policy will be followed.

Honorary Namings

Honorary Namings (i.e. not associated with any gift) are not allowed for any active BOG board member or employee or University trustee or any active University employee or student.

Gift Namings

Gift Namings, when the individual whose name will be used is an active BOG board member or employee or University trustee or any active University employee or student may be approved on the following conditions:

- The gift with which the Naming is associated is based on a Naming opportunity and amount previously approved by the Foundation Executive Vice President
- The same Naming opportunity would be available to others
- The BOG or University affiliated person has not had an advantage because of early access to the list of Naming opportunities
- The Naming does not present a conflict or the appearance of a conflict for any reason

8. Naming Requirements

Minimum gift levels and other requirements and guidelines for Namings and Memorials, consistent with this policy, shall be established by the Foundation, subject to approvals by the President and BOT Chair, with notice to the BOT Vice Chair and the Foundation Namings and Memorials Advisory Council. These Guidelines are outlined in Exhibit A.

9. Removal of Name by University

A Naming may be removed if a donor fails to fulfill the gift commitment (including with respect to the timing of gift payments) made in connection with the Naming or, in extraordinary circumstances, where continued use of the name would be damaging to the reputation of the University or otherwise significantly detrimental. The decision to remove a Naming may be made with approvals of the President and BOT Chair, with notice to the BOT Vice Chair.

10. Change of Name at Donor or Honoree Request

Donor- or Honoree- requested changes to a Naming, due to such things as a change in name or status, will be considered on a case-by-case basis and the decision will be made with approvals of the President and BOT Chair, with notice to the BOT Vice Chair.

11. Effect on Existing Namings

Nothing contained in this policy shall be construed or applied in such a way as to limit or terminate a Naming that exists or has been approved prior to the Effective Date of this policy, except that the provisions in paragraphs 9 and 10 regarding change or removal of a name will apply to existing Namings and those approved after the effective date of this policy.

Exhibit A Guidelines

Duration

- Naming of a Facility, Outdoor Area, Site, or Space is presumed to be effective for fifty years or the useful life of the named area, whichever is less, other than an Entity Naming for a building which generally will be twenty years
- At the end of such time, the name will be removed, without the need for further approval or action
- Thereafter, the donor or honoree shall be recognized in an appropriate alternative manner
- If it is in the best interests of UF to repurpose or replace a named Facility, Outdoor Area, Site, or Space before the useful life or fifty years, BOT for BOT Namings and the President and BOT Chair, with notice to the BOT Vice Chair, for Non-BOT Namings.

Usage

- Official University publications and forms shall use the full approved name
- For administrative convenience and ease of communication in other circumstances a shorter version may be used

Foundation Namings and Memorials Advisory Council

The standing members are:

- President or designee
- Executive Vice President of the Foundation (Chair)
- Senior Vice President and Chief Academic Officer or designee
- Senior Vice President and Chief Operating Officer or designee
- Chair of the Deans and Directors Development Council
- Senior Associate Vice President/CDO of the Foundation
- Senior Associate Vice President/COO of the Foundation
- Vice presidents or other university representatives appropriate to the naming in an advisory capacity

Regular meetings will be scheduled quarterly and more often as needed.

Due Diligence

- The Foundation will obtain background reports on all individuals and entities before a Naming will be approved by the Executive Vice President of the Foundation
- The type of report will be based on the visibility and permanence of the Naming

Minimum Gift Requirements

- New Facilities generally require a gift of 20-50% of the private support for the Facility but not less than 15% of the total cost of the Facility, with a current gift of cash or cash-equivalent equal to at least such minimum threshold, payable over no more than five years with at least 20% of such minimum threshold paid in the first year (in any event prior to the name included on such Facility) and with the balance of the minimum threshold generally payable on a prorata basis for the remainder of the five years
- Existing Facilities generally require a gift of 20-50% of the replacement value of the Facility, with a current gift of cash or cash-equivalent equal to at least such minimum threshold payable over no more than five years with at least 20% of such minimum threshold paid in the first year (in any event prior to the Naming being on such Facility) and with the balance of the minimum threshold generally payable on a prorata basis for the remainder of the five years; a deferred gift may be made for the Naming of an existing Facility in appropriate circumstances
- Academic Unit or Program Namings may require a current endowed cash or cash-equivalent gift unrestricted to the unit or program or an appropriate deferred gift
- Specific Naming amounts for Facilities, Outdoor Areas, Programs, Academic Units, Sites, and Spaces will be determined annually by the Foundation with the college or unit, subject to approvals by the President and BOT Chair, with notice to the BOT Vice Chair
- Namings may be considered for non-cash gifts in appropriate circumstances; the gift must be accompanied by an appraisal and the Foundation reserves the right to obtain an additional appraisal
- Transformational projects and programs often involve complex gift structures and multiple sources of funding. These guidelines are intentionally flexible and may be adapted in order to accommodate more complicated gift and funding mechanisms to accomplish important University goals.

General Exceptions

- Exceptions to any of these Guidelines can be made with full BOT approval.

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Disclosure and Regulation of Outside Activities and
Financial Interests

1.011

SUMMARY: The University proposes to amend Regulation 1.011 to align the regulation for disclosure of outside activities and financial interests with the simultaneous launch of the UFOLIO Outside Activity disclosure system. University faculty and administrators have been involved in the development of UFOLIO as well as the relevant proposed changes to this regulation to reflect the newly developed disclosure system and process. Together with this revised regulation, the University is developing supporting policies and other documentation to further operationalize this regulation and further centralize and manage University employees’ outside activities and financial interests.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Amy Hass, Vice President and General Counsel.

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.011 Disclosure and Regulation of Outside Activities and Financial Interests.

(1) The University of Florida encourages its Faculty and Staff to engage in activities supporting their professional growth, creating new knowledge and ideas, and furthering the University’s mission of excellence in education, research, and service. University employees, however, have an obligation to commit their primary professional time and intellectual energy to the University and maintain the highest ethical and professional standards. Further, personal gain from Outside Activities or Financial Interests, as defined in the University of Florida Policy on Conflicts of Commitment and Interest, must not influence—or create the appearance of influencing—the decisions or actions of the University.

(2) Accordingly, all Faculty and Staff shall adhere to the University of Florida Policy on Conflicts of Commitment and Interest (the “Policy on Conflicts”) and the Code of Ethics for Public Officers and Employees (Chapter 112, Part III, Fla. Stat.)¹.

(3) The Policy on Conflicts sets forth the Faculty and Staff members’ obligations to disclose certain Financial Interests, potential Conflicts of Commitment or Interest and the potential consequences for violating the Policy on Conflicts.

(4) The University may take administrative or disciplinary action concerning violations of this Regulation up to and including termination of employment.

¹ The Policy on Conflicts can be found here:

<http://generalcounsel.ufl.edu/media/generalcounselufledu/documents/COI.pdf>

The Code of Ethics for Public Officers and Employees can be found here:

http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0112/0112PARTIIIContentsIndex.html

Authority: BOG Regulation 1.001.

Law Implemented: 112.313, 112.3185, FS.

History--New 5-28-80, Formerly 6C1-7.391, Amended 3-6-85, Formerly 6C1-1.11,
Amended 3-2-87, 5-21-89, 7-11-94, 4-30-95, 12-12-95, 6-28-98, 6-21-00, 5-22-01, 1-7-03, 7-5-
04, Formerly 6C1-1.011, Amended 3-17-11, 6-8-12, _____.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~1.011—Disclosure and Regulation of Outside Activities and Financial Interests.~~

~~(1)—General Requirements.~~

~~(a)—All employees of the University of Florida must be committed to the University's goals of teaching, research, and service and recognize that their primary professional responsibility is to the University. Faculty and staff members may participate in outside activities and hold financial interests as long as the activities and interests do not violate any state or federal law or regulations, including but not limited to this regulation, and such activities and interests do not conflict with their duties and responsibilities to the University. All University employees, which includes Academic Personnel (AP), Technical, Executive, Administrative, and Managerial Support (TEAMS) employees, University Support Personnel System (USPS) employees, and Other Personnel Services (OPS) employees, are responsible for the full and faithful performance of their professional or institutional responsibilities and obligations.~~

~~(b)—All University employees are bound to observe, in all official acts, the highest standards of ethics consistent with the code of ethics of the State of Florida (Chapter 112, Part III, Fla. Stat.), the advisory opinions rendered with respect thereto, other federal and state law, and the Regulations of the University of Florida, including but not limited to this Regulation-1.011.~~

~~(c)—No employee shall solicit or accept anything of value that is based upon an understanding that the official action or judgment of the employee would be influenced thereby.~~

~~(d) — No employee shall have an employment or contractual relationship or engage in a business or personal activity that will create a continuing or frequently recurring conflict between that employee’s private interest and the performance of the employee’s official duties.~~

~~(e) — An employee engaging in an outside activity must take reasonable precautions to ensure that the outside employer or other recipient of services understands that the employee is engaging in such outside activity as a private citizen and not as an employee, agent, or spokesperson of the University.~~

~~(2) — Definitions:~~

~~(a) — “Outside activity” shall mean any private practice, private consulting, employment, teaching, research, business (including managerial interests or positions), or other activity, compensated or uncompensated, which is not part of the employee’s assigned duties and for which the University provides no compensation.~~

~~(b) — “Conflict of interest,” shall mean:~~

~~1. — any conflict between the private interests of the employee and the public interests of the University of Florida or the State of Florida, including conflicts of interest specified under Florida Statutes; or~~

~~2. — any outside activity or financial interest which interferes with the full and faithful performance of the employee’s professional or institutional responsibilities or obligations, including but not limited to conflicts of commitment.~~

~~(c) — “Entity” or “entities” shall mean any for profit or not for profit entity, any public agency, any individual, or any client.~~

~~(3) — Activities and Financial Interests To Be Reported.~~

~~(a) — The following outside activities and financial interests must be reported prior to~~

~~engaging in the activity or acquiring the financial interest:~~

~~1. Outside activities in which there is more than an incidental use of University facilities, equipment, and/or services.~~

~~2. Outside activities in which a University student or other University employee is directly or indirectly supervised by the employee if the employee in any way supervises, evaluates or serves in a formal advisory role for the student or other employee at the University.~~

~~3. Management, employment, consulting, and other contractual activities with, or ownership interest in, any entity (other than the University) that may enter into a business or other contractual transaction with the University. In the case of material financial and managerial interests, the information required extends to the spouse and/or children of the employee, and for managerial interests, to relatives. These disclosures must include a statement of whether any contractual, service or other business relationship exists or is contemplated with the University to the employee's knowledge.~~

~~a. Material financial interest is defined as direct or indirect ownership of more than five (5) percent of the total assets, capital stock, ownership, or voting interest of an entity.~~

~~b. Managerial interest includes serving as an officer, director, partner, proprietor, etc. of an entity.~~

~~c. If the entity with which the employee has an employment, contractual or other business relationship or in which the employee, the employee's spouse, domestic partner and/or children have an ownership interest wishes to enter into a licensing or research agreement with the University or with the University of Florida Research Foundation, Inc., an exemption allowing such an agreement may be approved by the President or the President's designee and the Chair of the Board of Trustees. Application for this exemption is made through the Office of~~

Research.

~~d. — If the employee has an employment, business or contractual relationship, a material financial interest or a managerial interest, concerning an entity that may enter into any business transaction with the University, the employee must disclose the interest to Purchasing Services, and the interest must be allowed and approved by Purchasing Services, in consultation with the Office of the Vice President and General Counsel, prior to any business transaction between the entity and the University.~~

~~4. — Management, employment, consulting, and other contractual activities with, or ownership interest in, an entity which competes with the University.~~

~~5. — Candidacy for or holding a public office.~~

~~6. — Required use of books, supplies, or other resources at the University of Florida when they are created or published by the employee, or the employee's spouse or domestic partner or minor child(ren), or by an entity in which the employee, or the employee's spouse or domestic partner or minor child(ren) has any financial or managerial interest, if more than \$500 is received or expected to be received annually by any or all of them individually or in the aggregate, directly or indirectly, or through the entity in which they have a financial or managerial interest, from the sale, assignment, license or use of such books, supplies or other resources by the employee, spouse, domestic partner, minor child(ren), and/or the entity in which there is a financial or managerial interest.~~

~~7. — Professional compensated activities, including but not limited to honoraria, consulting, teaching at another institution, and employment as an expert witness.~~

~~8. — Service on the board of directors or board of trustees or as an officer, or other management interests or position, with an entity.~~

~~9. — Any outside compensated employment.~~

~~10. — Any employment, contractual relationship, or financial interests, including intellectual property rights, of the employee which may create a continuing or recurring conflict between the employee's interests and the performance of the employee's University responsibilities and obligations, including time commitments. This includes any outside activity in which the employee is required to waive rights to intellectual property.~~

~~(b) — Any employee submitting a federal, state or other government grant or contract proposal or conducting research or educational activities pursuant to a federal, state or other governmental grant or contract must adhere to the applicable requirements of the funding agency, including those involving the disclosure and regulation of outside activities and financial interests. In addition to the disclosure requirements set forth in section (4) of this regulation, all required disclosures for federal, state or other governmental contracts and grants must be made to the Division of Sponsored Research in accordance with applicable federal, state or other governmental requirements.~~

~~(c) — Outside activities which the employee should conclude may create an actual or apparent conflict of interest, including conflict of time commitments, which are otherwise not required to be reported under paragraphs (3)(a) or 3(b) above must be reported as soon as practicable.~~

~~(d) — The selection and use of instructional materials in which the employee, the employee's spouse or domestic partner or minor child(ren) has a financial interest are subject to the following guidelines:~~

~~1. — Employees who are instructors are responsible for the assignment of instructional materials, such as textbooks and other academic materials, for use by their students. The~~

~~selection of these materials must be made for academic reasons and may not be based on financial gains for the individual employee, the employee's spouse or domestic partner or minor child(ren) or the University.~~

~~2. — An employee, the employee's spouse or domestic partner or minor child(ren), and an entity in which the employee or the employee's spouse or domestic partner or minor child(ren) has a financial interest may not receive a financial benefit from materials reflecting general course information or assignments or evaluation materials used in University of Florida courses or other University instructional activities. Examples of such materials are exams, quizzes, syllabi and extra credit assignments.~~

~~3. — If an employee, the employee's spouse or domestic partner or minor child(ren) may financially benefit from the sale or use of required books, supplies, or other resources, these materials may be required only under the following conditions:~~

~~a. — The department chair and dean or director have approved such an arrangement on the University's Disclosure of Outside Activities and Financial Interests), submitted by the employee, and~~

~~b. — The materials have been selected for academic reasons independent of any financial gain for the persons and entities described, are offered at a fair market price, have been adopted for use at other higher education institutions, been through a peer review process, are the original works or creations of the employee and not a collection of the works of others, are protected by copyright, patent, or trademark, and are published or produced by an incorporated or registered publisher, company, or entity. Their use may not require the user to waive any intellectual property rights.~~

~~(e) — The reporting requirements of this regulation shall apply to full time and part-~~

~~time employees. Unless otherwise required under federal, state or other governmental grant regulations, the reporting requirements shall not apply to activities performed wholly during an interval of the year in which the employee is assigned no professional or institutional responsibilities and obligations by the University.~~

~~(4) — Disclosure and Approval Procedures for all University employees.~~

~~(a) — The University's form entitled, “Disclosure of Outside Activities and Financial Interests” shall be filed with the President or designee, who shall normally be a dean, director, or vice president. The form may be obtained online at <http://www.aa.ufl.edu/online-forms>. Disclosures must be completed and filed at the beginning of employment, renewed at the beginning of each 12-month or 9-month appointment period, prior to such time as the outside activity or financial interest begins, or at such time as disclosure is required under applicable federal, state or other governmental grant requirements. If a material change in the information presented occurs at any time, a new disclosure is required. The following information is required as to each outside activity or financial interest reported:~~

~~1. — Name of employing entity, client or other recipient of services, or name of entity in which the financial interest is held, and nature of its business. In the case of service as an expert witness or representation of a party in a lawsuit, the party represented by or employing the expert must be identified along with all other parties involved in the matter.~~

~~2. — Source of compensation, including client fees.~~

~~3. — Involvement of students and other employees in the activity, employing entity, or entity in which the financial interest is held.~~

~~4. — Nature or type of activity or financial interest (description of equity interest or intellectual property), including time spent if an activity is involved (estimated hours per week~~

including travel).

~~5. Location and anticipated dates of activity.~~

~~6. Any conditions of the activity which involve waiving or impairing the employee's or University's right to intellectual property.~~

~~7. Use of University equipment, facilities, or services in connection with the activity.~~

~~8. Number of outside activities and financial interests filed for the current contractual year.~~

~~9. Prior reporting of the activity or financial interest in the previous contractual year, if applicable.~~

~~10. Any other documentation necessary to determine the nature and extent of any actual or potential conflict of interest.~~

~~(b) If there are any questions regarding a potential conflict of interest, the employee should discuss the activity or financial interest with his or her chairperson or immediate supervisor, or designee of the Dean of the college or Director of the unit.~~

~~(c) If the Dean or Director or designee finds that the proposed outside activity or financial interest is a prohibited conflict of interest or a conflict of interest that may be permitted only with conditions, the employee shall be notified promptly of the decision that he or she may not engage in the proposed activity while employed at the University or of the conditions under which the outside activity or financial interest may be permitted.~~

~~(e) Authorization for an outside activity or financial interests is granted for a specific period of time, not to exceed one (1) year ending June 30th. If the outside activity is to extend beyond June 30th, a new Disclosure of Outside Activities and Financial Interests must be submitted prior to July 1 of each year for the new fiscal year period. If the outside activity or~~

~~financial interest is permitted with conditions, the employee is required to adhere to the conditions during the period that the activity or financial interest is authorized.~~

~~(f)——Academic Personnel are required to indicate annually as part of the effort reporting process whether they are involved in outside activities or have financial interests required to be reported under this regulation. USPS and TEAMS employees are required to indicate on their annual Performance Evaluation form whether they are involved in outside activities or have a financial interest required to be reported under this regulation. OPS employees shall follow the reporting procedure as outlined in this regulation. If the answer is affirmative, the employee must submit the Disclosure of Outside Activities and Financial Interests as required in this regulation.~~

~~(5)——Disclosure and Approval Procedures for Additional University Compensation. Any employee who wishes to engage in additional employment in excess of one (1) full-time equivalent position at the University or who receives compensation as a University employee simultaneously from salaries appropriations and any appropriation other than appropriations for salaries must submit a Request for Approval of Additional University Compensation, which may be obtained online at [www.ufl.edu/procurement](#) to the appropriate administrative officials and obtain approval prior to engaging in such activity. A copy of this form may be obtained in the college or unit administrative offices. No “Disclosure of Outside Activities and Financial Interests” need be filed for the activity as the secondary employment is within the University of Florida and the completion of the “Request for Approval of Additional University Employment” form fulfills the employee’s obligation to report. An exception to this procedure is employment by the University Press of Florida (UPF). Approval of UPF employment is granted by the President or designee, and such approval, which is submitted by the UPF to the Office of the Provost, fulfills the~~

~~employee's obligation to report the activity.~~

~~(6) — Procedure for Requesting Use of University Resources. If an employee has the University's approval to engage in outside activity, the employee may request approval for the use of University equipment, facilities, or services in connection with the outside activity. The University must approve the use in advance. The employee must request such approval by completing and submitting the University's form entitled Request to Use University Equipment, Facilities, and Services in Conjunction with Non-University Outside Activity, which may be obtained online at [The form should be attached to the Disclosure of Outside Activities and Financial Interests](#). The use of any of these resources will be allowed only on a non-interference basis, and there may be a charge for such use.~~

~~The changes to this regulation shall be effective August 24, 2012.~~

~~Authority: BOG Regulation 1.001.~~

~~Law Implemented: 112.313, 112.3185, FS.~~

~~History: New 5-28-80, Formerly 6C1-7.391, Amended 3-6-85, Formerly 6C1-1.11, Amended 3-2-87, 5-21-89, 7-11-94, 4-30-95, 12-12-95, 6-28-98, 6-21-00, 5-22-01, 1-7-03, 7-5-04, Formerly 6C1-1.011, Amended 3-17-11, 6-8-12.~~

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Benefits, Retirement Programs, Employment
Services and Holidays

1.200

SUMMARY: The proposed regulation amendment reflects an increase in the number of Higher Education Opportunity Scholarships to be awarded each year from fifty (50) to one-hundred fifty (150) eligible children of TEAMS employees.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

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.

(i) 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.

(j) 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.

c. 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. 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. 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) 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) 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) 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 Human Resource 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 <http://www.hr.ufl.edu/education/heo/>, 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. The Office of Human Resource 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 the Office of Human Resource 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 the Office of Human Resource 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, (BOT approval).

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Leaves

1.201

SUMMARY: The proposed regulation amendment reflects the change in how the University determines an employee’s FMLA eligibility from a fiscal year (July 1 to June 30) basis to a twelve (12) month period immediately preceding an employee’s request for FMLA leave.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

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

| | Hours Accrued During Biweekly Pay Period | Yearend Maximum | Maximum Lifetime Payment |
|--|---|--------------------|-----------------------------|
| Faculty (except for Postdoctoral Associate and Hospitalists) | 6.769 | 352 | 200 |
| TEAMS (except for Executive Service) | 6.769 | 352 | 200 |
| Executive Service USPS (Months of Service) | 9.195 | 352 | 200 |
| 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 ~~fiscal year of July 1 to June 30 is considered 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, Executive Service and USPS employees may use paid leave for an FMLA event, and such shall be counted toward the entitlement. If at the end of the leave period, an employee is unable to return from leave to work full-time and perform the duties of the position, the President or designee shall offer the employee part-time employment, place the employee on unpaid leave, extend the leave of absence or dismiss the employee for inability to perform the duties of the position.

(13) Parental Leave.

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

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

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

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

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

4. The employee will be required to repay the leave hours advanced within a three-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 Human Resource Services or designee in conjunction with the appropriate Vice President or designee may place an employee under investigation on administrative leave or may reassign the employee pending the conclusion of the investigation pursuant to University of Florida Regulations 3.045, 3.046 and 7.048.

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

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

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

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

shall, upon presentation of written confirmation of having been so scheduled, 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), (BOT approval).

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Traffic & Parking; Definitions

3.006

SUMMARY: University Transportation and Parking Services proposes to amend Regulation 3.006 to add new definitions for “back-in parking” and “micromobility devices”. The University will begin using new license plate technology that requires new rules with respect to “back-in parking”. The University also needs the ability to capture the use of “micromobility devices” on campus, as the City of Gainesville moves toward permitting dockless scooter operations in the City of Gainesville and on the University campus.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Curtis Reynolds, Vice President for Business Affairs

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.006 Traffic & Parking; Definitions.

(1) The operation and parking of a motor vehicle on the University of Florida campus is a privilege granted by the University rather than a right. All vehicles parked on campus during hours of restriction must properly display a University parking decal or permit. A parking decal is not a guarantee of a parking space. Each vehicle operator is responsible for finding a legal parking space. Lack of a space is not a valid excuse for violating any parking regulation. Parking meters are located throughout the campus for visitors to the University. Transportation and Parking Services operates a pay parking facilities for campus visitors at the Welcome Center Garage and adjacent to Shands Hospital for use by patients and patient visitors to Shands Hospital and the J. Hillis Miller Health Center. The University assumes no liability for damage to vehicles operated or parked on the campus. Any such damage is a risk assumed by the owner or operator of the motor vehicle.

(2) The following are definitions of words and phrases used in the regulations governing traffic, parking and registration of vehicles on the University of Florida campus.

(a) Back-in parking – Parking a vehicle so that the front end is facing the drive aisle and rear facing license plate is not visible.

(b) Bicycle—Includes every vehicle propelled solely by human power and every motorized bicycle as defined in Section 316.003(2), Fla. Stat.

(c) Business Days—All days except weekends and official University holidays.

(d) Campus—Includes all of the property of the University of Florida located in

Gainesville or adjacent areas.

(e) Decal—Instrument displayed on the vehicle allowing parking in designated areas when space is available.

(f) Employee—Any employee of the University of Florida including faculty, TEAMS, University Support Personnel System staff and Other Personnel Services (non-student) staff, and any (non-student) employee of Shands Hospital. For the purpose of these regulations, non-student employees of University direct support organizations and non-university organizations contracted to provide services to the University shall have the same parking privileges as University employees.

(g) False Registration—Applying for, receiving or displaying a parking permit or decal by showing or giving false information or by other fraudulent means which shall include reproducing, altering or defacing a decal, a permit or any other document used for registration or used in lieu of a valid registration.

(h) Impound—To tow a vehicle away from the place in which it is parked, to boot a vehicle by use of an immobilization device, or to seize and hold legal custody of a vehicle.

(i) Micromobility Device – Any small transportation device powered by a motor, with or without a seat or saddle for the use of the rider, which is not capable of traveling at a speed greater than 20 miles per hour on level ground, used to travel short distances. This term includes e-bicycles, motorized bicycles, scooters, e-scooters, motorized scooters, one-wheels and skateboards as defined in the Florida Statutes 316.2065, 316.2128. This term excludes wheelchairs, golf carts and other low speed vehicles (LSV's).

(j) Moped—Includes all vehicles described in Section 316.003(77), Fla. Stat.

(k) Motorcycle and Motor Scooter—Includes all motor vehicles with two (2) or three

(3) wheels.

(l) Motor Vehicle—Includes all vehicles other than bicycles, mopeds and Segways.

(m) Parking Space—Areas governed by the University of Florida parking regulations with parking spaces delineated by white, yellow or blue striping, a parking meter or physical barriers delineating parking parameters.

(n) Permit—A card temporarily displayed in the vehicle allowing parking for a specified period of time in designated areas as space is available.

(o) Registration—Providing valid and accurate information to obtain authorization to operate and park a vehicle on campus by receiving an appropriate decal or permit for a specified area(s).

(p) Restricted Area—An area within which an automobile may be parked only if it bears the appropriate decal or permit for that area.

(q) Reserved Space—An individual parking space, as approved by the President, appropriately marked for a particular license tag number, individual, position or purpose.

(r) Restricted Hours—The hours between 7:30 A.M. and 5:30 P.M., Monday through Friday, unless otherwise indicated.

(s) Service Area or Drive—Parking areas reserved only for properly identified service or emergency vehicles, commercial vehicles, or vehicles bearing proper authorization from Transportation and Parking Services. Service Areas or Drives are delineated by signs or pavement markings.

(t) Student—Includes all persons not classified as an employee as defined in paragraph (f) above, carrying one or more credit hours of graduate or undergraduate work. This includes students from other institutions who enroll in courses on campus.

(u) Student Classification—The student’s classification as established by the University of Florida Registrar.

(v) Transportation and Parking Services—The University unit responsible for issuing decals and permits for parking on campus and for collecting parking fees and parking fines. It is located on campus at 1273 Gale Lemerand Drive, (352) 392-7275 (voice) and (352) 846-0304 (facsimile), and the mailing address is P.O. Box 112400, University of Florida, Gainesville, Florida 32611. Its hours of operation are Monday through Friday from 8:00 A.M. to 4:30 P.M. except on University holidays.

Authority: BOG Regulation 1.001.

History--New 9-29-75, Amended 8-15-78, 8-19-79, 8-26-81, 8-12-82, 3-6-85, Formerly 6C1-3.06, 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 _____

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Traffic & Parking; Fine Schedule

3.014

SUMMARY: University Transportation and Parking Services proposes to amend Regulation 3.014 to add a new fine for unsafe or improper operation of a micromobility device or bicycle.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Curtis Reynolds, Vice President for Business Affairs

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.014 Traffic & Parking; Fine Schedule.

- (1) The schedule of violations, and the accompanying fines are:
 - (a) No or expired decal or permit -- \$35.00;
 - (b) Parking out of assigned area -- \$35.00;
 - (c) Parking in a restricted area -- \$40.00;
 - (d) Parking in a reserved parking space -- \$40.00;
 - (e) Overtime Parking -- \$20.00;
 - (f) Parking over lines -- \$20.00;
 - (g) Parking on grass -- \$35.00;
 - (h) Parking facing traffic -- \$30.00;
 - (i) Parking on sidewalk -- \$35.00;
 - (j) Parking obstructing traffic -- \$40.00;
 - (k) Parking illegally in a service area -- \$40.00;
 - (l) Parking in No Parking Zone -- \$35.00;
 - (m) Decal improperly attached or displayed -- \$15.00;
 - (n) False registration -- \$150.00 plus the cost of the equivalent parking decal;
 - (o) The use of an unauthorized duplicate or lost or stolen decal -- \$150.00 plus the cost of the equivalent parking decal;
 - (p) Unauthorized use of decal or permit -- \$35.00;
 - (q) Driving/parking on campus while eligibility is suspended -- \$100.00;

- (r) Failure to pay parking lot fee -- \$35.00;
- (s) Unauthorized operation of a vehicle in a restricted area -- \$50.00;
- (t) Backed into parking spaces where prohibited -- \$35.00;
- (u) Parking without a permit in a parking space reserved for persons with disabilities -- \$250.00;
- (v) Bicycles parked out of assigned area -- \$10.00;
- (w) Tampering with or unauthorized removal of an immobilizing device -- \$200.00 plus the replacement price of the device if not returned to the University undamaged;

(x) Motorcycle/scooter not parked in direction of pavement-marked arrows -- \$20.00.

(y) Unsafe or improper operation of a micromobility device or a bicycle -- \$50.00.

(2) The above schedule covers all motor vehicles, mopeds and bicycles, as appropriate, and applies to all offenders. All listed fines are maximums and may be reduced at the discretion of the University Traffic Authority.

(3) Any individual who receives a citation must pay the fine or file a statement of appeal with the University Traffic Authority as provided in University of Florida Regulation 3.015. Failure to pay the fine or to file a statement of appeal within fifteen (15) calendar days from the date of the citation constitutes a default and the citation will be considered delinquent. The appropriate penalty, plus an additional \$10.00 administrative fee shall be imposed. Failure to respond to a citation may result in the impoundment of the vehicle at the owner's expense. The impounded vehicle will not be released until all fines and fees are paid.

(4) Accumulation of five (5) guilty citations (paid or unpaid) from September 1 through August 31, will be grounds for vehicle impoundment upon issuance of each subsequent citation. Accumulation of ten (10) or more guilty citations (paid or unpaid) from September 1 through

August 31 will result in suspension of campus parking privileges upon issuance of the next citation.

Authority: BOG Regulation 1.001.

History--New 9-29-75, Amended 8-12-82, 3-6-85, 5-9-85, Formerly 6C1-3.14, Amended 5-14-87, 4-27-88, 4-23-89, 4-17-90, 5-19-93, 4-30-95, 6-28-98, 6-7-00, 5-22-01, 1-11-05, 3-30-07, 3-14-08 (BOT Approval), 4-23-08 (BOG Approval), 3-17-09 (BOT Approval), 3-24-09 (BOG Approval), Formerly 6C1-3.014, Amended 3-16-2010 (BOT Approval), 3-29-2010 (BOG Approval), 3-28-14 (BOT Approval), 4-11-14 (BOG Approval), 4-3-15 (BOT Approval), 4-16-15 (BOG Approval), (BOT Approval).

NOTICE OF REGULATION REPEAL

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Finance and Administration; University Support
Personnel System and Technical, Executive,
Administrative, and Managerial Support Staff
Performance Appraisals

3.050

SUMMARY: Current regulation 3.050 will be repealed. The University implemented a new evaluation system “UF Engaged” for quarterly feedback to employees. Refer to the University Human Resources web page for information on the new UF Engaged system.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources.

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~3.050 Finance and Administration; University Support Personnel System and
Technical, Executive, Administrative, and Managerial Support Staff Performance Appraisals.~~

~~(1) Appraisals for University Support Personnel System (USPS) and Technical,
Executive, Administrative, and Managerial Support (TEAMS) Employees in Non-
Exempt Positions.~~

~~(a) All newly hired non-exempt TEAMS employees must successfully complete a
six month probationary period.~~

~~(b) All USPS employees changing to a new classification in which they have not
attained permanent status must successfully serve a six month probationary period in that
position.~~

~~(2) Probationary Performance Appraisals for Non-Exempt TEAMS and USPS
Employees. A probationary performance appraisal is required for all employees serving in a
probationary period. Employees must meet the performance standards of their designated
position. The performance appraisal rating period shall be the same as the probationary
period. The probationary performance appraisal should be completed and presented within
the last 30 days of the rating period. If an extended probationary period is required, the rating
period shall be extended by the same length of time.~~

~~(a) The Dean, Director, or Department Chair, or designee, has the authority to extend
by letter a probationary period for up to six (6) months if the employee is not meeting~~

~~performance standards and the supervisor determines more time is needed for assessment, or the supervisor decides that additional time is needed for appropriate training or on the job experience.~~

~~(b) — If a performance appraisal is not completed to evaluate an employee's original or extended probationary period, then the employee will be considered to be performing at an acceptable level of competence and thereby default to a satisfactory rating.~~

~~(3) — Annual Performance Appraisals for Non-Exempt TEAMS and USPS Employees.~~

~~(a) — The performance appraisal rating period shall normally be 12 months in length, beginning March 1 and ending the last day in February of each year. All annual performance appraisals are due by March 31 of each year.~~

~~(b) — An employee shall not receive an annual performance appraisal if, by March 1 he or she has less than 60 days in the current position, if the probationary period has ended within 60 days of March 1, or if he or she has been evaluated within the last 60 days for any other purpose.~~

~~(c) — Prior to a supervisor's departure from his or her position, a preliminary performance appraisal should be completed on all employees that reporting to that position. This preliminary performance appraisal shall be retained and considered by the incoming replacement supervisor to accomplish the annual appraisal for the affected employees.~~

~~(4) — Annual Performance Appraisals for TEAMS Employees in Exempt Positions.~~

~~(a) — The performance appraisal rating period shall normally be 12 months in length, beginning March 1 and ending the last day in February of each year. All annual performance appraisals are due by March 31 of each year.~~

~~(b) — The initial performance appraisal period for exempt TEAMS employees who are~~

~~contracted for a 6-month period shall be accomplished via narrative within the last 30 days of the contract period.~~

~~(c) — An employee shall not receive an annual performance appraisal if by March 1 they have he or she has less than 60 days in their current position, or if their the initial 6-month contract period has ended within 60 days of March 1, or if he or she has been evaluated within the last 60 days for any other purpose.~~

~~(5) — Special Performance Appraisals for USPS and TEAMS Employees. A special performance appraisal shall be conducted whenever it is determined that the employee's performance warrants being evaluated. Special performance appraisals shall be coordinated with the Division of Human Resources. These appraisals may cover a period of no less than 60 days and no more than 180 days.~~

~~(6) — Record Retention and Forms. A copy of each completed appraisal shall become a part of the employee's official personnel file maintained by the Division of Human Resources. The original completed appraisal shall be provided to the employee.~~

~~Authority: BOG Regulation 1.001. Law Implemented 1012.91 FS.~~

~~History: New 7-1-96, Amended 6-28-98, 5-22-01, 3-12-03, 5-30-04, 7-19-05, 3-17-17.~~

Institute of Food and Agricultural Sciences (IFAS)
Office of the Senior Vice President
Agriculture and Natural Resources

PO Box 110180
Gainesville FL 32611-0180
(352) 392-1971
(352) 392-6932 Fax

To: The University of Florida Board of Trustees

From: Jeanna Mastrodicasa, Associate Vice President for Agriculture and Natural Resources

Date: January 30, 2020

Re: Nominations for the Board of Directors for the Florida Foundation of Seed Producers, Inc.

Please see below for information about three (3) individuals as recommendations for appointment to the Board of Directors of Florida Foundation Seed Producers, Inc. (FFSP), a direct support organization of the University of Florida. The mission of FFSP is to increase and supply Foundation seed and nursery stocks of the best-known plant varieties adaptable to Florida climate and soils. FFSP also serves a technology transfer role in the commercialization of new plant varieties developed and released by faculty plant breeders within the University of Florida's Institute of Food and Agricultural Sciences.

The recommended individuals are:

- 1) Ricky Hartley, Peanut Seed Program Manager, Golden Peanut and Tree Nut. Golden Peanut and Tree Nut is a leading peanut shelling company and a wholly owned subsidiary of Archer Daniels Midland. Mr. Hartley is responsible for Golden's peanut seed production and seed supply chain. 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 three-year term on the FFSP Board of Directors.



- 2) Nate Jameson, President of Brite Leaf Citrus Nursery. Brite Leaf Citrus Nursery is a family owned and operated citrus nursery located in Lake Panasoffkee, Florida. Brite Leaf Citrus Nursery primarily propagates and sells citrus trees to commercial citrus



growers in Florida but also sells into the homeowner and garden center trade. Mr. Jameson is an active member in the Florida Nursery Growers and Landscape Association (FNGLA), Florida Citrus Mutual, the Peace River Valley Citrus Growers Association (PRVCGA), and Florida Farm Bureau. Mr. Jameson is currently chair of the Sumter County Ag Alliance. Mr. Jameson is a graduate of the University of Florida. Mr. Jameson has been nominated to serve a second, three-year term on the FFSP Board of Directors.

- 3) Ty Strobe, President of Agri-Starts, Inc. Agri-Starts, Inc. is a leading tissue culture propagation nursery based in Apopka, Florida. Mr. Strobe manages the propagation,



production, and sale of a wide diversity of ornamental and berry plants to wholesale growers and farmers. Mr. Strobe is an active participant in the Florida Nursery Growers & Landscape Association (FNGLA). Mr. Strobe is a graduate of the University of Central Florida. Mr. Strobe has been nominated to serve a second, three-year term on the FFSP Board of Directors.

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021



Robert Buckner

UF Degree(s): BA '81

Location: Brooksville, FL

Profession: Real Estate

Nomination: President Elect



Eric Castaldo

UF Degree(s): BS '96; MD '02

Location: Gainesville, FL

Profession: General Surgeon

Nomination: F Club President



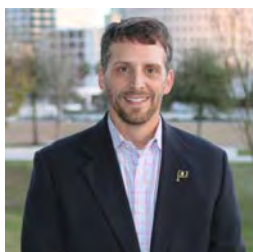
Bobby Ferreira

UF Degree(s): BS '75

Location: Fernandina Beach, FL

Profession: Insurance & Real Estate

Nomination: Presidential Appointment



Patrick Gramling

UF Degree(s): BS '91

Location: Tampa, FL

Profession: Ironman CFO

Nomination: Presidential Appointment



Debbie Hooks

UF Degree(s): BFA '74

Location: Lakeland, FL

Profession: Deb Designs

Nomination: Area F, 4-Year Term



Jim Horner

UF Degree(s): BS '79 UF

Location: Jacksonville, FL

Profession: Partner, Deloitte Consulting (ret.)

Nomination: Area B, 4-Year Term



Matt LaPorta

UF Degree(s): BS '09

Location: Tampa, FL

Profession: MLB (ret.), Mortgage Banking

Nomination: Presidential Appointment



Neil McFarlane

UF Degree(s): BSN '94; MSN '99

Location: San Diego, CA

Profession: Retrophin, Inc. CEO

Nomination: Presidential Appointment



Larry Meador

UF Degree(s): BS '95

Location: Longwood, FL

Profession: Evok Advertising CEO

Nomination: Presidential Appointment



Veronica Meinhard

UF Degree(s): BS '93

Location: New York, NY

Profession: Development Officer (ret.)

Nomination: Ex-Officio

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021

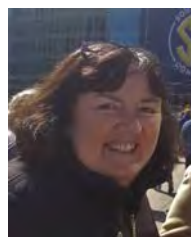


Lou Oberndorf

Location: Sarasota, FL

Profession: Medical Education Technologies, Inc., CEO

Nomination: President



Clare Peacock

UF Degree(s): BE '69; MED '72
Location: Clearwater, FL

Profession: Realtor

Nomination: Area F, 4-Year Term



Grier Pressly

UF Degree(s): BA '96; JD '99
Location: Palm Beach, FL

Profession: Attorney

Nomination: Area H, 4-Year Term



Kelly Pritchett

Location: Gainesville, FL

Profession: Nextran VP

Nomination: Area C, 4-Year Term



Ted Prosser

Location: Ocala, FL

Profession: Wells Fargo Advisor

Nomination: Area D, 4-Year Term



Steve Reznik

UF Degree(s): AA '75
Location: Tallahassee, FL

Profession: Raymond James Financial Services

Nomination: Area A, 4-Year Term



Jason Rosenberg

UF Degree(s): BS '90; MS '93; MD '95
Location: Gainesville, FL

Profession: Reconstructive Microsurgeon

Nomination: Presidential Appointment

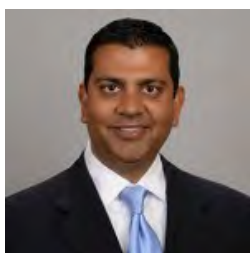


CJ Schmidt

UF Degree(s): BA '05
Location: Largo, FL

Profession: Hit Promotional Products, CEO

Nomination: Area F, 4-Year Term



Prineet Sharma

UF Degree(s): BS '94
Location: Winter Garden, FL

Profession: Attorney

Nomination: Presidential Appointment



Kyle Story

Location: Lake Wales, FL

Profession: Story Grove Service, Owner

Nomination: Presidential Appointment

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021



Karen Unger

UF Degree(s): BA '92

Location: Tallahassee, FL

Profession: Campaign Staffer

Nomination: Ex-Officio



Mary Jo Walker

Location: Fort Myers, FL

Profession: George & Mary Jo Sanders Foundation

Nomination: Presidential Appointment



UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

DRAFT 12/3/19

NEW OFFICERS

President (automatic)

Mark Criser, BA '92, MA '94, JD '97, is a Shareholder with Hill Ward, P.A. and serves as the Co-Chair of the firm's Commercial Litigation Group. His practice primarily involves the defense of professional malpractice claims, life, health and disability insurance claims, as well as general commercial litigation. Upon graduating from law school, Mark served as a Staff Attorney for the Honorable Major B. Harding, Chief Justice of the Florida Supreme Court. Since moving to Tampa in 2000, Mark has represented several national insurance companies and law firms, as well as multi-national corporations.



Mark is also active in both professional and Bar-related activities. He is a member of the Defense Research Institute, the Hillsborough County Bar Association, and the American Bar Association. He has presented seminars for the Hillsborough County Bar Association, The Defense Research Institute, the Eastern Claims Conference, and the Western Claims Conference. Mark previously served as a member of The Florida Bar's Grievance Committee (Group 13E), and as a member of The Florida Bar's Professional Ethics Committee.

In addition to his legal practice, Mark is also active in the community. Mark is currently Chairman of the AMIkids Foundation Board of Trustees, and was previously the National Chairman of AMIkids, Inc., and prior to that was the Chairman of the Board of Trustees for AMIkids-Tampa. Mark is a member of the UF Law Alumni Council, and currently serves as its Immediate Past President. Mark has served the UFAA Board of Directors since 2011.

President-Elect

James Gadsby, BSBA '91, is the Chief Operating Officer at Desire Street Ministries, a nonprofit serving inner-city ministry leaders across the South, whose mission is to see under-resourced neighborhoods be revitalized through spiritual and community development. Previously, James spent 22 years at The Home Depot, where he was Director of Information Technology. Among his professional accomplishments, James led the company's enterprise technology initiative for entry into the Québec and Argentina markets and helped manage the largest SAP retail transformation in the world for The Home Depot Canada. He served as Vice-Chair for the Georgia chapter of America's SAP User Group and on the Board of Directors for North Georgia Walk to Emmaus.



James earned his Bachelor of Science in Finance at the University of Florida, his MBA at Georgia State University and his Master of Biblical and Theological Studies at Passion Global Institute/Dallas Theological Seminary. While at UF, he was active



ALUMNI
ASSOCIATION

UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

in Florida Blue Key and served as Associate Producer for Gator Growl and SG Elections Commission Chair, among various other roles. He met his wife, UF Foundation Executive Board member, Dr. Elizabeth Deibler Gadsby (BS '92), in the JW Reitz Union, where they served together in many student organization leadership roles. James is an active member and former president of the Atlanta Gator Club®. He has served the UFAA Board of Directors since 2014.

Vice President

Barbie Pressley Tilman, BSR '00, is the owner of Bumblebee Weddings and Events, a boutique agency that focuses on the design and coordination of weddings and special events in Kennebunkport, Palm Beach and the greater Tampa Bay area. Previously, she worked in the pharmaceutical sales industry, but realized her true calling in 2008 while planning her own wedding. Event planning is the perfect fit for her passion for design, people and parties.



Barbie received her Bachelor of Science in Recreation, Parks and Tourism with a specialty in Special Events Planning from the University of Florida. While at UF, she was a member of Florida Blue Key, Savant Leadership Honorary, Florida Cicerones, and Delta Delta Delta Sorority. Barbie is a third generation Gator graduate and a seventh generation Floridian. She has served the UFAA Board of Directors since 2012.

Immediate Past President

Katrina Rolle, JD '91, is the President/CEO of the Community Foundation of North Florida. Prior to accepting this position she was President/CEO of United Way of the Big Bend after having owned her own law firm in Tallahassee, Florida. Active in her community, Katrina is currently a board member for Tallahassee Chamber of Commerce, Economic Club of Florida, and chairs the Maclay School Trustee Board. She is a graduate of Leadership Florida, Leadership Tallahassee, and Leadership Miami.



Katrina is married to Gary Rolle who received both his undergraduate and medical degrees from UF. As an undergraduate, Gary was a wide receiver for the Gator's and an Athletic Academic Scholar. Katrina and Gary have four children. Their oldest son, Garrison, is a UF Senior. She has served the UFAA Board of Directors since 2012.



ALUMNI
ASSOCIATION

UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

NEW REGIONAL DIRECTORS & AT-LARGE DIRECTORS

Ramon Looby, BA '06, MAMC '08, is an award-winning, government-relations executive, who serves as Senior Vice President, and Public Policy Lead at the Bank of America Corporation (NYSE: BAC). He has been featured as a speaker by a number of organizations including: the American Bankers Association, American Financial Services Association, National Urban League, University of Florida, and the Washington Post.



In his capacity at the Fortune 50 firm, he is responsible for managing the company's public policy strategy, and its implementation on a regional basis. He also manages the firm's relationship with federal, state, and local officials. As a trusted advisor to senior managers and market executives, he proactively manages risk, and identifies opportunities for the firm.

Prior to joining Bank of America, Ramon spent several years managing a diverse portfolio of policy issues for the Consumer Data Industry Association. Earlier in his career, Ramon served as a Special Advisor to the United States Chamber of Commerce – focusing his efforts primarily on international affairs and trade policy. He began his career in public service, as a Public Information & Education Officer with the Fort Myers Beach Fire Department.

Ramon is a recipient of the 2018 Corporate Achievement & Image Award from the National Black Caucus of State Legislators - in recognition of "Eminent Partnership and Social Responsibility". The first award from this influential group to a member of the Financial Service Industry.

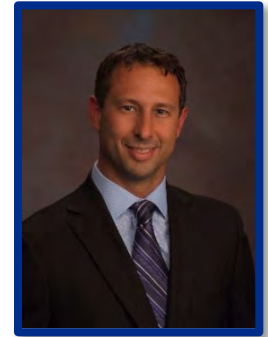
In addition to his service to the UFAA, Mr. Looby serves on several boards of directors, including, the Maryland Bankers Association, the National Safe Place Network, the Five Star Scholarship Foundation, and the Congressional Black Caucus Foundation's Corporate Advisory Council.

Ramon completed his undergraduate and graduate studies at the University of Florida. While at a student, he was active in Student Government, Florida Blue Key, Iota Phi Theta. In 2016 he was recognized by the University's Association of Black Alumni for his professional and civic achievements, and was a recipient of the group's "40 under 40" award. He lives in Washington, D.C. with his wife and two children. Ramon has served on the UFAA Board of Directors since July 1, 2019 as a Presidential Appointee.



UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

Ryan Murtagh, BSBA '96, is a radiologist practicing in Tampa, FL. Ryan received dual M.D. and M.B.A degrees from the University of South Florida in '01. He did his internship and residency at Washington University in St. Louis (2001-2006) and a fellowship in neuroradiology at the University of Miami (2006-2007). Ryan served as Assistant Member of Diagnostic Imaging and Oncologic Sciences at the Moffitt Cancer Center in Tampa, FL from 2007-2012 and was the Section Head of Neuroimaging from 2010-2012. In 2012, Ryan moved from Moffitt Cancer Center to Radiology Associates of Florida and the University of South Florida and is now Associate Professor of Radiology with joint appointment in Psychiatry, Neurology and Neurosurgery.



Ryan has served in numerous roles in his profession at the local, regional and national level. At the University of South Florida he is Section Head of Neuroradiology. He also serves as Assistant Program Director for the Department of Radiology residency program and is the course director for the 4th year medical student neuroradiology rotation. He has served as an executive member of the Hillsborough County Medical Association, the American Society of Spine Radiology and the Southeastern Neuroradiological Society, among others. Ryan has authored over 30 peer-reviewed journal articles and book chapters and has lectured or presented exhibits at over 90 regional and national society meetings.

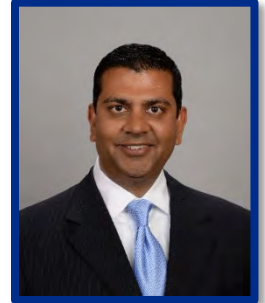
Ryan received his Bachelors in Finance in 1996 from UF. While at UF, he was a member of Alpha Tau Omega fraternity and was actively involved in student government, serving as Deputy Chief Justice of the Student Traffic Court, among other positions. He is a member of Florida Blue Key ('96). Awards at UF include Presidential Recognition of Outstanding Students and Beta Gamma Sigma Business Honorary Society. He is a member of Alpha Omega Alpha Medical Honorary Society ('01). He has been recognized as a Top Doctor by Tampa Magazine (2016-2018) and as a Top Doctor in Neuroradiology by Castle Connolly (2017-2018).

Ryan currently lives in Tampa, Florida with his wife, Paige Degroot Murtagh (BSBA - Marketing '98) and sons Owen (14) and Cannon (11). He has served on the UFAA Board of Directors since February 4, 2019 as an appointed At-Large Director to complete the term of a resigning director.



UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

Prineet Sharma, BSBA '94, is the Owner and Managing Partner of Sharma Eminent Domain Lawyers located in Orlando, Florida. Prineet represents property owners and business owners across the state on all aspects of eminent domain. He has been voted by his peers to Florida Trend's Legal Elite, Best Lawyers and Super Lawyers in the area of eminent domain.



Prineet received his Bachelor of Science in Finance from the University of Florida. While at UF, he was a member of Florida Blue Key, Senate President Pro-Tempore and President of Kappa Alpha Order. Prineet previously served on the Gator Boosters Board of Directors and has established the Prineet and Shamila Sharma Football Endowment. Prineet currently resides in Windermere, FL with his converted Gator-wife, Shamila, and future Gator-daughter, Asha (age 8). He has served on the UFAA Board of Directors since July 1, 2018 as an appointed Regional Director to complete the term of a resigning director.

Robert Taylor, BSEE '02, MS '04, is an Applications Manager at Texas Instruments (TI) in Dallas, Texas. Robert leads a global design team of engineers (Dallas, TX; Shenzhen, China; Freising, Germany) that support global customers by creating custom power designs for opportunities in Industrial and Personal Electronics. The team presently produces about 1000 designs per year, and impacts greater than \$500M in annual revenue. Robert was elected to Member Group Technical Staff (top 25% of engineers) in 2008 and Senior Member of Technical staff (top 10% of engineers) in 2016. Robert has also served as the United Way department chair for the past two years. During these campaigns, he was able to raise over \$10K and increase employee participation each year.



Robert has spent a considerable amount of time and energy recruiting for Texas Instruments at the University of Florida. In the past 10 years, TI has added over 300 students from UF to its workforce. He is also the founder of the Texas Instruments Alumni Fund at UF, benefiting the Electrical and Computer Engineering Department. As of early 2019, it has raised enough money to become an endowed fund in the department.

Robert received his Bachelor's degree (2002) and Master's degree (2004) in Electrical and Computer Engineering from the University of Florida. He and his wife, Rose (also UF Grad), are avid Gator fans and celebrate victories in all sports. They have two children, Lillian (6) and Hazel (2), who will certainly be future Gators! Robert wears orange and blue clothing 99% of the time, drives a blue truck decorated with Gator paraphernalia, and also has a room in their house dedicated



ALUMNI
ASSOCIATION

UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

to all things orange and blue. He has served on the UFAA Board of Directors since July 1, 2019 as a Presidential Appointee.

Tiffany Chatmon, BSPR '03, is a regional sales manager for Hilti, Inc. and serves on the executive board for the Tampa Alumnae Chapter - Delta Sigma Theta Sorority, Inc. and a member of the National Association of Women in Construction.



Tiffany is a UFAA life member who has served in several volunteer capacities for over 9 years. She is the past president of the Tampa Gator Club, a past president and current board member of the UF Association of Black Alumni (ABA) as well as past president the Association of Black Alumni - Tampa Bay chapter.

Tiffany received her Bachelor of Science in Public Relations University of Florida and her MBA from University of Phoenix. While at UF, she was a member of Delta Sigma Theta. Tiffany previously served as president of the Association of Black Alumni, the Tampa Gator Club and the ABA-Tampa Bay Chapter. She will be serving her first term on the UFAA Board of Directors.

James Bates, BSTEL '97, is a three time Emmy-Award winning analyst in his fifth season with FOX Sports South as host of *The New College Football Show with Bates and Bowden*. James also serves as host of *ACC Gridiron LIVE* and as analyst for ACC football games on FOX Sports South and SportsSouth. In addition, he is currently teaching his sixth semester of a Play by Play/On Air Talent Class in UF's College of Journalism and Communications. He is also an accomplished artist who has had many gallery showings, most recently in Santa Fe, New Mexico. He recently completed a large commissioned piece for UF President Fuch's house and has done commissions for the UF Alumni Association, House of Blues Orlando and many others.



While at UF, he was a member of the UF Football team, most notably serving as co-captain and teammate for the 1996 national championship Gator Football team. James will be serving his first term on the UFAA Board of Directors.



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UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

RECOMMENDED FOR CONTINUED SERVICE (End of a 2-Year Term)

Regional Directors

Sunil Joshi, Region 5

At-Large Directors

Ashton Adler
Jason Brodeur
Jessica Johnson
Kristine Lambert
Scooter Willis

RECOMMENDED FOR CONTINUED SERVICE (End of a 1-Year Term)

Regional Directors

Gordon Glover, Region 4
Amy Summers, Region 8

At-Large Directors

Rebecca Brock
Trey Mueller
Kevin Reilly
Oscar Sanchez
Jamal Sowell
Larry Tyree

ROTATING OFF THE BOARD

Regional Directors

N/A

At-Large Directors

Chris Carmody
Jocelyn Moore
Tad Yates



Slate of Nominees

UFF Executive Board | Spring 2020



Gene Pettis (UF, BA Poli Sci '82, JD '85) – Fort Lauderdale, FL

Hliczer, Pettis & Schwamm, P.A. – Founding Partner

- Practice focused in the areas of medical malpractice, personal injury, commercial litigation, professional liability and employment law
- First African American president of The Florida Bar
- South Florida Water Management District governing board; appointed by Gov. Lawton Chiles in 1991; first African American and youngest member ever at the time
- Joined Florida Bar Board of Governors in 2005; executive committee, 2013

UF Affiliations: UFF National Board (Audit committee), Law Center Association trustee, Alumni Association life member; **Past** – Law campaign council, campaign leadership gifts council, UFF Board (Planned Giving advisory council), Broward County regional council; **Awards** – UF Hall of Fame



Trish Ring (UF, MS '93, PhD '96; Southern Methodist Univ. BA '80) – Memphis, TN

Blue Star Ranch – Owner

- Combines professional experience and love of horses to offer RingLeader Equine Coaching at Blue Star Ranch
- Certified Martha Beck Life Coach
- Maintained a therapy practice for over 20 years and was a consulting psychologist with independent schools
- Former professor of Psychology at Rhodes College and Montessori teacher

UF Affiliations: Alumni Association life member

Reverend Father Thomas S. Willis
Priest, The Basilica of St. Augustine
St. Augustine, FL

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 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.

Dr. Joseph (Joe) Joyner
President, Flagler College
St. Augustine, FL

Dr. Joyner was appointed President of Flagler College in July of 2017. Prior to this, Dr. Joyner was Superintendent of Schools for the St. Johns County School District in St. Augustine, FL a position he had held since July 2003. This district under his direction was recognized as the highest achieving of Florida's 67 school districts for the past 8 years. Dr. Joyner is very involved in the St. Augustine community and received the 2009 Gus Craig Award from the Salvation Army in recognition of his community service.

Dr. Joyner attended Florida State University on a football scholarship, graduating in 1977 with a BS. He holds Masters and Doctoral degrees in Education from the University of Central Florida. Dr. Joyner's willingness to join the UFHSA Board will greatly enhance and strengthen the partnership with Flagler College and the board's ability to offer collaborative programs and projects for UF/Flagler students as well as the continuing the joint preservation programs currently underway.

Mr. Charles Ellis
St. Augustine Community Leader
Coldwell Banker Premier Properties

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.

Mr. John Fraser
President- Fountain of Youth Archeological Park
St. Augustine, Fl

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.



Brian K. Hutchison
Chairman and CEO
Catalyst OrthoScience Inc.

Brian K. Hutchison is chairman and CEO of Catalyst OrthoScience Inc. He is a seasoned veteran of the healthcare industry, with more than 30 years of experience in medical devices, biotechnology and orthopedics. He has successfully led healthcare companies from start up to sustained, profitable growth with expertise in operations management, product development, turnaround strategy, team leadership and revenue growth.

Prior to Catalyst, Hutchison served 15 years as CEO of RTI Surgical Inc. (NASDAQ: RTIX). At RTI Surgical, he grew annual revenue from \$55 million to \$300 million, positioning the company as a leader in advanced biologic products. As CEO, Hutchison successfully merged RTI Surgical with Tutogen Medical in 2008 and in 2013 acquired Pioneer Surgical Technologies. Over his tenure, he secured multiple rounds of financing that included a \$25.8 million investment in 2002 and a \$22.2 million investment in 2005.

Before RTI Surgical, Hutchison held various positions at Stryker Corporation, including serving as vice president of worldwide product development and distribution, senior vice president and chief operation officer of the Howmedica Osteonics Division and president of the Stryker Medical Division.

Hutchison serves on the boards of directors of Zavation Medical Products and the University of Florida Research Foundation. He received a bachelor's degree in accounting from Grand Valley State University and attended Harvard Business School's Program for Management.



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-233

Subject: Election of Chair and Vice Chair

Date: March 26, 2020

At a meeting duly held on the above-referenced date, the University of Florida Board of Trustees ("Board") hereby adopts the following resolution: R20-233

RESOLVED: That the University of Florida Trustee, _____, be and is hereby elected Chair of the University of Florida Board of Trustees for a two-year term beginning on _____ and continuing through _____ or, if later, until the Board elects a successor.

RESOLVED: That the University of Florida Trustee, _____, be and is hereby elected Vice Chair of the University of Florida Board of Trustees for a two-year term beginning on _____ and continuing through _____ or, if later, until the Board elects a successor.

Executed as of the ____ day of _____, 2018,

Morteza Hosseini, Chair

W. Kent Fuchs, President and
Corporate Secretary



BOARD MEETING AGENDA

Friday, March 26, 2020

~3:30 p.m.

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

- 1.0 Call to Order and WelcomeMorteza Hosseini, Chair
- 2.0 Verification of Quorum.....Mark Kaplan, University Secretary
- 3.0 Public Comment, if any.....Amy Hass, Vice President and General Counsel
- 4.0 Action Items (Consent).....Morteza Hosseini, Chair

Board of Trustees

- [BT1](#) June 7, 2019 Retreat Minutes
- [BT2](#) December 6, 2019 Minutes

Committee on Academic, Faculty and Student Affairs & Experience (AFSAE)

- [AFSAE1](#) Tenure Upon Hire
- [AFSAE2](#) New Degree: B.S. in Marine Sciences (CLAS and CALS)

Committee on Audit and Compliance (AC)

- [AC1](#) UF Annual Financial Report for the Fiscal Year ended June 30, 2019
- [AC2](#) UF Operational Audit Report issued March 2020

Committee on Facilities and Capital Investments (FCI)

- [FCI1](#) Transportation and Parking Auxiliary – Covenants Relating to Facilities with Outstanding Revenue Bonds

Committee on Governance, Government Relations and Internal Affairs (GGRIA)

- [GGRIA1](#) Governance Standards Amendments: Provost Fund Protocols, Naming Policy
- [GGRIA2](#) UF Regulations: UF 1.011, 1.200, 1.201, 3.006, 3.014, 3.050
- [GGRIA3](#) Direct Support Organization Board Appointments Florida Foundation of Seed Producers, Gator Boosters, UF Alumni Association, UF Foundation Board, UF Historic St. Augustine, UF Research Foundation
- [GGRIA4](#) Election of Chair and Vice Chair

5.0 Action Items (Non-Consent)Morteza Hosseini, Chair

Committee on Facilities and Capital Investments (FCI)

- [FCI2 and R20-226](#) Naming: The Ann Marie Rogers Swimming & Diving Pool
- [FCI3 and R20-227](#) Naming: The Sams-LeFils Round Pens
- [FCI4 and R20-228](#) Naming: The Thomas C. Emmel Research Building
- [FCI5 and R20-229](#) Naming: The Hooks Family Dugout
- [FCI6 and R20-230](#) Naming: The National Championship Display Courtesy of Mica & Mike Rywant
- [FCI7 and R20-231](#) Naming: Eugene F. Brigham Finance, Insurance and Real Estate Department

Committee on Finance, Strategic Planning, and Performance Metrics (FSPPM)

[FSPPM1 and R20-232](#) Depository Signatory Authority

6.0 New Business.....Morteza Hosseini, Chair

7.0 Comments of the Chair of the Board..... Morteza Hosseini, Chair

8.0 Adjourn.....Morteza Hosseini, Chair



BOARD RETREAT MINUTES

June 7, 2019

UF Health Heart and Vascular Hospital

University of Florida, Gainesville, FL

Time Convened: 8:31 a.m.

Time Adjourned: 1:00 p.m.

Members present were:

Mori Hosseini (Chair), David L. Brandon, James W. Heavener (called in), Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Michael C. Murphy, Daniel T. O'Keefe, Rahul Patel, Marsha D. Powers, David M. Quillen, Jason J. Rosenberg, Robert G. Stern, Ray G. Thomas, and Anita G. Zucker.

Others present were:

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; Jodi Gentry, Vice President For Human Resources; Antonio Farias, Chief Diversity Officer and Senior Advisor to the President; Jodi Gentry, Vice President for Human Resources; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; Curtis Reynolds, Vice President for Business Affairs; other members of the University of Florida community, and other members of the public and the media.

Mike McKee and members of the Chief Financial Officers team presented on the color of money. He reminded trustees that the BOG has asked that all university trustees be presented this information. The format comes from a similar presentation made to the BOG and was designed by the BOG staff and several university CFOs, including himself. Vice President McKee and members of the Chief Financial Officers team have modified the presentation to present UF information.

Board Chair Hosseini welcome newly appointed Senior Vice President for Health Affairs and President of UF Health, David Nelson. Senior Vice President for Health Affairs and President of UF Health, David Nelson introduced Kevin Vincent, Chari in Physical Medicine and

Rehabilitation who presented on department developments on the Physical Medicine and Rehabilitation (PM&R) Department.

Senior Vice President for Health Affairs and President of UF Health, David Nelson presented on his reflections and vision moving forward.

Senior Vice President and Chief Operating Officer Charlie Lane and consultants who were instrumental in formulating UF's Mater Plan presented on the proposed Master Plan. Senior Vice President and Chief Operating Officer Charlie Lane stated that the presentation is informational and that the plan will require the help of legislature and will make a big difference in the future of our state. The master plan has multiple components that were presented on including, housing, parking, landscape, and wayfinding.

President Fuchs, Dr. Glover, Trustee Hosseini all agreed that the housing plan is essential to recruit top students and compete as a Top 5 university. Trustee O'Keefe expressed concerns about some of the architecture, which Board Chair Hosseini instructed Trustee O'Keefe to reach out to SVP Lane.

Trustee Stern, Thomas and Rosenberg had concerns with the landscape plan and future concerns about parking, campus deliveries and emergency service vehicle access.

Board Chair Hosseini, Trustees Zucker, and Trustee Brandon agreed our job is to make a plan and move forward with the Master Plan.

The retreat adjourned at 1:00 p.m. EDT.



BOARD MEETING MINUTES

December 6, 2019

President's Room 215B, Emerson Alumni Hall

University of Florida, Gainesville, FL

Time Convened: 11:42 a.m.

Time Adjourned: 12:43 p.m.

Board members present:

David L. Brandon, James W. Heavener, Morteza Hosseini (Board Chair), Leonard H. Johnson, Thomas G. Kuntz (Board Vice Chair), Daniel T. O'Keefe, Rahul Patel, 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 and University Secretary; Michael McKee, Vice President and Chief Financial Officer; Thomas Mitchell, Vice President for Advancement; 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; Curtis Reynolds, Vice President for Business Affairs and other members of the University community.

1.0 Call to Order and Welcome

Board Chair Hosseini welcomed all in attendance and called the meeting to order at 11:42 a.m.

2.0 Verification of Quorum

Vice President and University Secretary Kaplan verified a quorum with all members present.

Board Chair Hosseini began with his comments. He stressed the important work we must continue to do to earn recognition as a top 5 public university. He affirmed that this goal is attainable and we are headed in the right direction. Chair Hosseini thanked everyone for devoting their time and efforts to the University, the Board, and Board Committees, and highlighted the great turn out at the Board of Governor's Summit.

3.0 Public Comment

There was no public comment to come before the board.

4.0 UF Health Update

Board Chair Hosseini began by thanking Trustees Powers and Kuntz for their service and leadership on the UF Health Shands Board. He then introduced the Senior Vice President and President of UF Health David Nelson and Chief Executive Officer of UF Health Shands Ed Jimenez for a UF Health update. Vice Chair Kuntz commented that the presentations were the final outcome of very active discussions that have occurred with the UF Health Shands Board. Trustee Powers agreed. She added that Board is operating well and has been focused on strategies to develop its health care networks, among other areas of importance. SVP Nelson gave an update on the current UF Health campuses, UF Health's recent acquisitions and introduced building the UF Health System for the future with a partnership with the Villages including future UF Health campuses. CEO Jimenez then discussed in more detail UF Health's request to consider the acquisition of facilities from Central Florida Health via a member substitution agreement and other necessary documents. CEO Jimenez also discussed the potential of UF Health's presence in Marion County with a request to acquire specific property in Marion County.

Board Chair Hosseini asked for any questions or further discussion. Vice Chair Kuntz verified that UF Health would receive net cash from the acquisition when it takes on the assets and liabilities of Central Florida Health. Trustee Patel confirmed there was no purchase price other than the assumption and commitment to build a new hospital in the Villages in the future. Trustee O'Keefe asked for the timeline. Mr. Jimenez responded they would start as soon as they had all the appropriate approvals. Chair Hosseini asked about assets. Mr. Jimenez confirmed UF Health takes control of everything. They had two external entities review liability and there is none. Vice Chair Kuntz added that Vice President and General Counsel Amy Hass also reviewed the acquisition and is in agreement to move forward. Chair Hosseini noted that while UF Health only needs Board Chair approval to proceed based on the Governance Standards, he would like the full Board to vote. He asked for further discussion, after which he asked for a motion to approve UF Health's acquisition of the Central Florida Health hospitals which was made by Vice Chair Kuntz and second which was made by Trustee Powers. The motion was approved with all in favor except Trustee Rosenberg who recused himself from the vote because of his role as a member of the health care community. Chair Hosseini then asked for a motion to approve UF Health's proposal to acquire a specified site in or near Ocala, Florida. The motion was made by Vice Chair Kuntz and seconded by Trustee Zucker. The motion was approved with all in favor except Trustee Rosenberg who again recused himself from the vote.

5.0 Action Items (Consent Agenda)

Board of Trustees Minutes

Board Chair Hosseini asked if there were any additions or corrections to the minutes. Hearing none, he asked for a motion to approve the Board Retreat minutes from September 5, 2019, and the Board meeting minutes from the September 6, 2019 meetings, which was made by Trustee Stern and seconded by Trustee Johnson. Board Chair Hosseini asked for further discussion, after which he asked for all in favor of the motion and any opposed, and the motion was approved unanimously.

Consent Items Action Items

Board Chair Hosseini turned the Board's attention to consent action items from three committees for approval. He stated they would take the items by committee. He asked if anyone wanted to vote on each item individually. Hearing none, they reviewed the action items by committee.

Committee on Governance, Government Relations and Internal Affairs (GGRIA)

- GGRIA1 Governance Standards Amendments**
- GGRIA2 Direct Support Organization Board Appointments**
- GGRIA3 Naming Policy**
- GGRIA4 Board Self-Evaluation**
- GGRIA5 UF Police Department Collective Bargaining Agreement**

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Board Consent Action Items GGRIA1, 2, 3, 4, and 5, which was made by Trustee Zucker, and second which was made by Trustee Heavener. 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.

Committee on Audit and Compliance (AC)

- AC1 University of Florida Performance Based Funding and Preeminent Status Metrics – Data Integrity (Audit Report) and Data Integrity Certification**
- AC2 Office of Internal Audit Work Plan – January 1, 2020 - June 30, 2020**
- AC3 Annual Report for Compliance Programs**

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Board Consent Action Items AC1, 2, and 3, which was made by Trustee Johnson, and second which was made by Trustee Stern. 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.

Committee on Academic, Faculty and Student Affairs & Experience (AFSAE)

- AFSAE1 Tenure Upon Hire**
- AFSAE2 UF/IFAS Hemp Pilot Project**
- AFSAE 3 Honorary Degrees**

Board Chair Hosseini asked for any questions or further discussion. He then asked for a motion to approve Board Consent Action Items AFSAE1, 2, and 3, which was made by Trustee Rosenberg, and second which was made by Trustee Johnson. 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 Action Items (Non-Consent)

- FCI4 and R19-221 Naming: Sam Tripson Memorial Porch**
- FCI5 and R19-222 Naming: Jason Beard Memorial Bullpen**
- FCI6 and R19-223 Naming: James W. "Bill" Heavener Football Training Center**
- FCI7 and R19-224 Naming: The Malachowsky Data Science & Information Technology Building**

FCI8 and R19-225 Naming: Billy Donovan Court, Exactech Arena at the Stephen C. O'Connell Center

Board Chair Hosseini stated that there were Non-Consent Action Items discussed earlier today in the Governance Committee. He asked if anyone objected to presenting all as a committee. There were no objections.

Board Chair Hosseini asked for a motion to approve Non-Consent Action Items FCI4, 5, 6, 7, 8 and R19-221, 222, 223, 224, and 225, which was made by Trustee Kuntz, and second which was made by Trustee Powers. 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.

7.0 President's Report

President Fuchs welcomed D'Andra Mull, our new Vice President of Student Affairs and hoped everyone was able to talk to her at last night's trustee dinner. He thanked Dr. Win Phillips for stepping into the role as interim VP of Student Affairs while a search for the new VP was being completed. He also thanked everyone involved in creating the video that was created for the Board of Governors Summit. President Fuchs highlighted the following recent accomplishments happening in our UF community:

- The opening of the new multi-cultural buildings – Institute of Black Culture (IBC) and Institute of Hispanic-Latino Culture (LaCasita)
- The opening of the new Alan and Cathy Hitchcock Field and Fork Pantry
- UF's Campaign for Charities annual employee giving campaign raising \$1M annually to charities serving our region.
- Six UF researchers were named 2019 American Association for the Advancement of Science (AAAS) Fellows
- UF Physics professor earns the JJ Sakurai Prize, an international award in physics
- The inaugural "Lighting of the Gator"

President Fuchs concluded by wishing everyone Happy Holidays.

8.0 New Business

There was no new business to come before the board.

9.0 Comments of the Chair of the Board

Board Chair Hosseini asked D'Andra Mull the incoming Vice President of Student Affairs to read the final summation of her white paper to all of those in attendance, which highlighted her vision for the Student Affairs Department.

Board Chair Hosseini again thanked everyone and concluded the meeting by wishing everyone Happy Holidays and good luck to our students.

10.0 Adjourn

There being no further discussion, the meeting was adjourned at 12:43 p.m.



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE
ACTION ITEM AFSAE1
March 26, 2020**

SUBJECT: Tenure Upon Hire

BACKGROUND INFORMATION

The Chairs and Deans have recommended to the Provost and Senior Vice President for Academic Affairs that 12 newly appointed faculty members have been granted tenure commencing with their appointment. These individuals meet the criteria set forth in the University's tenure and permanent status policy and are recommended by the Provost to receive tenure. Attached is a Summary of the Tenure Upon Hire cases.

PROPOSED COMMITTEE ACTION

The Committee on Academic, Faculty and Student Affairs and Experience is asked to approve the Tenure Upon Hire cases listed on the attached Summary for recommendation to the Board of Trustees for its approval on the Consent Agenda. While any administrative appointment is noted, tenure is granted only for the faculty appointments.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required.

Supporting Documentation Included: [See attached Summary.](#)

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

Approved by the University of Florida Board of Trustees, March 26, 2020.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



**COMMITTEE ON ACADEMIC, FACULTY AND
STUDENT AFFAIRS & EXPERIENCE
ACTION ITEM AFSAE2
March 26, 2020**

SUBJECT: New Degree

BACKGROUND INFORMATION

The proposed B.S. in Marine Sciences degrees in the Colleges of Liberal Arts and Sciences (CLAS) and Agricultural and Life Sciences (CALs) is to provide a comprehensive marine sciences education and to develop highly qualified leaders who will address critical state, national and world coastal and marine challenges. Employment and education opportunities are available to graduates in a wide variety of fields, including physical sciences, biological sciences, human dimensions and policy and economics. The interdisciplinary approach allows students to tailor a curriculum that suits their interests and career goals by emphasizing the physical and biological sciences (CLAS track) or the fields of ecology, conservation, and management (CALs track).

The B.S. in Marine Sciences degree in the Colleges of Liberal Arts and Sciences and Agricultural and Life Sciences (CIP 30.3201) was approved by the Curriculum Committee and then by the Faculty Senate at their December 12, 2019 meeting.

PROPOSED COMMITTEE ACTION

The Committee on Academic, Faculty and Student Affairs and Experience is asked to approve the B.S. in Marine Sciences (CIP Code 32.3201) in the Colleges of Liberal Arts and Sciences and Agricultural and Life Sciences for recommendation to the Board of Trustees for approval on the Consent Agenda.

SIGNIFICANT POLICY ISSUES FOR COMMITTEE TO CONSIDER

Board of Governors approval is required for all doctoral and professional degree programs and limited access programs only.

Supporting Documentation Included: See attached New Degree: B.S. in Marine Sciences ([CLAS](#) and [CALs](#)).

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

Approved by: University of Florida Board of Trustees, March 26, 2020.

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES’
AUDIT AND COMPLIANCE COMMITTEE
COMMITTEE ACTION ITEM AC1
March 26, 2019**

SUBJECT: University of Florida Annual Financial Report for Fiscal Year Ended June 30, 2019

BACKGROUND INFORMATION

On February 6, 2020 the State of Florida Auditor General issued its report on the audit of the financial statements of the University of Florida for the Fiscal Year ended June 30, 2019. The Auditor General issued unmodified opinion on the financial statements. Subsequent to the release and receipt of the opinion, the University published its Annual Financial Report on February 11, 2020 which includes the Auditor General’s audit report.

PROPOSED COMMITTEE ACTION

The Audit and Compliance Committee is asked to approve the University of Florida Annual Financial Report for Fiscal Year ended June 30, 2019 for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors’ approval is not required.

Supporting Documentation Included: [Annual Financial Report 2018-2019](#)

Submitted by: Joe Cannella, Interim Chief Audit Executive

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES’
COMMITTEE ON AUDIT AND COMPLIANCE
ACTION ITEM AC2
March 26, 2020**

SUBJECT: University of Florida Operational Audit Report issued March 2020

BACKGROUND INFORMATION

In March 2020, the State of Florida Auditor General released the operational audit report (No. 2020-135) on the University of Florida covering the Calendar Year 2018, and selected University actions taken subsequent thereto. The objectives of this operational audit were to: (1) evaluate management’s performance in establishing and maintaining internal controls, including controls designed to prevent and detect fraud, waste, and abuse, and in administering assigned responsibilities in accordance with applicable laws, rules, regulations, contracts, grant agreements, and other guidelines; (2) examine internal controls designed and placed in operation to promote and encourage the achievement of management’s control objectives in the categories of compliance, economic and efficient operations, reliability of records and reports, and safeguarding of assets, and identify weaknesses in those controls; and (3) determine whether the University had taken corrective actions for findings included in the prior operational audit report. University management has responded to all audit comments and provided a plan of action to address the audit recommendations. University responses to the audit comments are included in the audit report.

PROPOSED COMMITTEE ACTION

The Audit and Compliance Committee is asked to approve the University of Florida’s Operational Audit Report No. 2020-135, issued in March 2020, covering the Calendar Year 2018, including the planned actions to address the audit recommendations, for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors’ approval is not required.

Supporting Documentation Included: [Operational Audit Report No. 2020-135](#)

Submitted by: Joe Cannella, Interim Chief Audit Executive

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
COMMITTEE ON FACILITIES AND CAPITAL
INVESTMENTS**

**ACTION ITEM FCI1
March 26, 2020**

SUBJECT: Transportation and Parking Auxiliary – Covenants Relating to Facilities with Outstanding Revenue Bonds

BACKGROUND INFORMATION

Certain outstanding state university system bond issues for auxiliary facilities have covenants which state the Board of Governors shall annually, or at any other time as requested by the State Board of Administration, prepare and adopt a detailed revenue and expense budget for bonded auxiliaries, which shall set forth the amount to be deposited in facility maintenance and repair reserve accounts.

In order to satisfy bond covenants, the Board of Governors adopted Regulation 9.008, requiring University Boards of Trustees to approve and submit operating budget detail for auxiliary facilities with such bond covenants and to report the anticipated amount to be deposited in an auxiliary maintenance and equipment reserve fund. Such reserve amounts are determined by the Board of Trustees in accordance with institutional policy and/or policy and/or bond covenant requirements.

The University of Florida's Series 2018A Parking Facility Revenue Bonds contain such covenants, although a funding level for the maintenance and equipment reserve is not specified. The attached revenue and expense budgets incorporate and comply with the university's Parking Operating Fund – Ending Reserve and Operating Cash Policies that were approved during the Committee on Facilities and Capital Investments meeting held on June 6, 2019.

In order to comply with the Board of Governors' regulation, a detailed fiscal year 2020-21 revenue and expense budget for the Transportation and Parking auxiliary is presented for approval.

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve the Transportation and Parking Auxiliary Budget for Fiscal Year 2020-21 for recommendation to the Board of Trustees for its approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors' approval is required.

Supporting Documentation Included: None.

Submitted by: Curtis A. Reynolds, Vice President for Business Affairs

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary

Provost Funds Governance Protocols

Draft Version – February 20, 2020

Background

To help ensure that the University of Florida Board of Trustees (“Board” or “BOT”) has appropriate visibility into the strategic investment allocations of those internal funds managed by the Provost, the BOT has established the following protocols.

Provost Funds Protocols

1. Twice each year, the Chair of the BOT Finance, Strategic Planning & Performance Metrics (FSPPM) Committee shall meet with the Provost for the purpose of reviewing and understanding the following:
 - a. Number of University funds under the management of the Provost;
 - b. Amounts and sources of each fund and any restrictions on use;
 - c. The allocation of those funds; and
 - d. The strategic basis for such allocation.
2. In addition to the semi-annual meetings described above, the Provost will ensure that the BOT Governance Chair is apprised of any significant changes to the above (a) – (d).
3. The BOT FSPPM Chair shall provide a report of the above to the Board Chair and a summary report to the full BOT through the Committee on Governance, Government Relations and Internal Affairs at least annually on the state of the University’s Provost Funds, and as needed on any matter above that in the judgment of the BOT Representative should come to the attention of the BOT.

UF Namings & Memorials: Diligence Protocols

OVERVIEW

The University of Florida recognizes the importance of naming opportunities for its facilities, academic units, and programs and is committed to upholding its core values of collaboration, broad diversity, the pursuit of excellence, and freedom of expression, thought, and dialogue. In building partnerships that help to create a better future for the state of Florida, the nation, and the world, the University seeks to maintain academic integrity and independent administration in all of its endeavors, while protecting the values and integrity of the institution.

Corporate namings require more consideration and risk review than gift namings for individuals, to avoid actual or apparent endorsements or conflicts, and will be evaluated in terms of whether and to what extent the corporation's value structures are compatible with those of the University and whether they are pursuing a co-mission. Generally speaking, major academic units will not be named after a for-profit corporation and namings on facilities will be for a fixed term and require a written agreement.

In order to facilitate and recognize philanthropy to advance the University, while at the same time protecting institutional integrity and principles, it is advisable to follow rigorous due diligence protocols related to namings and memorials.

NAMINGS & MEMORIALS PROCESS OVERVIEW

In advance of the formal approvals process outlined below, each VP/Dean/Director will consult with the college/unit leadership team on naming opportunities and prospects.

STEP 1: Unit Dean/Director/VP approves proposed naming opportunity/prospect and submits to VP, Advancement

STEP 2: Vetting conducted on individual or corporation (outlined below)

STEP 3: Following vetting, request submitted to Namings & Memorials Advisory Council

STEP 4: After council review, recommendation made to President/BOT Chair

STEP 5: After review, President/BOT Chair approve recommendation for donor discussions

STEP 6: Discussions occur with donor (concepts presented, gift agreement established)

STEP 7: For BOT level namings, submitted to BOT for final approval

UF Namings & Memorials: Diligence Protocols

PROTOCOLS

Before any proposed naming advances through the required process (outlined above) appropriate vetting must be conducted. The University of Florida has two vetting levels for individuals ***and*** corporations:

| NEGATIVE NEWS SEARCH (Internal: UF Advancement Prospect Research) | FULL BACKGROUND (External: Thomson Reuters Court Express) |
|--|--|
| <ul style="list-style-type: none"> • LexisNexis Search • Google Search • News Source Search | <p>County Court Records Search:</p> <ul style="list-style-type: none"> • Criminal - Misdemeanor & Felony • Civil - Small Claims & Upper Level <p>Federal Court Records Search:</p> <ul style="list-style-type: none"> • Criminal • Civil • Bankruptcy <p>Custom Court Records Search:</p> <ul style="list-style-type: none"> • State Criminal History |

Both negative news searches and background checks are reviewed by the Director of Advancement Initiatives and Foundation legal counsel, with any concerns taken to Foundation and University leadership as appropriate.

FOREIGN DONORS

Any proposed agreement with a foreign donor (individual or corporate) is submitted to the University Division of Research, Office of Compliance and Global Support, for review before the agreement is signed (This review covers agreements with any foreign donor, regardless of whether a naming is involved.) One of the steps taken is to compare the donor name against the list of restricted entities. Determining whether a donor is considered to be a foreign donor is based on a variety of factors, including place of residence, place of principal office, place of incorporation, or other facts specific to the donor.

UF Namings & Memorials: Diligence Protocols

DILIGENCE BY NAMING/MEMORIAL TYPE

| *NAMING/MEMORIAL TYPE (Definition) | REQUIRED VETTING | |
|---|----------------------|--------------------------------------|
| | NEGATIVE NEWS SEARCH | FULL BACKGROUND |
| Facility (Building; Significant interior or public space within facility) | ✓ | ✓ |
| Outdoor Area (Landscaped area, field, water body, bridge, patio, deck, road, etc.) | ✓ | ✓ |
| ‡Academic Unit (College, school, center, institute, department, or other academic/research/administrative program unit) | ✓ | ✓ |
| Site (Any whole campus or educational/research/recreational/athletic/service/extension site) | ✓ | ✓ |
| Space (Non-structural space or common area within a facility/all interior spaces) | ✓ | Dependent on visibility & permanence |
| Program (Academic/research/service program) | ✓ | Dependent on visibility & permanence |

| |
|---|
| Requires Full BOT Approval |
| Requires President & BOT Chair Approval |

* Any naming, regardless of type, may be considered a BOT naming by the BOT Chair if it is determined to be of high visibility or material to UF

‡ Generally, academic units will not be named for a for-profit corporation

UNIVERSITY OF FLORIDA POLICY
Namings and Memorials

1. Definitions

“Academic Unit” means any college, school, center, institute, department, or other academic, research, or administrative program unit.

“Facility” means any building, structure of permanence such as a stadium or tunnel, a major structural component of a building or any such structure such as a wing, floor, or central atrium, or a space within a building that is significant because of its size relative to the whole building or because it serves a significant academic, athletic, administrative, or public function.

“Outdoor Area” means any outdoor area and wholly outdoor structures such as a landscaped area, field, water body, bridge, patio, deck, or road.

“Program” means any academic, research, or service program.

“Site” means any whole campus or any educational, research, recreational, athletic, service, or extension site, including sites subject to Board of Governors Regulation 8.009.

“Space” means any non-structural space within a Facility such as an office, conference room, or non-structural common area which does not otherwise fall within the definition of Facility above.

“University” means the University of Florida and all affiliated entities.

2. General Guidelines and Definitions for Naming Opportunities and Memorials

The University of Florida recognizes the importance of naming opportunities for its buildings, facilities, outdoor and interior spaces, colleges, schools, centers, institutes, and other academic units and programs. The University of Florida is committed to upholding its core values of collaboration, broad diversity, the pursuit of excellence, and freedom of expression, thought, and dialogue. In building partnerships that help to create a better future for the state of Florida, the nation, and the world, the University seeks to maintain academic integrity and independent administration in all of its endeavors. While protecting the values and integrity of the institution, the University also seeks to protect the fundraising process and its relationships with donors and other supporters of the University.

Entity Namings

An Entity Naming is a Gift Naming for any corporation or other organization.

Gift Namings

A Gift Naming is any naming for a donor or, at the request of a donor, for a third party, in connection with a gift. Naming opportunities may be appropriate to recognize a donor whose financial contributions have supported the institution in meaningful ways. Gift Naming opportunities may also arise at the request of a donor who, in connection with a gift, wishes to honor or memorialize someone significant to the donor.

Honorary Namings

An Honorary Naming is a naming to honor or memorialize an individual's significant contributions (financial or otherwise, but not in connection with a specific gift) to the University, the State of Florida, or society in general.

Entity Namings, Gift Namings and Honorary Namings are referred to collectively as Namings.

Memorial

A Memorial is a plaque or other physical device used to recognize or memorialize a person or entity or to name a physical space. Memorials may be associated with Gift Namings or Honorary Namings. The wording for any Memorial shall be reviewed by the Foundation Namings and Memorials Advisory Council prior to submission to the President for approval.

Governing Laws and Regulations

Namings and Memorials approved under this policy shall also be subject to all Florida Board of Governors (BOG) and University of Florida Board of Trustees (BOT) Governance Standards, policies, regulations, and procedures, and to all state laws and regulations.

General Policy Statement

No Naming or Memorial shall be permitted that would detract from the University's values, dignity, integrity, or reputation, lead to an actual or perceived conflict of interest, or imply in any way a political, ideological, commercial, or religious endorsement, nor shall any Naming or Memorial, including quotations, be permitted that could violate any state or federal law, rule, regulation, or constitutional provision.

3. BOT Namings

A BOT Naming is a Naming of any Academic Unit, Outdoor Area, Site, or University Facility, (all as defined above), including but not limited to those for academic, administrative, athletic, or residential purposes. Any BOT Naming will require BOT approval with the recommendation of the University President under the BOT

Governance Standards and in accordance with BOT policies, regulations, and procedures. BOT Namings also include, in the definition of Facility, a Space that is significant because of its size relative to the whole building or because it serves a significant academic, athletic, administrative, or public function. BOT Namings also include any Naming, regardless of type, that is determined after conferring with the BOT Chair to be of high visibility or reasonably considered to be material to UF, a DSO or any affiliate entity.

4. Non-BOT Namings

A Non-BOT Naming is a Naming of any Space within a Facility (except those interior spaces that do require BOT approval as set forth in Paragraph 3 above) or any University Program (all as defined above), including but not limited to those for academic, administrative, athletic, or residential purposes. A Non-BOT Naming does not require BOT approval, unless the BOT Chair requires full BOT participation. Non-BOT Namings will be approved by the President and the BOT Chair, with notice to the BOT Vice Chair.

5. Corporate or Organization Namings (“Entity Namings”)

Donors who are corporations or organizations may be recognized by a Gift Naming. Entity Namings require more consideration and review than Gift Namings for individuals, to avoid actual or apparent endorsements or conflicts. Generally major academic units will not be named after a for-profit corporation or organization and Entity Namings for buildings will usually be for a fixed term of years. Rarely will any Entity Naming be approved when the entity is not the donor or otherwise a supporter of the University. The due diligence process for Entity Namings shall be set forth in a Diligence Protocols document incorporated herein by reference and shall include a review of all current federal restricted and prohibited entity lists as part of the review process.

Entity Namings of a Site, Facility, Outdoor Area, or Space require a written agreement including a stated term of years not to exceed twenty.

Considerations for Entity Namings will be evaluated in terms of whether and to what extent the applicable entity’s value structures are compatible with that of the University and whether the entity and the University are pursuing a co-mission. If an applicable entity’s name is changed following approval of an Entity Naming, the name referenced by the University may be changed following approvals by the President and BOT Chair, with notice to the BOT Vice Chair.

Logos

Entity logos may be allowed for a fixed term of years on external signage on a case-by-case basis and such use requires specific approval by BOT for BOT Namings and specific approval by the President for Non-BOT Namings. All such approvals may be subject to

unit restrictions on logo usage as well.

6. Process

Foundation Namings and Memorials Advisory Council

A Foundation Namings and Memorials Advisory Council (“Council”) will be established by the Foundation and will represent academic, business, alumni, and development viewpoints across the UF community. The Council is advisory only and will review Namings and Memorials before they are submitted to the President for approval, together with the Council’s recommendation. Composition and operations of the Council are detailed in the Guidelines, as set forth in Exhibit A.

Process

The following steps shall be followed, in order:

- Before any Naming conversation initiated by the University occurs with a donor or honoree, approval by the appropriate Vice President, Dean, or Director shall be obtained
- The Naming will be presented to the Executive Vice President of the UF Foundation for consideration
- The Foundation will follow its normal vetting process for the Naming
- The Executive Vice President of the UF Foundation will consult with the President and the BOT Chair and Vice Chair
- The request will then be submitted to the Council
- The Council will review and, if recommended by the Council, submit the request to the President and BOT Chair for approval, with notice to the BOT Vice Chair
- Appropriate discussions may be held with the donor or honoree
- For BOT Namings, the request shall then be submitted to BOT for approval

Council Review

The Foundation Namings and Memorials Advisory Council shall review the following:

- All BOT Namings
- All Non-BOT Namings except those for which the President has delegated approval authority to the Executive Vice President of the Foundation (which shall be reported to the Council by the Council Chair)
- All Honorary Namings
- All proposed Memorials, whether in connection with a Naming or otherwise, including the requested wording (including quotations), size, material, design, method of attachment, and identified source of funds for maintenance. Approval of Memorials is at the discretion of the University. The Council may, if it determines to do so, approve standard wording and plaques in advance.

Documentation

In order to document the donor’s acknowledgment of the provisions and requirements of this policy and all other BOT, University, and Foundation requirements applicable to

Namings, all gifts involving a Naming must have written documentation to evidence the terms and conditions for the Naming. This documentation may be in the form of a gift agreement or other writing, as determined by the Foundation.

7. Board Members; Board and University Employees

The restrictions in this section continue to apply until one year after the individual no longer has such status, unless expressly waived by BOT for a particular Naming. All other procedures set forth in this policy will be followed.

Honorary Namings

Honorary Namings (i.e. not associated with any gift) are not allowed for any active BOG board member or employee or University trustee or any active University employee or student.

Gift Namings

Gift Namings, when the individual whose name will be used is an active BOG board member or employee or University trustee or any active University employee or student may be approved on the following conditions:

- The gift with which the Naming is associated is based on a Naming opportunity and amount previously approved by the Foundation Executive Vice President
- The same Naming opportunity would be available to others
- The BOG or University affiliated person has not had an advantage because of early access to the list of Naming opportunities
- The Naming does not present a conflict or the appearance of a conflict for any reason

8. Naming Requirements

Minimum gift levels and other requirements and guidelines for Namings and Memorials, consistent with this policy, shall be established by the Foundation, subject to approvals by the President and BOT Chair, with notice to the BOT Vice Chair and the Foundation Namings and Memorials Advisory Council. These Guidelines are outlined in Exhibit A.

9. Removal of Name by University

A Naming may be removed if a donor fails to fulfill the gift commitment (including with respect to the timing of gift payments) made in connection with the Naming or, in extraordinary circumstances, where continued use of the name would be damaging to the reputation of the University or otherwise significantly detrimental. The decision to remove a Naming may be made with approvals of the President and BOT Chair, with notice to the BOT Vice Chair.

10. Change of Name at Donor or Honoree Request

Donor- or Honoree- requested changes to a Naming, due to such things as a change in name or status, will be considered on a case-by-case basis and the decision will be made with approvals of the President and BOT Chair, with notice to the BOT Vice Chair.

11. Effect on Existing Namings

Nothing contained in this policy shall be construed or applied in such a way as to limit or terminate a Naming that exists or has been approved prior to the Effective Date of this policy, except that the provisions in paragraphs 9 and 10 regarding change or removal of a name will apply to existing Namings and those approved after the effective date of this policy.

Exhibit A Guidelines

Duration

- Naming of a Facility, Outdoor Area, Site, or Space is presumed to be effective for fifty years or the useful life of the named area, whichever is less, other than an Entity Naming for a building which generally will be twenty years
- At the end of such time, the name will be removed, without the need for further approval or action
- Thereafter, the donor or honoree shall be recognized in an appropriate alternative manner
- If it is in the best interests of UF to repurpose or replace a named Facility, Outdoor Area, Site, or Space before the useful life or fifty years, BOT for BOT Namings and the President and BOT Chair, with notice to the BOT Vice Chair, for Non-BOT Namings.

Usage

- Official University publications and forms shall use the full approved name
- For administrative convenience and ease of communication in other circumstances a shorter version may be used

Foundation Namings and Memorials Advisory Council

The standing members are:

- President or designee
- Executive Vice President of the Foundation (Chair)
- Senior Vice President and Chief Academic Officer or designee
- Senior Vice President and Chief Operating Officer or designee
- Chair of the Deans and Directors Development Council
- Senior Associate Vice President/CDO of the Foundation
- Senior Associate Vice President/COO of the Foundation
- Vice presidents or other university representatives appropriate to the naming in an advisory capacity

Regular meetings will be scheduled quarterly and more often as needed.

Due Diligence

- The Foundation will obtain background reports on all individuals and entities before a Naming will be approved by the Executive Vice President of the Foundation
- The type of report will be based on the visibility and permanence of the Naming

Minimum Gift Requirements

- New Facilities generally require a gift of 20-50% of the private support for the Facility but not less than 15% of the total cost of the Facility, with a current gift of cash or cash-equivalent equal to at least such minimum threshold, payable over no more than five years with at least 20% of such minimum threshold paid in the first year (in any event prior to the name included on such Facility) and with the balance of the minimum threshold generally payable on a prorata basis for the remainder of the five years
- Existing Facilities generally require a gift of 20-50% of the replacement value of the Facility, with a current gift of cash or cash-equivalent equal to at least such minimum threshold payable over no more than five years with at least 20% of such minimum threshold paid in the first year (in any event prior to the Naming being on such Facility) and with the balance of the minimum threshold generally payable on a prorata basis for the remainder of the five years; a deferred gift may be made for the Naming of an existing Facility in appropriate circumstances
- Academic Unit or Program Namings may require a current endowed cash or cash-equivalent gift unrestricted to the unit or program or an appropriate deferred gift
- Specific Naming amounts for Facilities, Outdoor Areas, Programs, Academic Units, Sites, and Spaces will be determined annually by the Foundation with the college or unit, subject to approvals by the President and BOT Chair, with notice to the BOT Vice Chair
- Namings may be considered for non-cash gifts in appropriate circumstances; the gift must be accompanied by an appraisal and the Foundation reserves the right to obtain an additional appraisal
- Transformational projects and programs often involve complex gift structures and multiple sources of funding. These guidelines are intentionally flexible and may be adapted in order to accommodate more complicated gift and funding mechanisms to accomplish important University goals.

General Exceptions

- Exceptions to any of these Guidelines can be made with full BOT approval.

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Disclosure and Regulation of Outside Activities and Financial Interests

1.011

SUMMARY: The University proposes to amend Regulation 1.011 to align the regulation for disclosure of outside activities and financial interests with the simultaneous launch of the UFOLIO Outside Activity disclosure system. University faculty and administrators have been involved in the development of UFOLIO as well as the relevant proposed changes to this regulation to reflect the newly developed disclosure system and process. Together with this revised regulation, the University is developing supporting policies and other documentation to further operationalize this regulation and further centralize and manage University employees' outside activities and financial interests.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Amy Hass, Vice President and General Counsel.

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

1.011 Disclosure and Regulation of Outside Activities and Financial Interests.

(1) The University of Florida encourages its Faculty and Staff to engage in activities supporting their professional growth, creating new knowledge and ideas, and furthering the University’s mission of excellence in education, research, and service. University employees, however, have an obligation to commit their primary professional time and intellectual energy to the University and maintain the highest ethical and professional standards. Further, personal gain from Outside Activities or Financial Interests, as defined in the University of Florida Policy on Conflicts of Commitment and Interest, must not influence—or create the appearance of influencing—the decisions or actions of the University.

(2) Accordingly, all Faculty and Staff shall adhere to the University of Florida Policy on Conflicts of Commitment and Interest (the “Policy on Conflicts”) and the Code of Ethics for Public Officers and Employees (Chapter 112, Part III, Fla. Stat.)¹.

(3) The Policy on Conflicts sets forth the Faculty and Staff members’ obligations to disclose certain Financial Interests, potential Conflicts of Commitment or Interest and the potential consequences for violating the Policy on Conflicts.

(4) The University may take administrative or disciplinary action concerning violations of this Regulation up to and including termination of employment.

¹ The Policy on Conflicts can be found here:

<http://generalcounsel.ufl.edu/media/generalcounselufledu/documents/COI.pdf>

The Code of Ethics for Public Officers and Employees can be found here:

http://www.leg.state.fl.us/statutes/index.cfm?App_mode=Display_Statute&Search_String=&URL=0100-0199/0112/0112PARTIIIContentsIndex.html

Authority: BOG Regulation 1.001.

Law Implemented: 112.313, 112.3185, FS.

History--New 5-28-80, Formerly 6C1-7.391, Amended 3-6-85, Formerly 6C1-1.11, Amended 3-2-87, 5-21-89, 7-11-94, 4-30-95, 12-12-95, 6-28-98, 6-21-00, 5-22-01, 1-7-03, 7-5-04, Formerly 6C1-1.011, Amended 3-17-11, 6-8-12, _____.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~1.011—Disclosure and Regulation of Outside Activities and Financial Interests.~~

~~(1)—General Requirements.~~

~~(a)—All employees of the University of Florida must be committed to the University's goals of teaching, research, and service and recognize that their primary professional responsibility is to the University. Faculty and staff members may participate in outside activities and hold financial interests as long as the activities and interests do not violate any state or federal law or regulations, including but not limited to this regulation, and such activities and interests do not conflict with their duties and responsibilities to the University. All University employees, which includes Academic Personnel (AP), Technical, Executive, Administrative, and Managerial Support (TEAMS) employees, University Support Personnel System (USPS) employees, and Other Personnel Services (OPS) employees, are responsible for the full and faithful performance of their professional or institutional responsibilities and obligations.~~

~~(b)—All University employees are bound to observe, in all official acts, the highest standards of ethics consistent with the code of ethics of the State of Florida (Chapter 112, Part III, Fla. Stat.), the advisory opinions rendered with respect thereto, other federal and state law, and the Regulations of the University of Florida, including but not limited to this Regulation-1.011.~~

~~(c)—No employee shall solicit or accept anything of value that is based upon an understanding that the official action or judgment of the employee would be influenced thereby.~~

~~(d) — No employee shall have an employment or contractual relationship or engage in a business or personal activity that will create a continuing or frequently recurring conflict between that employee’s private interest and the performance of the employee’s official duties.~~

~~(e) — An employee engaging in an outside activity must take reasonable precautions to ensure that the outside employer or other recipient of services understands that the employee is engaging in such outside activity as a private citizen and not as an employee, agent, or spokesperson of the University.~~

~~(2) — Definitions:~~

~~(a) — “Outside activity” shall mean any private practice, private consulting, employment, teaching, research, business (including managerial interests or positions), or other activity, compensated or uncompensated, which is not part of the employee’s assigned duties and for which the University provides no compensation.~~

~~(b) — “Conflict of interest,” shall mean:~~

~~1. — any conflict between the private interests of the employee and the public interests of the University of Florida or the State of Florida, including conflicts of interest specified under Florida Statutes; or~~

~~2. — any outside activity or financial interest which interferes with the full and faithful performance of the employee’s professional or institutional responsibilities or obligations, including but not limited to conflicts of commitment.~~

~~(c) — “Entity” or “entities” shall mean any for profit or not for profit entity, any public agency, any individual, or any client.~~

~~(3) — Activities and Financial Interests To Be Reported.~~

~~(a) — The following outside activities and financial interests must be reported prior to~~

~~engaging in the activity or acquiring the financial interest:~~

~~1. Outside activities in which there is more than an incidental use of University facilities, equipment, and/or services.~~

~~2. Outside activities in which a University student or other University employee is directly or indirectly supervised by the employee if the employee in any way supervises, evaluates or serves in a formal advisory role for the student or other employee at the University.~~

~~3. Management, employment, consulting, and other contractual activities with, or ownership interest in, any entity (other than the University) that may enter into a business or other contractual transaction with the University. In the case of material financial and managerial interests, the information required extends to the spouse and/or children of the employee, and for managerial interests, to relatives. These disclosures must include a statement of whether any contractual, service or other business relationship exists or is contemplated with the University to the employee's knowledge.~~

~~a. Material financial interest is defined as direct or indirect ownership of more than five (5) percent of the total assets, capital stock, ownership, or voting interest of an entity.~~

~~b. Managerial interest includes serving as an officer, director, partner, proprietor, etc. of an entity.~~

~~c. If the entity with which the employee has an employment, contractual or other business relationship or in which the employee, the employee's spouse, domestic partner and/or children have an ownership interest wishes to enter into a licensing or research agreement with the University or with the University of Florida Research Foundation, Inc., an exemption allowing such an agreement may be approved by the President or the President's designee and the Chair of the Board of Trustees. Application for this exemption is made through the Office of~~

Research.

~~d. — If the employee has an employment, business or contractual relationship, a material financial interest or a managerial interest, concerning an entity that may enter into any business transaction with the University, the employee must disclose the interest to Purchasing Services, and the interest must be allowed and approved by Purchasing Services, in consultation with the Office of the Vice President and General Counsel, prior to any business transaction between the entity and the University.~~

~~4. — Management, employment, consulting, and other contractual activities with, or ownership interest in, an entity which competes with the University.~~

~~5. — Candidacy for or holding a public office.~~

~~6. — Required use of books, supplies, or other resources at the University of Florida when they are created or published by the employee, or the employee's spouse or domestic partner or minor child(ren), or by an entity in which the employee, or the employee's spouse or domestic partner or minor child(ren) has any financial or managerial interest, if more than \$500 is received or expected to be received annually by any or all of them individually or in the aggregate, directly or indirectly, or through the entity in which they have a financial or managerial interest, from the sale, assignment, license or use of such books, supplies or other resources by the employee, spouse, domestic partner, minor child(ren), and/or the entity in which there is a financial or managerial interest.~~

~~7. — Professional compensated activities, including but not limited to honoraria, consulting, teaching at another institution, and employment as an expert witness.~~

~~8. — Service on the board of directors or board of trustees or as an officer, or other management interests or position, with an entity.~~

~~9. — Any outside compensated employment.~~

~~10. — Any employment, contractual relationship, or financial interests, including intellectual property rights, of the employee which may create a continuing or recurring conflict between the employee's interests and the performance of the employee's University responsibilities and obligations, including time commitments. This includes any outside activity in which the employee is required to waive rights to intellectual property.~~

~~(b) — Any employee submitting a federal, state or other government grant or contract proposal or conducting research or educational activities pursuant to a federal, state or other governmental grant or contract must adhere to the applicable requirements of the funding agency, including those involving the disclosure and regulation of outside activities and financial interests. In addition to the disclosure requirements set forth in section (4) of this regulation, all required disclosures for federal, state or other governmental contracts and grants must be made to the Division of Sponsored Research in accordance with applicable federal, state or other governmental requirements.~~

~~(c) — Outside activities which the employee should conclude may create an actual or apparent conflict of interest, including conflict of time commitments, which are otherwise not required to be reported under paragraphs (3)(a) or 3(b) above must be reported as soon as practicable.~~

~~(d) — The selection and use of instructional materials in which the employee, the employee's spouse or domestic partner or minor child(ren) has a financial interest are subject to the following guidelines:~~

~~1. — Employees who are instructors are responsible for the assignment of instructional materials, such as textbooks and other academic materials, for use by their students. The~~

~~selection of these materials must be made for academic reasons and may not be based on financial gains for the individual employee, the employee's spouse or domestic partner or minor child(ren) or the University.~~

~~2. — An employee, the employee's spouse or domestic partner or minor child(ren), and an entity in which the employee or the employee's spouse or domestic partner or minor child(ren) has a financial interest may not receive a financial benefit from materials reflecting general course information or assignments or evaluation materials used in University of Florida courses or other University instructional activities. Examples of such materials are exams, quizzes, syllabi and extra credit assignments.~~

~~3. — If an employee, the employee's spouse or domestic partner or minor child(ren) may financially benefit from the sale or use of required books, supplies, or other resources, these materials may be required only under the following conditions:~~

~~a. — The department chair and dean or director have approved such an arrangement on the University's Disclosure of Outside Activities and Financial Interests), submitted by the employee, and~~

~~b. — The materials have been selected for academic reasons independent of any financial gain for the persons and entities described, are offered at a fair market price, have been adopted for use at other higher education institutions, been through a peer review process, are the original works or creations of the employee and not a collection of the works of others, are protected by copyright, patent, or trademark, and are published or produced by an incorporated or registered publisher, company, or entity. Their use may not require the user to waive any intellectual property rights.~~

~~(e) — The reporting requirements of this regulation shall apply to full time and part-~~

~~time employees. Unless otherwise required under federal, state or other governmental grant regulations, the reporting requirements shall not apply to activities performed wholly during an interval of the year in which the employee is assigned no professional or institutional responsibilities and obligations by the University.~~

~~(4) — Disclosure and Approval Procedures for all University employees.~~

~~(a) — The University's form entitled, "Disclosure of Outside Activities and Financial Interests" shall be filed with the President or designee, who shall normally be a dean, director, or vice president. The form may be obtained online at <http://www.aa.ufl.edu/online-forms>. Disclosures must be completed and filed at the beginning of employment, renewed at the beginning of each 12-month or 9-month appointment period, prior to such time as the outside activity or financial interest begins, or at such time as disclosure is required under applicable federal, state or other governmental grant requirements. If a material change in the information presented occurs at any time, a new disclosure is required. The following information is required as to each outside activity or financial interest reported:~~

~~1. — Name of employing entity, client or other recipient of services, or name of entity in which the financial interest is held, and nature of its business. In the case of service as an expert witness or representation of a party in a lawsuit, the party represented by or employing the expert must be identified along with all other parties involved in the matter.~~

~~2. — Source of compensation, including client fees.~~

~~3. — Involvement of students and other employees in the activity, employing entity, or entity in which the financial interest is held.~~

~~4. — Nature or type of activity or financial interest (description of equity interest or intellectual property), including time spent if an activity is involved (estimated hours per week~~

including travel).

~~5. Location and anticipated dates of activity.~~

~~6. Any conditions of the activity which involve waiving or impairing the employee's or University's right to intellectual property.~~

~~7. Use of University equipment, facilities, or services in connection with the activity.~~

~~8. Number of outside activities and financial interests filed for the current contractual year.~~

~~9. Prior reporting of the activity or financial interest in the previous contractual year, if applicable.~~

~~10. Any other documentation necessary to determine the nature and extent of any actual or potential conflict of interest.~~

~~(b) If there are any questions regarding a potential conflict of interest, the employee should discuss the activity or financial interest with his or her chairperson or immediate supervisor, or designee of the Dean of the college or Director of the unit.~~

~~(c) If the Dean or Director or designee finds that the proposed outside activity or financial interest is a prohibited conflict of interest or a conflict of interest that may be permitted only with conditions, the employee shall be notified promptly of the decision that he or she may not engage in the proposed activity while employed at the University or of the conditions under which the outside activity or financial interest may be permitted.~~

~~(e) Authorization for an outside activity or financial interests is granted for a specific period of time, not to exceed one (1) year ending June 30th. If the outside activity is to extend beyond June 30th, a new Disclosure of Outside Activities and Financial Interests must be submitted prior to July 1 of each year for the new fiscal year period. If the outside activity or~~

~~financial interest is permitted with conditions, the employee is required to adhere to the conditions during the period that the activity or financial interest is authorized.~~

~~(f) — Academic Personnel are required to indicate annually as part of the effort reporting process whether they are involved in outside activities or have financial interests required to be reported under this regulation. USPS and TEAMS employees are required to indicate on their annual Performance Evaluation form whether they are involved in outside activities or have a financial interest required to be reported under this regulation. OPS employees shall follow the reporting procedure as outlined in this regulation. If the answer is affirmative, the employee must submit the Disclosure of Outside Activities and Financial Interests as required in this regulation.~~

~~(5) — Disclosure and Approval Procedures for Additional University Compensation. Any employee who wishes to engage in additional employment in excess of one (1) full-time equivalent position at the University or who receives compensation as a University employee simultaneously from salaries appropriations and any appropriation other than appropriations for salaries must submit a Request for Approval of Additional University Compensation, which may be obtained online at [www.ufl.edu/procurement](#) to the appropriate administrative officials and obtain approval prior to engaging in such activity. A copy of this form may be obtained in the college or unit administrative offices. No “Disclosure of Outside Activities and Financial Interests” need be filed for the activity as the secondary employment is within the University of Florida and the completion of the “Request for Approval of Additional University Employment” form fulfills the employee’s obligation to report. An exception to this procedure is employment by the University Press of Florida (UPF). Approval of UPF employment is granted by the President or designee, and such approval, which is submitted by the UPF to the Office of the Provost, fulfills the~~

~~employee's obligation to report the activity.~~

~~(6) — Procedure for Requesting Use of University Resources. If an employee has the University's approval to engage in outside activity, the employee may request approval for the use of University equipment, facilities, or services in connection with the outside activity. The University must approve the use in advance. The employee must request such approval by completing and submitting the University's form entitled Request to Use University Equipment, Facilities, and Services in Conjunction with Non-University Outside Activity, which may be obtained online at [The form should be attached to the Disclosure of Outside Activities and Financial Interests](#). The use of any of these resources will be allowed only on a non-interference basis, and there may be a charge for such use.~~

~~The changes to this regulation shall be effective August 24, 2012.~~

~~Authority: BOG Regulation 1.001.~~

~~Law Implemented: 112.313, 112.3185, FS.~~

~~History: New 5-28-80, Formerly 6C1-7.391, Amended 3-6-85, Formerly 6C1-1.11, Amended 3-2-87, 5-21-89, 7-11-94, 4-30-95, 12-12-95, 6-28-98, 6-21-00, 5-22-01, 1-7-03, 7-5-04, Formerly 6C1-1.011, Amended 3-17-11, 6-8-12.~~

The University of Florida

Policy on Conflicts of Commitment and Conflicts of Interest

1. Policy Statement and Purpose

The University of Florida encourages its Employees to engage in activities supporting their professional growth, creating new knowledge and ideas, and furthering the University's mission of excellence in education, research, and service. University Employees' primary professional obligation, however, is to act in the best interest of the University and to maintain the highest ethical and professional standards. A University Employee's Outside Activities or interests must not conflict, or appear to conflict, with their professional obligations to the University of Florida. Accordingly, this Policy establishes standards and requirements to protect the University's financial wellbeing, reputation, and legal obligations and provides a system for identifying, reporting, and managing real or apparent conflicts.

2. Applicability

All University Employees as defined below. To the extent this Policy conflicts with other University policies or procedures, this Policy shall control.

3. Definitions

Conflict of Commitment: occurs when a University Employee engages in an Outside Activity, either paid or unpaid, that could interfere with their professional obligations to the University.

Conflict of Interest: occurs when a University Employee's financial, professional, commercial or personal interests or activities outside of the University affects, or appears to affect, their professional judgement or obligations to the University.

Employee: University Faculty or Staff as defined herein.

Entity: any business, company, or other organization, whether public or private, including without limitation any partnership, corporation, limited liability corporation, unincorporated association, or other institution or organization, whether for-profit or not-for-profit.

Faculty: all positions identified as Academic Personnel in the University of Florida Regulation 7.003 Academic Personnel Employment Plan.

Financial Interest: Any monetary or equity interest held by or inuring to an Employee or their Immediate Family Member which would create an actual or apparent Conflict of Interest.

Immediate Family Member: an Employee's spouse, domestic partner, child or stepchild, parent, parent-in-law, sibling, and anyone sharing the employee's household (other than a tenant or employee).

Outside Activity: any paid or unpaid activity undertaken by an Employee outside of the University which could create an actual or apparent Conflict of Commitment or Conflict of Interest. Outside Activities may include consulting, participating in civic or charitable organizations, working as a technical or professional advisor or practitioner, or holding a part-time job with another employer.

Reportable Outside Activity: any Outside Activity that is required to be disclosed to the University through the UFOLIO system.

Staff: any regular, non-exempt or exempt employee in research, academic, or administrative positions, including Technical, Executive, Administrative and Managerial Support (TEAMS) staff; University Support Personnel System (USPS) staff; and Other Support Personnel (OSP) as defined in University of Florida Regulation 1.100.

4. **Conflicts**

A. Guiding Principles

Employees of the University of Florida must adhere to the highest ethical and professional standards. Good judgment is essential and no set of rules can adequately address the myriad of potential conflicts. If Employees have questions concerning a potential conflict of commitment or conflict of interest, they must first discuss these concerns with their supervisor¹. Real or apparent conflicts must be managed or disclosed as set forth in section 5 below.

B. Conflicts of Commitment

University Employees must commit their primary professional and intellectual energy towards supporting the University's mission of excellence in education, research and service. A Conflict of Commitment occurs when an Employee's professional time or energy is devoted to Outside Activities adversely affecting their capacity to satisfy their obligations to the University of Florida.

Conflicts of Commitment usually involve time allocation. For instance, when an Employee attempts to balance their University responsibilities with Outside Activities such as consulting or volunteering, they may be left with inadequate time to fulfil their University responsibilities adequately.

Employees wishing to engage in an Outside Activity that may present a Conflict of Commitment—however insignificant it may seem to the Employee—must disclose the Outside Activity to their supervisor and receive approval for before engaging in the

¹ Certain Outside Activities and Financial Interests must always be disclosed as set forth in section 5 of this Policy. When in doubt, supervisors must advise an Employee to disclose a potential conflict.

outside activity. Irrespective of disclosures, it is the responsibility of University supervisors (in the case of Faculty, their department chairs and deans) to identify and manage any Conflicts of Commitment undertaken by their direct reports.

If the University determines an Outside Activity will result in a Conflict of Commitment, the University may, in its sole discretion, prohibit the individual from engaging in the activity; require the individual take personal time off or a leave of absence to participate in the activity; or implement other measures the University deems reasonably necessary.

C. Conflict of Interest

Employees must avoid situations which interfere with—or reasonably appear to interfere with—their professional obligations to the University. Such situations might create an appearance of impropriety and, therefore, must be disclosed.

As discussed below, Employees will use the UFOLIO system to disclose Outside Activities in which they wish to engage. When the University determines a Conflict of Interest may exist with an Employee, the University may, in its sole discretion, prohibit the individual from engaging in the activity presenting a potential conflict; take actions to limit the individual's activity; or implement other measures the University deems reasonably necessary to eliminate the potential conflict.

D. Intellectual Property

The University's mission includes fostering invention and the development of new patentable and non-patentable ideas, technologies, methodologies, copyrights and other creations of the human mind. The University attempts to license many of these innovations to commercial entities so the fruits of this innovation may reach the marketplace for the public good and provide resources for further innovation. The University, therefore, must be protected from both real and perceived disclosure of intellectual property with entities in which University inventors have personal or financial interests or are adverse to the University's interest. More information, including applicable definitions, the University's ownership rights to inventions and works can be found in the University's Intellectual Property Policy located here:

<http://generalcounsel.ufl.edu/media/generalcounselufledu/documents/Intellectual-Property-Policy.pdf>

5. Disclosure Requirements

A. When to Disclose

1. Conflict of Interest:

Regardless of whether an Outside Activity occurs during a University assignment or appointment, Employees must disclose certain Outside Activities and Financial Interests through the UFOLIO system (and receive approval through the UFOLIO

System prior to commencing such activities or pursuing such interests), which may lead to a Conflict of Interest under the following circumstances:

2. Upon initial hiring or engagement with the University;
3. Prior to acquiring a new Financial Interest;
4. Prior to engaging in, or committing to engage in, an Outside Activity;
5. Prior to accepting a position or role which could reasonably be perceived as creating a Conflict of Interest;
6. Prior to entering a relationship, including a familial relationship, which could reasonably be perceived as creating a Conflict of Interest; and
7. At least annually, even if attesting to no change from previous disclosures.

Employees failing to receive approval through the UFOLIO system prior to commencing an Outside Activity as required herein may be subject to administrative or disciplinary action as set forth in section 7 below. The absence of express disapproval of an outside activity does not constitute approval by the University.

Regarding the annual reporting obligation in section 5(A)7 above, Employees must annually disclose their Financial Interests and Outside Activities existing at that time or which existed in the previous calendar year. The University will make efforts to provide courtesy notice to Employees at least 30 days prior to their annual disclosure date. However, the failure to provide such notice or the failure of an Employee to receive such notice does not relieve an Employee of the obligation to make a timely annual disclosure.

2. Conflict of Commitment:

Employees must disclose to their supervisor any Outside Activity that may create a Conflict of Commitment, either alone or together with other Outside Activities, before engaging in the Outside Activity. Irrespective of whether an Outside Activity is disclosed, however, it is the responsibility of all supervisors to identify any Conflicts of Commitment undertaken by their direct reports and manage it appropriately. If a supervisor is unsure whether a given activity poses a Conflict of Commitment or how to manage it, the supervisor should consult with the dean or vice president to whom they report.

B. What to Disclose

The following potential Conflicts of Interest and Outside Activities must be disclosed as provided below:

1. Management or Material Interest: You, your spouse, dependent children, or relatives have a management position (e.g., officer, director, partner, proprietor), or a material (more than 5% ownership

interest in the entity) financial interest in an entity that enters into any agreements or contracts with UF (e.g., service agreements, leases, sales agreements).

2. Publicly-Traded Entity Payments/Ownership: You, your spouse, or dependent children receive payments or have an ownership interest of \$5,000 or more (including shares, partnership stake, or derivative interests such as stock options) in a publicly-traded entity where the ownership interest reasonably appears to be related to your institutional responsibilities. [Note: This does not include if the ownership interest is managed by a third party such as a mutual or retirement fund.]
3. Privately-Held Entity Ownership: You, your spouse, or dependent children have any ownership interest in a privately held entity where the ownership interest reasonably appears to be related to your institutional responsibilities.
4. Public Office/Candidate: You are a candidate for public office or you hold public office.
5. Outside Teaching Appointments: You have or you are seeking approval to hold a teaching appointment with any entity other than UF.
6. Outside Research: You conduct or you are seeking approval to conduct any research at, or receive any research funding from or through, any entity other than UF. [Note: Research conducted at outside entities as part of a UF sponsored project or research funding received by UF does not need to be disclosed.]
7. Classroom Works: You require or you are seeking approval to require students to purchase works used in your classroom you or your spouse created, authored or co-authored (e.g., textbook(s), computer software, electronic or digital media) and for which you or your spouse will receive, or anticipate receiving payment, loan, subscription, advance, deposit of money, service, or anything of value.
8. Royalties/Licensing/Copyright Income: You receive royalties, licensing fees and/or copyright income in excess of \$5000 annually from an entity other than UF.
9. Expert Witness/Legal Consulting: You serve or you are seeking approval to serve as an expert witness and/or engage in consulting in a legal matter like a lawsuit or a potential lawsuit.

10. Professional Services Related to UF Expertise: You provide or you are seeking approval to provide paid or unpaid professional services to an outside entity and the professional services relate to your UF expertise.
11. Leadership Roles: You have a senior management, administrative, or leadership role, whether paid or unpaid, with an outside entity related to your UF expertise where you make executive business and/or financial decisions on behalf of the outside entity.

C. How to Disclose

1. Conflict of Interest. Outside Activities and Financial Interests required to be disclosed under this Policy can be found at, and shall be made through, the University's online reporting system, UFOLIO. UFOLIO, including FAQ and other information, can be accessed here: <https://compliance.ufl.edu/ufolio/>
2. Conflict of Commitment. Disclosure of a potential Conflict of Commitment shall be made to the University Employee's supervisor in the manner specified by the respective Employee's department. In the absence of a specified manner for approval of a Conflict of Commitment, the Employee must at least obtain approval from the Employee's supervisor in writing and in a form that demonstrates the supervisor was informed of the full extent of the Outside Activity and commitment prior to approval. Outside Activities presenting a potential Conflict of Commitment must be disclosed and approved before the Employee undertakes the activity.

D. Failure to Disclose

1. Failure to disclose a Reportable Outside Activity by a respective deadline shall result in a written notification from the University, with copies to the Employee's supervisor, department chair and dean, directing the Employee to complete their disclosure within 10 business days.
2. Failure to disclose more than 10 business days following the receipt of a delinquency notification shall result in a written reprimand from the University, with copies to the Employee's supervisor, department chair and dean, as applicable, indicating the Employee must complete their disclosure within 10 business days.
3. If an Employee fails to disclose more than 10 business days following receipt of a written reprimand, the University may take administrative or disciplinary action against the Employee up to and including termination of employment.

4. Failure to make truthful and complete disclosure of all Reportable Outside Activities or Conflicts of Commitment may subject the Employee to administrative or disciplinary action as set forth in section 7 below.

6. Review and Adjudication

For activities and interests disclosed through UFOLIO, the Assistant Vice President for Conflicts of Interest and, depending upon the type of activity or interest, other applicable designated University officials, will determine whether a disclosed activity, interest or circumstance presents a Conflict of Interest. In addition to an Employee's obligation to report a potential Conflict of Commitment to the Employee's supervisor, University supervisors shall be responsible for identifying any Conflict of Commitment of their direct reports and managing the conflict appropriately.

7. Policy Violations

The University may take administrative or disciplinary action concerning violations of this Policy up to and including termination of employment.

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Benefits, Retirement Programs, Employment
Services and Holidays

1.200

SUMMARY: The proposed regulation amendment reflects an increase in the number of Higher Education Opportunity Scholarships to be awarded each year from fifty (50) to one-hundred fifty (150) eligible children of TEAMS employees.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

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.

(i) 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.

(j) 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.

c. 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. 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. 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) 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) 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) 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 Human Resource 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 <http://www.hr.ufl.edu/education/heo/>, 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. The Office of Human Resource 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 the Office of Human Resource 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 the Office of Human Resource 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, (BOT approval).

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Leaves

1.201

SUMMARY: The proposed regulation amendment reflects the change in how the University determines an employee’s FMLA eligibility from a fiscal year (July 1 to June 30) basis to a twelve (12) month period immediately preceding an employee’s request for FMLA leave.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

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

| | Hours Accrued During Biweekly Pay Period | Yearend Maximum | Maximum Lifetime Payment |
|--|---|--------------------|-----------------------------|
| Faculty (except for Postdoctoral Associate and Hospitalists) | 6.769 | 352 | 200 |
| TEAMS (except for Executive Service) | 6.769 | 352 | 200 |
| Executive Service USPS (Months of Service) | 9.195 | 352 | 200 |
| 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 ~~fiscal year of July 1 to June 30 is considered 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, Executive Service and USPS employees may use paid leave for an FMLA event, and such shall be counted toward the entitlement. If at the end of the leave period, an employee is unable to return from leave to work full-time and perform the duties of the position, the President or designee shall offer the employee part-time employment, place the employee on unpaid leave, extend the leave of absence or dismiss the employee for inability to perform the duties of the position.

(13) Parental Leave.

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

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

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

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

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

4. The employee will be required to repay the leave hours advanced within a three-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 Human Resource Services or designee in conjunction with the appropriate Vice President or designee may place an employee under investigation on administrative leave or may reassign the employee pending the conclusion of the investigation pursuant to University of Florida Regulations 3.045, 3.046 and 7.048.

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

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

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

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

shall, upon presentation of written confirmation of having been so scheduled, 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), (BOT approval).

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Traffic & Parking; Definitions

3.006

SUMMARY: University Transportation and Parking Services proposes to amend Regulation 3.006 to add new definitions for “back-in parking” and “micromobility devices”. The University will begin using new license plate technology that requires new rules with respect to “back-in parking”. The University also needs the ability to capture the use of “micromobility devices” on campus, as the City of Gainesville moves toward permitting dockless scooter operations in the City of Gainesville and on the University campus.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Curtis Reynolds, Vice President for Business Affairs

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.006 Traffic & Parking; Definitions.

(1) The operation and parking of a motor vehicle on the University of Florida campus is a privilege granted by the University rather than a right. All vehicles parked on campus during hours of restriction must properly display a University parking decal or permit. A parking decal is not a guarantee of a parking space. Each vehicle operator is responsible for finding a legal parking space. Lack of a space is not a valid excuse for violating any parking regulation. Parking meters are located throughout the campus for visitors to the University. Transportation and Parking Services operates a pay parking facilities for campus visitors at the Welcome Center Garage and adjacent to Shands Hospital for use by patients and patient visitors to Shands Hospital and the J. Hillis Miller Health Center. The University assumes no liability for damage to vehicles operated or parked on the campus. Any such damage is a risk assumed by the owner or operator of the motor vehicle.

(2) The following are definitions of words and phrases used in the regulations governing traffic, parking and registration of vehicles on the University of Florida campus.

(a) Back-in parking – Parking a vehicle so that the front end is facing the drive aisle and rear facing license plate is not visible.

(b) Bicycle—Includes every vehicle propelled solely by human power and every motorized bicycle as defined in Section 316.003(2), Fla. Stat.

(c) Business Days—All days except weekends and official University holidays.

(d) Campus—Includes all of the property of the University of Florida located in

Gainesville or adjacent areas.

(e) Decal—Instrument displayed on the vehicle allowing parking in designated areas when space is available.

(f) Employee—Any employee of the University of Florida including faculty, TEAMS, University Support Personnel System staff and Other Personnel Services (non-student) staff, and any (non-student) employee of Shands Hospital. For the purpose of these regulations, non-student employees of University direct support organizations and non-university organizations contracted to provide services to the University shall have the same parking privileges as University employees.

(g) False Registration—Applying for, receiving or displaying a parking permit or decal by showing or giving false information or by other fraudulent means which shall include reproducing, altering or defacing a decal, a permit or any other document used for registration or used in lieu of a valid registration.

(h) Impound—To tow a vehicle away from the place in which it is parked, to boot a vehicle by use of an immobilization device, or to seize and hold legal custody of a vehicle.

(i) Micromobility Device – Any small transportation device powered by a motor, with or without a seat or saddle for the use of the rider, which is not capable of traveling at a speed greater than 20 miles per hour on level ground, used to travel short distances. This term includes e-bicycles, motorized bicycles, scooters, e-scooters, motorized scooters, one-wheels and skateboards as defined in the Florida Statutes 316.2065, 316.2128. This term excludes wheelchairs, golf carts and other low speed vehicles (LSV's).

(j) Moped—Includes all vehicles described in Section 316.003(77), Fla. Stat.

(k) Motorcycle and Motor Scooter—Includes all motor vehicles with two (2) or three

(3) wheels.

(l) Motor Vehicle—Includes all vehicles other than bicycles, mopeds and Segways.

(m) Parking Space—Areas governed by the University of Florida parking regulations with parking spaces delineated by white, yellow or blue striping, a parking meter or physical barriers delineating parking parameters.

(n) Permit—A card temporarily displayed in the vehicle allowing parking for a specified period of time in designated areas as space is available.

(o) Registration—Providing valid and accurate information to obtain authorization to operate and park a vehicle on campus by receiving an appropriate decal or permit for a specified area(s).

(p) Restricted Area—An area within which an automobile may be parked only if it bears the appropriate decal or permit for that area.

(q) Reserved Space—An individual parking space, as approved by the President, appropriately marked for a particular license tag number, individual, position or purpose.

(r) Restricted Hours—The hours between 7:30 A.M. and 5:30 P.M., Monday through Friday, unless otherwise indicated.

(s) Service Area or Drive—Parking areas reserved only for properly identified service or emergency vehicles, commercial vehicles, or vehicles bearing proper authorization from Transportation and Parking Services. Service Areas or Drives are delineated by signs or pavement markings.

(t) Student—Includes all persons not classified as an employee as defined in paragraph (f) above, carrying one or more credit hours of graduate or undergraduate work. This includes students from other institutions who enroll in courses on campus.

(u) Student Classification—The student’s classification as established by the University of Florida Registrar.

(v) Transportation and Parking Services—The University unit responsible for issuing decals and permits for parking on campus and for collecting parking fees and parking fines. It is located on campus at 1273 Gale Lemerand Drive, (352) 392-7275 (voice) and (352) 846-0304 (facsimile), and the mailing address is P.O. Box 112400, University of Florida, Gainesville, Florida 32611. Its hours of operation are Monday through Friday from 8:00 A.M. to 4:30 P.M. except on University holidays.

Authority: BOG Regulation 1.001.

History--New 9-29-75, Amended 8-15-78, 8-19-79, 8-26-81, 8-12-82, 3-6-85, Formerly 6C1-3.06, 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 _____

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Traffic & Parking; Fine Schedule

3.014

SUMMARY: University Transportation and Parking Services proposes to amend Regulation 3.014 to add a new fine for unsafe or improper operation of a micromobility device or bicycle.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Curtis Reynolds, Vice President for Business Affairs

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

3.014 Traffic & Parking; Fine Schedule.

- (1) The schedule of violations, and the accompanying fines are:
 - (a) No or expired decal or permit -- \$35.00;
 - (b) Parking out of assigned area -- \$35.00;
 - (c) Parking in a restricted area -- \$40.00;
 - (d) Parking in a reserved parking space -- \$40.00;
 - (e) Overtime Parking -- \$20.00;
 - (f) Parking over lines -- \$20.00;
 - (g) Parking on grass -- \$35.00;
 - (h) Parking facing traffic -- \$30.00;
 - (i) Parking on sidewalk -- \$35.00;
 - (j) Parking obstructing traffic -- \$40.00;
 - (k) Parking illegally in a service area -- \$40.00;
 - (l) Parking in No Parking Zone -- \$35.00;
 - (m) Decal improperly attached or displayed -- \$15.00;
 - (n) False registration -- \$150.00 plus the cost of the equivalent parking decal;
 - (o) The use of an unauthorized duplicate or lost or stolen decal -- \$150.00 plus the cost of the equivalent parking decal;
 - (p) Unauthorized use of decal or permit -- \$35.00;
 - (q) Driving/parking on campus while eligibility is suspended -- \$100.00;

- (r) Failure to pay parking lot fee -- \$35.00;
- (s) Unauthorized operation of a vehicle in a restricted area -- \$50.00;
- (t) Backed into parking spaces where prohibited -- \$35.00;
- (u) Parking without a permit in a parking space reserved for persons with disabilities -- \$250.00;
- (v) Bicycles parked out of assigned area -- \$10.00;
- (w) Tampering with or unauthorized removal of an immobilizing device -- \$200.00 plus the replacement price of the device if not returned to the University undamaged;

(x) Motorcycle/scooter not parked in direction of pavement-marked arrows -- \$20.00.

(y) Unsafe or improper operation of a micromobility device or a bicycle -- \$50.00.

(2) The above schedule covers all motor vehicles, mopeds and bicycles, as appropriate, and applies to all offenders. All listed fines are maximums and may be reduced at the discretion of the University Traffic Authority.

(3) Any individual who receives a citation must pay the fine or file a statement of appeal with the University Traffic Authority as provided in University of Florida Regulation 3.015. Failure to pay the fine or to file a statement of appeal within fifteen (15) calendar days from the date of the citation constitutes a default and the citation will be considered delinquent. The appropriate penalty, plus an additional \$10.00 administrative fee shall be imposed. Failure to respond to a citation may result in the impoundment of the vehicle at the owner's expense. The impounded vehicle will not be released until all fines and fees are paid.

(4) Accumulation of five (5) guilty citations (paid or unpaid) from September 1 through August 31, will be grounds for vehicle impoundment upon issuance of each subsequent citation. Accumulation of ten (10) or more guilty citations (paid or unpaid) from September 1 through

August 31 will result in suspension of campus parking privileges upon issuance of the next citation.

Authority: BOG Regulation 1.001.

History--New 9-29-75, Amended 8-12-82, 3-6-85, 5-9-85, Formerly 6C1-3.14, Amended 5-14-87, 4-27-88, 4-23-89, 4-17-90, 5-19-93, 4-30-95, 6-28-98, 6-7-00, 5-22-01, 1-11-05, 3-30-07, 3-14-08 (BOT Approval), 4-23-08 (BOG Approval), 3-17-09 (BOT Approval), 3-24-09 (BOG Approval), Formerly 6C1-3.014, Amended 3-16-2010 (BOT Approval), 3-29-2010 (BOG Approval), 3-28-14 (BOT Approval), 4-11-14 (BOG Approval), 4-3-15 (BOT Approval), 4-16-15 (BOG Approval), (BOT Approval).

NOTICE OF REGULATION REPEAL

Date: February 25, 2020

REGULATION TITLE:

REGULATION NO.:

Finance and Administration; University Support
Personnel System and Technical, Executive,
Administrative, and Managerial Support Staff
Performance Appraisals

3.050

SUMMARY: Current regulation 3.050 will be repealed. The University implemented a new evaluation system “UF Engaged” for quarterly feedback to employees. Refer to the University Human Resources web page for information on the new UF Engaged system.

AUTHORITY: BOG Regulation 1.001

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

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION AMENDMENT IS: Stephanie M. Fisher, 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: Jodi Gentry, Vice President, Human Resources.

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~3.050 Finance and Administration; University Support Personnel System and
Technical, Executive, Administrative, and Managerial Support Staff Performance Appraisals.~~

~~(1) Appraisals for University Support Personnel System (USPS) and Technical,
Executive, Administrative, and Managerial Support (TEAMS) Employees in Non-
Exempt Positions.~~

~~(a) All newly hired non-exempt TEAMS employees must successfully complete a
six month probationary period.~~

~~(b) All USPS employees changing to a new classification in which they have not
attained permanent status must successfully serve a six month probationary period in that
position.~~

~~(2) Probationary Performance Appraisals for Non-Exempt TEAMS and USPS
Employees. A probationary performance appraisal is required for all employees serving in a
probationary period. Employees must meet the performance standards of their designated
position. The performance appraisal rating period shall be the same as the probationary
period. The probationary performance appraisal should be completed and presented within
the last 30 days of the rating period. If an extended probationary period is required, the rating
period shall be extended by the same length of time.~~

~~(a) The Dean, Director, or Department Chair, or designee, has the authority to extend
by letter a probationary period for up to six (6) months if the employee is not meeting~~

~~performance standards and the supervisor determines more time is needed for assessment, or the supervisor decides that additional time is needed for appropriate training or on the job experience.~~

~~(b) — If a performance appraisal is not completed to evaluate an employee's original or extended probationary period, then the employee will be considered to be performing at an acceptable level of competence and thereby default to a satisfactory rating.~~

~~(3) — Annual Performance Appraisals for Non-Exempt TEAMS and USPS Employees.~~

~~(a) — The performance appraisal rating period shall normally be 12 months in length, beginning March 1 and ending the last day in February of each year. All annual performance appraisals are due by March 31 of each year.~~

~~(b) — An employee shall not receive an annual performance appraisal if, by March 1 he or she has less than 60 days in the current position, if the probationary period has ended within 60 days of March 1, or if he or she has been evaluated within the last 60 days for any other purpose.~~

~~(c) — Prior to a supervisor's departure from his or her position, a preliminary performance appraisal should be completed on all employees that reporting to that position. This preliminary performance appraisal shall be retained and considered by the incoming replacement supervisor to accomplish the annual appraisal for the affected employees.~~

~~(4) — Annual Performance Appraisals for TEAMS Employees in Exempt Positions.~~

~~(a) — The performance appraisal rating period shall normally be 12 months in length, beginning March 1 and ending the last day in February of each year. All annual performance appraisals are due by March 31 of each year.~~

~~(b) — The initial performance appraisal period for exempt TEAMS employees who are~~

~~contracted for a 6-month period shall be accomplished via narrative within the last 30 days of the contract period.~~

~~(c) — An employee shall not receive an annual performance appraisal if by March 1 they have he or she has less than 60 days in their current position, or if their the initial 6-month contract period has ended within 60 days of March 1, or if he or she has been evaluated within the last 60 days for any other purpose.~~

~~(5) — Special Performance Appraisals for USPS and TEAMS Employees. A special performance appraisal shall be conducted whenever it is determined that the employee's performance warrants being evaluated. Special performance appraisals shall be coordinated with the Division of Human Resources. These appraisals may cover a period of no less than 60 days and no more than 180 days.~~

~~(6) — Record Retention and Forms. A copy of each completed appraisal shall become a part of the employee's official personnel file maintained by the Division of Human Resources. The original completed appraisal shall be provided to the employee.~~

~~Authority: BOG Regulation 1.001. Law Implemented 1012.91 FS.~~

~~History: New 7-1-96, Amended 6-28-98, 5-22-01, 3-12-03, 5-30-04, 7-19-05, 3-17-17.~~

Institute of Food and Agricultural Sciences (IFAS)
Office of the Senior Vice President
Agriculture and Natural Resources

PO Box 110180
Gainesville FL 32611-0180
(352) 392-1971
(352) 392-6932 Fax

To: The University of Florida Board of Trustees

From: Jeanna Mastrodicasa, Associate Vice President for Agriculture and Natural Resources

Date: January 30, 2020

Re: Nominations for the Board of Directors for the Florida Foundation of Seed Producers, Inc.

Please see below for information about three (3) individuals as recommendations for appointment to the Board of Directors of Florida Foundation Seed Producers, Inc. (FFSP), a direct support organization of the University of Florida. The mission of FFSP is to increase and supply Foundation seed and nursery stocks of the best-known plant varieties adaptable to Florida climate and soils. FFSP also serves a technology transfer role in the commercialization of new plant varieties developed and released by faculty plant breeders within the University of Florida's Institute of Food and Agricultural Sciences.

The recommended individuals are:

- 1) Ricky Hartley, Peanut Seed Program Manager, Golden Peanut and Tree Nut. Golden Peanut and Tree Nut is a leading peanut shelling company and a wholly owned subsidiary of Archer Daniels Midland. Mr. Hartley is responsible for Golden's peanut seed production and seed supply chain. 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 three-year term on the FFSP Board of Directors.



- 2) Nate Jameson, President of Brite Leaf Citrus Nursery. Brite Leaf Citrus Nursery is a family owned and operated citrus nursery located in Lake Panasoffkee, Florida. Brite Leaf Citrus Nursery primarily propagates and sells citrus trees to commercial citrus



growers in Florida but also sells into the homeowner and garden center trade. Mr. Jameson is an active member in the Florida Nursery Growers and Landscape Association (FNGLA), Florida Citrus Mutual, the Peace River Valley Citrus Growers Association (PRVCGA), and Florida Farm Bureau. Mr. Jameson is currently chair of the Sumter County Ag Alliance. Mr. Jameson is a graduate of the University of Florida. Mr. Jameson has been nominated to serve a second, three-year term on the FFSP Board of Directors.

- 3) Ty Strode, President of Agri-Starts, Inc. Agri-Starts, Inc. is a leading tissue culture propagation nursery based in Apopka, Florida. Mr. Strode manages the propagation,



production, and sale of a wide diversity of ornamental and berry plants to wholesale growers and farmers. Mr. Strode is an active participant in the Florida Nursery Growers & Landscape Association (FNGLA). Mr. Strode is a graduate of the University of Central Florida. Mr. Strode has been nominated to serve a second, three-year term on the FFSP Board of Directors.

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021



Robert Buckner

UF Degree(s): BA '81

Location: Brooksville, FL

Profession: Real Estate

Nomination: President Elect



Eric Castaldo

UF Degree(s): BS '96; MD '02

Location: Gainesville, FL

Profession: General Surgeon

Nomination: F Club President



Bobby Ferreira

UF Degree(s): BS '75

Location: Fernandina Beach, FL

Profession: Insurance & Real Estate

Nomination: Presidential Appointment



Patrick Gramling

UF Degree(s): BS '91

Location: Tampa, FL

Profession: Ironman CFO

Nomination: Presidential Appointment



Debbie Hooks

UF Degree(s): BFA '74

Location: Lakeland, FL

Profession: Deb Designs

Nomination: Area F, 4-Year Term



Jim Horner

UF Degree(s): BS '79 UF

Location: Jacksonville, FL

Profession: Partner, Deloitte Consulting (ret.)

Nomination: Area B, 4-Year Term



Matt LaPorta

UF Degree(s): BS '09

Location: Tampa, FL

Profession: MLB (ret.), Mortgage Banking

Nomination: Presidential Appointment



Neil McFarlane

UF Degree(s): BSN '94; MSN '99

Location: San Diego, CA

Profession: Retrophin, Inc. CEO

Nomination: Presidential Appointment



Larry Meador

UF Degree(s): BS '95

Location: Longwood, FL

Profession: Evok Advertising CEO

Nomination: Presidential Appointment



Veronica Meinhard

UF Degree(s): BS '93

Location: New York, NY

Profession: Development Officer (ret.)

Nomination: Ex-Officio

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021

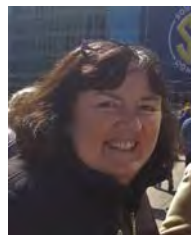


Lou Oberndorf

Location: Sarasota, FL

Profession: Medical Education Technologies, Inc., CEO

Nomination: President



Clare Peacock

UF Degree(s): BE '69; MED '72
Location: Clearwater, FL

Profession: Realtor

Nomination: Area F, 4-Year Term



Grier Pressly

UF Degree(s): BA '96; JD '99
Location: Palm Beach, FL

Profession: Attorney

Nomination: Area H, 4-Year Term



Kelly Pritchett

Location: Gainesville, FL

Profession: Nextran VP

Nomination: Area C, 4-Year Term



Ted Prosser

Location: Ocala, FL

Profession: Wells Fargo Advisor

Nomination: Area D, 4-Year Term



Steve Reznik

UF Degree(s): AA '75
Location: Tallahassee, FL

Profession: Raymond James Financial Services

Nomination: Area A, 4-Year Term



Jason Rosenberg

UF Degree(s): BS '90; MS '93; MD '95
Location: Gainesville, FL

Profession: Reconstructive Microsurgeon

Nomination: Presidential Appointment

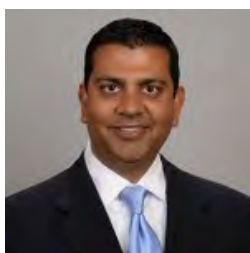


CJ Schmidt

UF Degree(s): BA '05
Location: Largo, FL

Profession: Hit Promotional Products, CEO

Nomination: Area F, 4-Year Term



Prineet Sharma

UF Degree(s): BS '94
Location: Winter Garden, FL

Profession: Attorney

Nomination: Presidential Appointment



Kyle Story

Location: Lake Wales, FL

Profession: Story Grove Service, Owner

Nomination: Presidential Appointment

Gator Boosters, Inc. Board Nominees

Board Year 2020 - 2021



Karen Unger

UF Degree(s): BA '92

Location: Tallahassee, FL

Profession: Campaign Staffer

Nomination: Ex-Officio



Mary Jo Walker

Location: Fort Myers, FL

Profession: George & Mary Jo Sanders Foundation

Nomination: Presidential Appointment

NEW OFFICERS

President (*automatic*)

Mark Criser, BA '92, MA '94, JD '97, is a Shareholder with Hill Ward, P.A. and serves as the Co-Chair of the firm's Commercial Litigation Group. His practice primarily involves the defense of professional malpractice claims, life, health and disability insurance claims, as well as general commercial litigation. Upon graduating from law school, Mark served as a Staff Attorney for the Honorable Major B. Harding, Chief Justice of the Florida Supreme Court. Since moving to Tampa in 2000, Mark has represented several national insurance companies and law firms, as well as multi-national corporations.



Mark is also active in both professional and Bar-related activities. He is a member of the Defense Research Institute, the Hillsborough County Bar Association, and the American Bar Association. He has presented seminars for the Hillsborough County Bar Association, The Defense Research Institute, the Eastern Claims Conference, and the Western Claims Conference. Mark previously served as a member of The Florida Bar's Grievance Committee (Group 13E), and as a member of The Florida Bar's Professional Ethics Committee.

In addition to his legal practice, Mark is also active in the community. Mark is currently Chairman of the AMIkids Foundation Board of Trustees, and was previously the National Chairman of AMIkids, Inc., and prior to that was the Chairman of the Board of Trustees for AMIkids-Tampa. Mark is a member of the UF Law Alumni Council, and currently serves as its Immediate Past President. Mark has served the UFAA Board of Directors since 2011.

President-Elect

James Gadsby, BSBA '91, is the Chief Operating Officer at Desire Street Ministries, a nonprofit serving inner-city ministry leaders across the South, whose mission is to see under-resourced neighborhoods be revitalized through spiritual and community development. Previously, James spent 22 years at The Home Depot, where he was Director of Information Technology. Among his professional accomplishments, James led the company's enterprise technology initiative for entry into the Québec and Argentina markets and helped manage the largest SAP retail transformation in the world for The Home Depot Canada. He served as Vice-Chair for the Georgia chapter of America's SAP User Group and on the Board of Directors for North Georgia Walk to Emmaus.



James earned his Bachelor of Science in Finance at the University of Florida, his MBA at Georgia State University and his Master of Biblical and Theological Studies at Passion Global Institute/Dallas Theological Seminary. While at UF, he was active



ALUMNI
ASSOCIATION

UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

in Florida Blue Key and served as Associate Producer for Gator Growl and SG Elections Commission Chair, among various other roles. He met his wife, UF Foundation Executive Board member, Dr. Elizabeth Deibler Gadsby (BS '92), in the JW Reitz Union, where they served together in many student organization leadership roles. James is an active member and former president of the Atlanta Gator Club®. He has served the UFAA Board of Directors since 2014.

Vice President

Barbie Pressley Tilman, BSR '00, is the owner of Bumblebee Weddings and Events, a boutique agency that focuses on the design and coordination of weddings and special events in Kennebunkport, Palm Beach and the greater Tampa Bay area. Previously, she worked in the pharmaceutical sales industry, but realized her true calling in 2008 while planning her own wedding. Event planning is the perfect fit for her passion for design, people and parties.



Barbie received her Bachelor of Science in Recreation, Parks and Tourism with a specialty in Special Events Planning from the University of Florida. While at UF, she was a member of Florida Blue Key, Savant Leadership Honorary, Florida Cicerones, and Delta Delta Delta Sorority. Barbie is a third generation Gator graduate and a seventh generation Floridian. She has served the UFAA Board of Directors since 2012.

Immediate Past President

Katrina Rolle, JD '91, is the President/CEO of the Community Foundation of North Florida. Prior to accepting this position she was President/CEO of United Way of the Big Bend after having owned her own law firm in Tallahassee, Florida. Active in her community, Katrina is currently a board member for Tallahassee Chamber of Commerce, Economic Club of Florida, and chairs the Maclay School Trustee Board. She is a graduate of Leadership Florida, Leadership Tallahassee, and Leadership Miami.



Katrina is married to Gary Rolle who received both his undergraduate and medical degrees from UF. As an undergraduate, Gary was a wide receiver for the Gator's and an Athletic Academic Scholar. Katrina and Gary have four children. Their oldest son, Garrison, is a UF Senior. She has served the UFAA Board of Directors since 2012.



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UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

NEW REGIONAL DIRECTORS & AT-LARGE DIRECTORS

Ramon Looby, BA '06, MAMC '08, is an award-winning, government-relations executive, who serves as Senior Vice President, and Public Policy Lead at the Bank of America Corporation (NYSE: BAC). He has been featured as a speaker by a number of organizations including: the American Bankers Association, American Financial Services Association, National Urban League, University of Florida, and the Washington Post.



In his capacity at the Fortune 50 firm, he is responsible for managing the company's public policy strategy, and its implementation on a regional basis. He also manages the firm's relationship with federal, state, and local officials. As a trusted advisor to senior managers and market executives, he proactively manages risk, and identifies opportunities for the firm.

Prior to joining Bank of America, Ramon spent several years managing a diverse portfolio of policy issues for the Consumer Data Industry Association. Earlier in his career, Ramon served as a Special Advisor to the United States Chamber of Commerce – focusing his efforts primarily on international affairs and trade policy. He began his career in public service, as a Public Information & Education Officer with the Fort Myers Beach Fire Department.

Ramon is a recipient of the 2018 Corporate Achievement & Image Award from the National Black Caucus of State Legislators - in recognition of "Eminent Partnership and Social Responsibility". The first award from this influential group to a member of the Financial Service Industry.

In addition to his service to the UFAA, Mr. Looby serves on several boards of directors, including, the Maryland Bankers Association, the National Safe Place Network, the Five Star Scholarship Foundation, and the Congressional Black Caucus Foundation's Corporate Advisory Council.

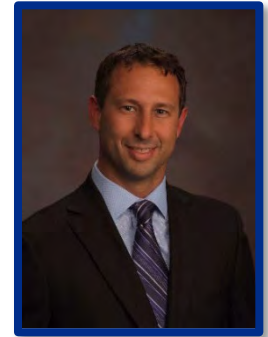
Ramon completed his undergraduate and graduate studies at the University of Florida. While at a student, he was active in Student Government, Florida Blue Key, Iota Phi Theta. In 2016 he was recognized by the University's Association of Black Alumni for his professional and civic achievements, and was a recipient of the group's "40 under 40" award. He lives in Washington, D.C. with his wife and two children. Ramon has served on the UFAA Board of Directors since July 1, 2019 as a Presidential Appointee.



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UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

Ryan Murtagh, BSBA '96, is a radiologist practicing in Tampa, FL. Ryan received dual M.D. and M.B.A degrees from the University of South Florida in '01. He did his internship and residency at Washington University in St. Louis (2001-2006) and a fellowship in neuroradiology at the University of Miami (2006-2007). Ryan served as Assistant Member of Diagnostic Imaging and Oncologic Sciences at the Moffitt Cancer Center in Tampa, FL from 2007-2012 and was the Section Head of Neuroimaging from 2010-2012. In 2012, Ryan moved from Moffitt Cancer Center to Radiology Associates of Florida and the University of South Florida and is now Associate Professor of Radiology with joint appointment in Psychiatry, Neurology and Neurosurgery.



Ryan has served in numerous roles in his profession at the local, regional and national level. At the University of South Florida he is Section Head of Neuroradiology. He also serves as Assistant Program Director for the Department of Radiology residency program and is the course director for the 4th year medical student neuroradiology rotation. He has served as an executive member of the Hillsborough County Medical Association, the American Society of Spine Radiology and the Southeastern Neuroradiological Society, among others. Ryan has authored over 30 peer-reviewed journal articles and book chapters and has lectured or presented exhibits at over 90 regional and national society meetings.

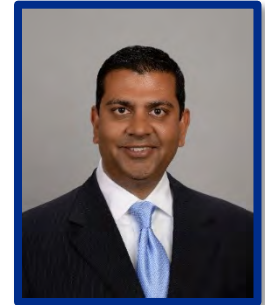
Ryan received his Bachelors in Finance in 1996 from UF. While at UF, he was a member of Alpha Tau Omega fraternity and was actively involved in student government, serving as Deputy Chief Justice of the Student Traffic Court, among other positions. He is a member of Florida Blue Key ('96). Awards at UF include Presidential Recognition of Outstanding Students and Beta Gamma Sigma Business Honorary Society. He is a member of Alpha Omega Alpha Medical Honorary Society ('01). He has been recognized as a Top Doctor by Tampa Magazine (2016-2018) and as a Top Doctor in Neuroradiology by Castle Connolly (2017-2018).

Ryan currently lives in Tampa, Florida with his wife, Paige Degroot Murtagh (BSBA - Marketing '98) and sons Owen (14) and Cannon (11). He has served on the UFAA Board of Directors since February 4, 2019 as an appointed At-Large Director to complete the term of a resigning director.



UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

Prineet Sharma, BSBA '94, is the Owner and Managing Partner of Sharma Eminent Domain Lawyers located in Orlando, Florida. Prineet represents property owners and business owners across the state on all aspects of eminent domain. He has been voted by his peers to Florida Trend's Legal Elite, Best Lawyers and Super Lawyers in the area of eminent domain.



Prineet received his Bachelor of Science in Finance from the University of Florida. While at UF, he was a member of Florida Blue Key, Senate President Pro-Tempore and President of Kappa Alpha Order. Prineet previously served on the Gator Boosters Board of Directors and has established the Prineet and Shamila Sharma Football Endowment. Prineet currently resides in Windermere, FL with his converted Gator-wife, Shamila, and future Gator-daughter, Asha (age 8). He has served on the UFAA Board of Directors since July 1, 2018 as an appointed Regional Director to complete the term of a resigning director.

Robert Taylor, BSEE '02, MS '04, is an Applications Manager at Texas Instruments (TI) in Dallas, Texas. Robert leads a global design team of engineers (Dallas, TX; Shenzhen, China; Freising, Germany) that support global customers by creating custom power designs for opportunities in Industrial and Personal Electronics. The team presently produces about 1000 designs per year, and impacts greater than \$500M in annual revenue. Robert was elected to Member Group Technical Staff (top 25% of engineers) in 2008 and Senior Member of Technical staff (top 10% of engineers) in 2016. Robert has also served as the United Way department chair for the past two years. During these campaigns, he was able to raise over \$10K and increase employee participation each year.



Robert has spent a considerable amount of time and energy recruiting for Texas Instruments at the University of Florida. In the past 10 years, TI has added over 300 students from UF to its workforce. He is also the founder of the Texas Instruments Alumni Fund at UF, benefiting the Electrical and Computer Engineering Department. As of early 2019, it has raised enough money to become an endowed fund in the department.

Robert received his Bachelor's degree (2002) and Master's degree (2004) in Electrical and Computer Engineering from the University of Florida. He and his wife, Rose (also UF Grad), are avid Gator fans and celebrate victories in all sports. They have two children, Lillian (6) and Hazel (2), who will certainly be future Gators! Robert wears orange and blue clothing 99% of the time, drives a blue truck decorated with Gator paraphernalia, and also has a room in their house dedicated



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UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

to all things orange and blue. He has served on the UFAA Board of Directors since July 1, 2019 as a Presidential Appointee.

Tiffany Chatmon, BSPR '03, is a regional sales manager for Hilti, Inc. and serves on the executive board for the Tampa Alumnae Chapter - Delta Sigma Theta Sorority, Inc. and a member of the National Association of Women in Construction.



Tiffany is a UFAA life member who has served in several volunteer capacities for over 9 years. She is the past president of the Tampa Gator Club, a past president and current board member of the UF Association of Black Alumni (ABA) as well as past president the Association of Black Alumni - Tampa Bay chapter.

Tiffany received her Bachelor of Science in Public Relations University of Florida and her MBA from University of Phoenix. While at UF, she was a member of Delta Sigma Theta. Tiffany previously served as president of the Association of Black Alumni, the Tampa Gator Club and the ABA-Tampa Bay Chapter. She will be serving her first term on the UFAA Board of Directors.

James Bates, BSTEL '97, is a three time Emmy-Award winning analyst in his fifth season with FOX Sports South as host of *The New College Football Show with Bates and Bowden*. James also serves as host of *ACC Gridiron LIVE* and as analyst for ACC football games on FOX Sports South and SportsSouth. In addition, he is currently teaching his sixth semester of a Play by Play/On Air Talent Class in UF's College of Journalism and Communications. He is also an accomplished artist who has had many gallery showings, most recently in Santa Fe, New Mexico. He recently completed a large commissioned piece for UF President Fuch's house and has done commissions for the UF Alumni Association, House of Blues Orlando and many others.



While at UF, he was a member of the UF Football team, most notably serving as co-captain and teammate for the 1996 national championship Gator Football team. James will be serving his first term on the UFAA Board of Directors.



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UFAA Board of Directors FY 2020-21 Slate of Officers and Nominees

RECOMMENDED FOR CONTINUED SERVICE (End of a 2-Year Term)

Regional Directors

Sunil Joshi, Region 5

At-Large Directors

Ashton Adler
Jason Brodeur
Jessica Johnson
Kristine Lambert
Scooter Willis

RECOMMENDED FOR CONTINUED SERVICE (End of a 1-Year Term)

Regional Directors

Gordon Glover, Region 4
Amy Summers, Region 8

At-Large Directors

Rebecca Brock
Trey Mueller
Kevin Reilly
Oscar Sanchez
Jamal Sowell
Larry Tyree

ROTATING OFF THE BOARD

Regional Directors

N/A

At-Large Directors

Chris Carmody
Jocelyn Moore
Tad Yates



Slate of Nominees

UFF Executive Board | Spring 2020



Gene Pettis (UF, BA Poli Sci '82, JD '85) – Fort Lauderdale, FL

Hliczer, Pettis & Schwamm, P.A. – Founding Partner

- Practice focused in the areas of medical malpractice, personal injury, commercial litigation, professional liability and employment law
- First African American president of The Florida Bar
- South Florida Water Management District governing board; appointed by Gov. Lawton Chiles in 1991; first African American and youngest member ever at the time
- Joined Florida Bar Board of Governors in 2005; executive committee, 2013

UF Affiliations: UFF National Board (Audit committee), Law Center Association trustee, Alumni Association life member; **Past** – Law campaign council, campaign leadership gifts council, UFF Board (Planned Giving advisory council), Broward County regional council; **Awards** – UF Hall of Fame



Trish Ring (UF, MS '93, PhD '96; Southern Methodist Univ. BA '80) – Memphis, TN

Blue Star Ranch – Owner

- Combines professional experience and love of horses to offer RingLeader Equine Coaching at Blue Star Ranch
- Certified Martha Beck Life Coach
- Maintained a therapy practice for over 20 years and was a consulting psychologist with independent schools
- Former professor of Psychology at Rhodes College and Montessori teacher

UF Affiliations: Alumni Association life member

Reverend Father Thomas S. Willis
Priest, The Basilica of St. Augustine
St. Augustine, FL

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 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.

Dr. Joseph (Joe) Joyner
President, Flagler College
St. Augustine, FL

Dr. Joyner was appointed President of Flagler College in July of 2017. Prior to this, Dr. Joyner was Superintendent of Schools for the St. Johns County School District in St. Augustine, FL a position he had held since July 2003. This district under his direction was recognized as the highest achieving of Florida's 67 school districts for the past 8 years. Dr. Joyner is very involved in the St. Augustine community and received the 2009 Gus Craig Award from the Salvation Army in recognition of his community service.

Dr. Joyner attended Florida State University on a football scholarship, graduating in 1977 with a BS. He holds Masters and Doctoral degrees in Education from the University of Central Florida. Dr. Joyner's willingness to join the UFHSA Board will greatly enhance and strengthen the partnership with Flagler College and the board's ability to offer collaborative programs and projects for UF/Flagler students as well as the continuing the joint preservation programs currently underway.

Mr. Charles Ellis
St. Augustine Community Leader
Coldwell Banker Premier Properties

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.

Mr. John Fraser
President- Fountain of Youth Archeological Park
St. Augustine, Fl

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.



Brian K. Hutchison
Chairman and CEO
Catalyst OrthoScience Inc.

Brian K. Hutchison is chairman and CEO of Catalyst OrthoScience Inc. He is a seasoned veteran of the healthcare industry, with more than 30 years of experience in medical devices, biotechnology and orthopedics. He has successfully led healthcare companies from start up to sustained, profitable growth with expertise in operations management, product development, turnaround strategy, team leadership and revenue growth.

Prior to Catalyst, Hutchison served 15 years as CEO of RTI Surgical Inc. (NASDAQ: RTIX). At RTI Surgical, he grew annual revenue from \$55 million to \$300 million, positioning the company as a leader in advanced biologic products. As CEO, Hutchison successfully merged RTI Surgical with Tutogen Medical in 2008 and in 2013 acquired Pioneer Surgical Technologies. Over his tenure, he secured multiple rounds of financing that included a \$25.8 million investment in 2002 and a \$22.2 million investment in 2005.

Before RTI Surgical, Hutchison held various positions at Stryker Corporation, including serving as vice president of worldwide product development and distribution, senior vice president and chief operation officer of the Howmedica Osteonics Division and president of the Stryker Medical Division.

Hutchison serves on the boards of directors of Zavation Medical Products and the University of Florida Research Foundation. He received a bachelor's degree in accounting from Grand Valley State University and attended Harvard Business School's Program for Management.

**UNIVERSITY OF FLORIDA BOARD OF TRUSTEES
RESOLUTION**

Number: R20-233

Subject: Election of Chair and Vice Chair

Date: March 26, 2020

At a meeting duly held on the above-referenced date, the University of Florida Board of Trustees ("Board") hereby adopts the following resolution: R20-233

RESOLVED: That the University of Florida Trustee, _____, be and is hereby elected Chair of the University of Florida Board of Trustees for a two-year term beginning on _____ and continuing through _____ or, if later, until the Board elects a successor.

RESOLVED: That the University of Florida Trustee, _____, be and is hereby elected Vice Chair of the University of Florida Board of Trustees for a two-year term beginning on _____ and continuing through _____ or, if later, until the Board elects a successor.

Executed as of the ____ day of _____, 2018,

Morteza Hosseini, Chair

W. Kent Fuchs, President and
Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI2

March 26, 2020

SUBJECT: Naming: Ann Marie Rogers Swimming & Diving Pool

BACKGROUND INFORMATION

In recognition of the tremendous contributions of Ann Marie Rogers on the UF women's athletic program, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O'Connell Center the "Ann Marie Rogers Swimming & Diving Pool."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution # R20-226 to name the indoor swimming & diving pool at the Natatorium at the Stephen C. O'Connell Center the "Ann Marie Rogers Swimming & Diving Pool," for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-226](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FC13

March 26, 2020

SUBJECT: Naming: Sams-LeFils Round Pens

BACKGROUND INFORMATION

In recognition of the generous support of Kim & Daniel Sams, and Avery and Bernard LeFils, the University and the University of Florida Foundation seek to name the round pens at the IFAS Horse Teaching Unit the "Sams-LeFils Round Pens."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-227 to name the round pens at the IFAS Horse Teaching Unit the "Sams-LeFils Round Pens" for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # 20-227](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI4

March 26, 2020

SUBJECT: Naming: Thomas C. Emmel Research Building

BACKGROUND INFORMATION

In recognition of the many contributions made by Dr. Thomas C. Emmel as a faculty member, internationally acclaimed Lepidoptera specialist, and founding director of the McGuire Center for Lepidoptera & Biodiversity, the University and the University of Florida Foundation seek to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building.”

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-228 to name the Florida Museum of Natural History research building the “Thomas C. Emmel Research Building” for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors’ regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-228](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCIS

March 26, 2020

SUBJECT: Naming: Hooks Family Dugout at the Florida Ballpark

BACKGROUND INFORMATION

In recognition of the generous support of the University of Florida by Hollis and Deborah Hooks, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-229 to name the third base side dugout at the Florida Ballpark the "Hooks Family Dugout," for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-229](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI6

March 26, 2020

SUBJECT: Naming: National Championship Display Courtesy of Mica & Mike Rywant at Katie Seashole Pressly Stadium

BACKGROUND INFORMATION

In recognition of the generous support of the University of Florida by Mica & Mike Rywant, the University, the University of Florida Foundation, and the University of Florida Athletic Association seek to name the National Championship Display at Katie Seashole Pressly Stadium the “National Championship Display Courtesy of Mica & Mike Rywant.”

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-230 to name the National Championship Display at Katie Seashole Pressly Stadium the “National Championship Display Courtesy of Mica & Mike Rywant,” for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors’ regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-230](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



COMMITTEE ON FACILITIES AND CAPITAL INVESTMENTS

ACTION ITEM FCI7

March 26, 2020

SUBJECT: Naming: Eugene F. Brigham Finance, Insurance and Real Estate Department

BACKGROUND INFORMATION

In recognition of the generous and significant support of and service to the University of Florida by Dr. Eugene F. Brigham, the University and the University of Florida Foundation seek to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the "Eugene F. Brigham Finance, Insurance and Real Estate Department."

PROPOSED COMMITTEE ACTION

The Committee on Facilities and Capital Investments is asked to approve Resolution R20-231 to name the Department of Finance, Insurance and Real Estate at the Warrington College of Business the "Eugene F. Brigham Finance, Insurance and Real Estate Department" for recommendation to the Board of Trustees for approval on the Non-Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors approval is not required, but Board of Governors' regulations require all facility, road, and landscape naming to be approved separately on the Non-Consent Agenda. [Note: BOG Reg. 9.002]

Supporting Documentation Included: See attached [materials](#) and [Resolution # R20-231](#)

Submitted by: Thomas J. Mitchell, Executive Vice President, University of Florida Foundation and Vice President for Advancement

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary



**COMMITTEE ON FINANCE, STRATEGIC PLANNING
AND PERFORMANCE METRICS
ACTION ITEM FSPPM1
March 26, 2020**

SUBJECT: Depository Payment Signatory Authority

BACKGROUND INFORMATION

Section 1011.42(7), Florida Statutes, requires that the University of Florida Board of Trustees specifically designate in the minutes of the Board the name and position title of any University employee authorized to sign checks and make payments from the University's depositories to pay legal obligations of the University. The University desires to update the list of authorized signatories for checks, payments and transfers of funds.

PROPOSED COMMITTEE ACTION

The Committee on Finance, Strategic Planning and Performance Metrics is asked to approve Resolution R20-232 (updating the list of designated signatories authorized to sign checks and make payments from, and transfer funds to, within or between, depository accounts on behalf of the University of Florida) for recommendation to the Board of Trustees for approval on the Consent Agenda.

ADDITIONAL COMMITTEE CONSIDERATIONS

Board of Governors' approval is not required.

Supporting Documentation Included: See attached [Resolution R20-232](#).

Submitted by: Michael McKee, Vice President and Chief Financial Officer

Approved by the University of Florida Board of Trustees, March 26, 2020

Morteza Hosseini, Chair

W. Kent Fuchs, President and Corporate Secretary