

University Constitution and Regulations Committee (UCRC) Minutes

19 February 2020

123E Tigert Hall – General Counsel's Conference Room

9:00 a.m.

Conference Call dial-in number: **(605) 472-5377 - Access Code: 843181**

Present: Chelsea Smartt, Merritt McAlister, Taylor Rose, Ana Spiguel, Reggie Frye, Ray G. Thomas, Charlene Luke, Padraic Levings, and Laurie Bialosky.

1. **Call to Order** - Padraic Levings, UCRC Chair
-The meeting was called to order by UCRC Chair Padraic Levings at 9:00 a.m.
2. **Approval of 04 December 2019 minutes**
-The minutes were approved.
3. **[Compensation Committee Charge approved by Faculty Senate](#)** – Padraic Levings, UCRC Chair
-The UCRC Chair presented the Compensation Committee charge approved by Faculty Senate last month. The proposal originally sought to change the committee's constitutional charge to evaluate matters of compensation beyond raise results and salary structures and compensation relative to peer institutions. It also updated language to include a President or President's designee administrative appointment to remain consistent with other constitutional language. After receiving feedback at the initial presentation at the October Senate meeting, the UCRC tweaked the language to ensure consistency with [University Constitution](#) language.
-During discussion of [the UCRC proposed verbiage](#) at the January 30, 2020 Faculty Senate meeting, it was amended to include these words from the original constitutional charge: 'report on' and 'make recommendations concerning'. The amendments carried and it was clarified that the Faculty Senate acts in an advisory, rather than a policy-making role. The [final charge is posted here](#).
4. **[Constitution Committe Report \(APC / GEC\)](#)** - Padraic Levings, UCRC Chair
-Following presentation to Faculty Senate as 'Information Items' last month, the UCRC Chair will present both the Academic Policy Council charge update (which amends the council's charge language to clarify that their role is not to evaluate merits of academic candidates but rather the policies defining academic requirements for administrative positions) and the GEC membership increase (to 12 elected/12 appointed) as an 'Action Item' at tomorrow's Faculty Senate for a vote.
5. **[BOT Regulations](#)** – Taylor Rose and Ana Spiguel, Senior Counsel
-Six regulations and one repeal were reviewed and lighted for presentation by the UCRC Chair at tomorrow's Senate meeting, allowing time for any faculty or public comments to be considered at the Spring (March 26th) Board of Trustees meeting where proposed regulations are reviewed

and voted on.

-The UCRC has adopted a color-coded key for easily informing the senators of proposed regulation changes that may affect the senators or their colleagues:

- **Red** – proposed changes affect the faculty; please review and comment as appropriate.
- **Yellow** – proposed changes may affect or be of interest to faculty; senators may want to review and comment as appropriate.
- **Green** – proposed changes likely have minimal effect on faculty and do not necessarily warrant further review by the senators.

-Red: 1.011 Disclosure and Regulation of Outside Activities and Financial Interests.

-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.

-Green: 1.200 Benefits, Retirement Programs, Employment Services and Holidays

-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.

-Red: 1.201 Leaves

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.

- Yellow:: 3.050 (Repeal) Finance and Administration; University Support Personnel System and Technical, Executive, Administrative, and Managerial Support Staff Performance Appraisals

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.

- Yellow: 3.006 Traffic & Parking; Definitions

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.

-Red: 3.007 Traffic & Parking; Parking Registration

SUMMARY: University Transportation and Parking Services proposes to amend Regulation 3.007 to: (1) implement the fourth and final installment of the BOT approved multi-year nonstudent decal price increase by an average of 5.5%; and (2) introduce a new student decal parking plan whereby the decal rate is adjusted based on proximity to campus. This is only for students who live on campus.

- Yellow: 3.014 Traffic & Parking; Fine Schedule

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.

6. Adjournment

-The meeting was adjourned at 9:44 a.m.

Resources:

[UF Senate Constitution](#), as amended by May 9, 2019

[UF Senate Bylaws](#), as amended by May 9, 2019

[UCRC Operating Procedures](#), as amended by May 2015