



**COMMITTEE ON GOVERNANCE, GOVERNMENT RELATIONS
AND INTERNAL AFFAIRS**

Pre-Meeting Minutes

Virtual Meeting

November 13, 2023

Time Convened: 10:00 a.m.

Time Adjourned: 10:36 a.m.

Committee and Board members present:

Morteza “Mori” Hosseini (Board and Committee Chair), David L. Brandon, Richard P. Cole, Christopher T. Corr, Olivia E. Green, Daniel T. O’Keefe, Rahul Patel (Board Vice Chair), Marsha D. Powers, Fred S. Ridley, Danaya C. Wright, Patrick O. Zalupski, and Anita G. Zucker.

Others present:

Ben Sasse, President; Melissa Curry, Vice President for Human Resources; Elias Eldayrie, Vice President and Chief Information Officer; Amy Hass, Vice President and General Counsel; Mark Kaplan, Vice President for Government and Community Relations and University Secretary; Taylor Jantz, Office of the Chief Financial Officer; David Kratzer, Senior Vice President for Construction, Facilities, and Auxiliary Operations; Maria Martin, Interim Vice President for Advancement; David Nelson, Senior Vice President for Health Affairs and President of UF Health; Mary Parker, Vice President and Chief Enrollment Strategist; Curtis Reynolds, Vice President for Business Affairs; Ray Sass, Vice President for Innovation and Partnerships; James Wegmann, Vice President for Communications; Heather White, Vice President for Student Life; Colt Little, Associate Vice President for Enterprise Projects and Senior Counsel; members of the University of Florida community, and the public.

1.0 Call to Order and Welcome

Board and Committee Chair Hosseini welcomed everyone in attendance and called the meeting to order at 10:00 a.m.

2.0 Roll Call

Vice President and University Secretary Mark Kaplan conducted a roll call, and all Committee members were present, except Trustee Heavener who had a conflict.

3.0 Review Draft Agenda for December Meeting

Board and Committee Chair Hosseini noted the pre-meeting is for discussion only and no action will come to the committee. The following items were addressed by the Committee:

3.1 Review Draft Minutes

Board and Committee Chair Hosseini reminded committee members to review the draft minutes prior to the board meeting in December.

3.2 Review Action Items

- **GGRIA1 Direct Support Organizations Appointments**

Vice President and General Counsel Amy Hass summarized the 20 Direct Support Organization appointments before the committee for approval, including one for University Athletic Association, Inc., one for UF Investment Corporation, three for UF Historic St. Augustine, Inc., four for Cattle Enhancement Board, Inc., five for Citrus Research and Development Foundation, Inc., and six for Florida 4-H Club Foundation, Inc.

- University Athletic Association, Inc. (1): David Kratzer
- UF Investment Corporation (1): Robert Cousin
- UF Historic St. Augustine, Inc. (3): James Cusick, John Regan, Ken R. Smith
- Cattle Enhancement Board, Inc. (4): Clint Richardson, Bridget Carlisle Stice, Roger West, John Yelvington
- Citrus Research and Development Foundation, Inc. (5): Matthew Machata, Ron Mahan, Morgan McKenna Porter, Sarah Spinoso, Matt Story
- Florida 4-H Club Foundation, Inc. (6): Ronda Banner, Betsy Barfield, Isaac E. Chandler, Todd Parrish, John Rutledge, Becky Sponholtz

- **GGRIA2 Collective Bargaining Agreement-Graduate Assistants United**

VP Amy Hass stated UF has reached a tentative Collective Bargaining Agreement (CBA) with Graduate Assistants United (GAU). The CBA must be ratified by the Board to be official. She highlighted this agreement would increase the minimum graduate stipend for 9-month graduate assistants from \$17,000 to \$19,200 and for 12-month graduate assistants from \$22,753.85 to \$25,600. In addition, the CBA would include a merit increase of \$400 for 9-month graduate students and \$533.33 for 12-month graduate students. She stated this CBA clarifies that graduate students' outside activities will follow the same process as other UF employees outlined in UF's Conflicts of Interest and Conflicts of Commitment Policy. She noted if the CBA is approved by the Board, the stipend changes would be effective back to October 1, 2023 when GAU reached the tentative agreement with UF administration.

Board and Committee Chair Hosseini stated in the previous discussions an increase in FTE for graduate students had been considered and he asked if that had been included in the agreement negotiations. Vice President Melissa Curry responded that UF did not bargain an increase in FTE, as a university policy was created for an increase in FTE to for PhD graduate students bringing them up to a .33 or .5 FTE.

Board and Committee Chair Hosseini added that GAU attended a previous Board meeting and asked if UF is now in a better position with them and if they are happy with the changes that have been made. VP Curry stated GAU is generally happy with the changes, specifically the new outside activity agreement due to their previous agreement not allowing them to work outside the university.

Board and Committee Chair Hosseini commented that for our research and future, the graduate students are very important for our universities. When they come to a university, we only promise to provide them with an education. However, we also have to be able to pay them for their work. He stated that as the negotiations were in good faith and the agreement came to a good resolution, this is a positive outcome.

- **GGRIA3 Collective Bargaining Agreement-American Federation of State, Country & Municipal Employees, AFL-CIO**

VP Amy Hass stated UF has reached a tentative Collective Bargaining Agreement (CBA) with American Federation of State, Country & Municipal Employees, AFL-CIO (AFSCME). The CBA must be ratified by the Board to be official. She stated this agreement includes the remaining 250 USPS employees represented by a union. She highlighted this agreement would amend the non-discrimination article to match the definitions in the UF regulations, it clarifies employees working during emergencies will receive compensatory leave and overtime pay based on actual hours work, it permits the UF units that have Emergency Call-Back programs to provide additional pay or benefits under those programs, and it permits employees to participate in UF's higher education opportunities program.

- **GGRIA4 UF Regulations**

VP Amy Hass reviewed the three UF Regulations amendments: 3.020, 4.040 and 7.010.

3.020: The proposed regulation amendment implements the recent update to BOG Regulation 18.001 related to the increase in the competitive solicitation threshold for UF's purchase of commodities or contractual services.

VP Amy Hass noted the only update to this regulation is the increase in our bidding threshold from \$75,000 to \$150,000 to align with the recent update to BOG Regulation 18.001.

4.040: The proposed regulation amendment updates UF Regulation 4.040 to expedite resolution of cases for students and faculty; better align the Honor Code and Conduct Code; improve consistency among processes; incorporate and account for student use of artificial intelligence; add a new violation for purposeful spiking of food or drink of another with mind altering substances; and update some outdated references.

VP Amy Hass stated this regulation proposes amendments to our Honor Code and Conduct Code. She noted we update this periodically to achieve more efficiencies and to move students through the process more expeditiously. These amendment updates would better align the Honor Code and Conduct Code to improve consistency among those two processes.

Vice President Heather White added the goal of UF Regulation 4.040 is to reduce the number of formal hearings and instead review those in sanction only terms. This would address the speed of the process and also the faculty time commitment participating as

well. One of the main items faculty noted was grading autonomy, which is addressed in this regulation and grants faculty the control. She noted these changes were presented at a recent Faculty Senate Meeting and were well received.

Trustee Wright commented the faculty appreciate the updates proposed for UF Regulation 4.040. She added the results of the Academic Integrity Survey completed by faculty will be presented at the December Faculty Senate Meeting. She noted one of the results highlighted was how often faculty suspect cheating, but do not feel like they have the authority to do anything about it because the process is too difficult. The proposed changes to this regulation should have a high impact for the faculty and reemphasized the changes were well received by faculty.

7.010: The proposed regulation amendment allows the University to create a policy implementing the post-tenure review requirements set forth in BOG regulation 10.003.

VP Amy Hass stated this regulation amendment allows the University to implement post-tenure review requirements to align with legislation and BOG regulation 10.003 that was passed earlier this year. The changes will include an amendment to our existing regulation for faculty evaluations that inserts our requirement to engage in a post-tenure review process and a statement expressing that post-tenure review will be based on productivity of our faculty members and not based on any unlawful or discriminatory assessment. The regulation also cites our policy on post-tenure review which introduces the procedures and processes that will be implemented and the requirements for grading each faculty member who go through the post-tenure review process. She added there is a metrics evaluation process in development with input from President Sasse, UF Administration, and faculty with a goal of reporting to the BOG next summer the first 20% of our tenured faculty who have gone through the post-tenure review.

President Sasse commented we want to underscore for faculty this post-tenure review is measured only on rigor and productivity, not politics or ideologies.

Board and Committee Chair Hosseini added we have worked hard on post-tenure review and where we are today is the best of both worlds. There was a legislative bill in place to eliminate tenure and it was a major concern. He emphasized the prestige of tenure matters to faculty. Post-tenure review will provide underperforming faculty the opportunity to improve and will allow the President and the Board the capability to reward the most productive faculty. President Sasse agreed with Board and Committee Chair Hosseini and reiterated he is a strong defender of tenure. He added as a state institution which receives large amounts of subsidy from the public, we need to explain exactly what metrics we are measuring, and this post-tenure review will help clarify differentiated tenure tracks. Board and Committee Chair Hosseini commented he believes once we complete the process and reward the most productive faculty, it will encourage top faculty from other institutions to come to UF to be rewarded for their hard work.

- **GGRIA5 Board Self-Evaluation**

Board and Committee Chair Hosseini stated the Board Self-Evaluation is due every 2 years for compliance with our SACSCOC accreditation. He asked all Board members to complete the evaluation in a timely manner.

3.3 Discussion Items

- **Government Update**

Vice President and University Secretary Mark Kaplan noted there are three legislative interim committee weeks left this year. Legislative session will begin on January 9, 2024. Gator Day in Tallahassee will be on February 13-14, 2024 with more details to come.

Board and Committee Chair Hosseini commented the legislature is paying more attention to universities and expenditures. We are staying on top of this and we have filed a few appropriations requests.

- **Direct Support Organizations Update**

Vice President and General Counsel Amy Hass shared in 2019 along with Board Vice Chair Patel, they reviewed the 19 Direct Support Organizations (DSO) and decertifying out of date DSOs reduced the number to 14. This review streamlined the process of how DSO Appointments are brought to the Board. She proposed performing DSO review every 3-5 years to ensure they are serving the right functions. She noted there are 4 types of DSO Appointments: Chair appoints, President appoints, ex-Officio, and elected by boards and commented we are going to review board members strategically to make sure we are aligning their individual skill sets with the correct boards.

President Sasse applauded the efforts of Vice President Hass and Vice Chair Patel for their diligent work on streamlining these DSO Appointments. Board and Committee Chair Hosseini agreed and added the creation of a One UF philosophy has been essential in the improvements.

4.0 New Business

There was no new business to come before the committee.

5.0 Adjourn

There being no further discussion, Board and Committee Chair Hosseini adjourned the meeting at 10:36 a.m.