

NOTICE OF PROPOSED NEW REGULATION

DATE: November 8, 2022

REGULATION TITLE: Prohibition of Discrimination in University Training or Instruction
REGULATION NO.: 1.005

SUMMARY: This proposed regulation implements the requirements of BOG Regulation 10.005 related to the prohibition of discrimination in training or instruction, including the creation of a process for investigating complaints.

AUTHORITY: BOG Regulation 10.005

COMMENTS CONCERNING THE PROPOSED NEW REGULATION 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 NEW REGULATION IS: Courtney Brown, 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 NEW REGULATION: Joseph Glover, Provost and Senior Vice President for Academic Affairs.

THE FULL TEXT OF THE PROPOSED NEW REGULATION IS ATTACHED TO THIS NOTICE.

REGULATIONS OF
THE UNIVERSITY OF FLORIDA

1.005 Prohibition of Discrimination in University Training or Instruction.

(1) Definitions. For purposes of this Regulation, the enumerated terms are defined as follows:

(a) “Concepts” are the following:

1. Members of one race, color, national origin, or sex are morally superior to members of another race, color, national origin, or sex.
2. A person, by virtue of his or her race, color, national origin, or sex is inherently racist, sexist, or oppressive, whether consciously or unconsciously.
3. A person's moral character or status as either privileged or oppressed is necessarily determined by his or her race, color, national origin, or sex.
4. Members of one race, color, national origin, or sex cannot and should not attempt to treat others without respect to race, color, national origin, or sex.
5. A person, by virtue of his or her race, color, national origin, or sex bears responsibility for, or should be discriminated against or receive adverse treatment because of, actions committed in the past by other members of the same race, color, national origin, or sex.
6. A person, by virtue of his or her race, color, national origin, or sex should be discriminated against or receive adverse treatment to achieve diversity, equity, or inclusion.
7. A person, by virtue of his or her race, color, sex, or national origin, bears personal responsibility for and must feel guilt, anguish, or other forms of psychological distress because

of actions, in which the person played no part, committed in the past by other members of the same race, color, national origin, or sex.

8. Such virtues as merit, excellence, hard work, fairness, neutrality, objectivity, and racial colorblindness are racist or sexist, or were created by members of a particular race, color, national origin, or sex to oppress members of another race, color, national origin, or sex.

(b) “Training” is defined as a planned and organized activity conducted by the University as a mandatory condition of employment, enrollment, or participation in a university program for the purpose of imparting knowledge, developing skills or competencies, or becoming proficient in a particular job or role.

(c) “Instruction” is defined as the process of teaching or engaging students with content about a particular subject by a University employee or a person authorized to provide instruction by the University within a course.

(d) “Administrator” means the following high-level personnel who have been assigned the responsibilities of University and unit-wide academic or administrative functions: University president, provost, senior/executive vice presidents, vice presidents, associate/assistant vice presidents, associate/assistant/vice provosts, deans, directors, chairs, equal opportunity programs director, chief audit executive, and chief compliance officer.

(2) Prohibition Against Discrimination in Training and Instruction

(a) No University employee, or person authorized to provide Training or Instruction by the University, shall discriminate on the basis of race, color, national origin, or sex by subjecting any University student or employee to Training or Instruction that espouses, promotes, advances, inculcates, or compels such student or employee to believe any of the Concepts.

(b) The prohibition in section (2)(a) does not prohibit discussion of the concepts as part of a larger course of Training or Instruction, provided such Training or Instruction is given in an objective manner without endorsement of the concepts. Examples of non-prohibited activity include:

i. Facilitating discussions and using curricula or training materials to address how, for example, the freedoms of persons have been infringed by sexism, slavery, racial oppression, racial segregation, and racial discrimination, including topics relating to the enactment and enforcement of laws resulting in sexism, racial oppression, racial segregation, and racial discrimination and how recognition of these freedoms have overturned these unjust laws.

ii. Facilitating access to, or observation of, ideas and opinions that University students or employees may find uncomfortable, unwelcome, disagreeable, or offensive.

(3) Complaints, Investigation and Corrective Action

(a) A complaint of an alleged violation of this regulation may be submitted to Employee Relations by submitting an online complaint [here](#). An Administrator who receives a complaint of an alleged violation of this regulation shall forward such complaint to Employee Relations at EmployeeRelations@hr.ufl.edu.

(b) After receiving a complaint of a violation of this regulation, Employee Relations shall provide the complaint to the Provost's Office.

(c) The Provost's Office shall direct, supervise and coordinate the investigation of a credible complaint that identifies an alleged Training or Instruction that espouses, promotes, advances, inculcates, or compels a student or employee to believe any of the Concepts.

(d) An investigator assigned by the Provost's Office shall make findings of fact related to the allegations and report such findings to the Provost, or designee, who shall review

the facts and work with appropriate University employees to remedy any concerns before making a decision regarding whether a substantiated violation of this Regulation exists. The Provost may convene an ad hoc committee of University employees to assist in remedying concerns or providing context to assist in the Provost's determination.

(e) In the event the Provost finds a violation of this Regulation occurred, the University Chief Audit Executive shall inform the Board of Governors through the Office of Inspector General. The University shall also take prompt action to correct the violation by:

- i. Mandating that the employee responsible for the violation modify the instruction or training to be consistent with this regulation;
- ii. Taking disciplinary measures where appropriate; and
- iii. Remove, by termination if appropriate, the responsible employee if there is a failure or refusal to comply with the mandate.

Authority: BOG Regulation 10.005.

History: New _____.

NOTICE OF PROPOSED NEW REGULATION

DATE: November 8, 2022

REGULATION TITLE:
University Bonus Plans

REGULATION NO.:
1.202

SUMMARY: This proposed regulation identifies the types of bonus plans the University of Florida is permitted to have under state law and BOG Regulation 9.015 and provides a process for proposing, approving and implementing these bonus plans.

AUTHORITY: BOG Regulation 9.015

COMMENTS CONCERNING THE PROPOSED NEW REGULATION 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 NEW REGULATION IS: Courtney Brown, 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 NEW REGULATION:
Melissa Curry, Interim Vice President for Human Resources

THE FULL TEXT OF THE PROPOSED NEW REGULATION IS ATTACHED TO THIS NOTICE.

REGULATIONS OF
THE UNIVERSITY OF FLORIDA

1.202 University Bonus Plans.

(1) The University of Florida may create Bonus Plans that authorize the award of Bonuses based on employee work performance or for purposes of recruitment and retention.

(2) Definitions.

(a) “Bonus” is defined as a one-time monetary award in addition to base pay given to an employee that has met the criteria of this Regulation and applicable Bonus Plan.

(b) “Bonus Plan” is defined as a documented and properly approved plan that is consistent with this Regulation and Board of Governors Regulation 9.015 and sets forth the categories of employees who are eligible to receive Bonuses and the evaluation criteria by which Bonuses may be awarded.

(3) Faculty, TEAMS, USPS, and Law Enforcement Officers are eligible to receive a Bonus, subject to applicable collective bargaining obligations. Individuals must be employed and in good standing with the University during the Bonus Plan time period and at the time a Bonus payment is made. Individuals are not in good standing for Bonus payment eligibility if, at the time the Bonus payment is made, they have:

(a) received a notification of non-renewal, termination, layoff, or ending of time-limited appointment;

(b) submitted a notice of resignation;

(c) received a notice of written reprimand or suspension in the six months prior to the time the Bonus payment is made;

(d) received an overall unsatisfactory evaluation in the preceding evaluation period;
or

(e) received and have not successfully completed a performance improvement plan.

(4) The University may establish and implement one or more of the following Bonus Plans.

(a) Work Performance Bonus Plans. Criteria for work performance Bonus Plans may include, but are not limited to, documented work performance involving increased duties or responsibilities, successful completion of a special project, attainment of established goals, superior performance, or specific achievements or assignments of significance.

(b) Recruitment Bonus Plans. Criteria for recruitment Bonus Plans may include, but are not limited to, candidates with desirable specialized skills and exceptional experience, or where market conditions or departmental structure merit such a recruitment award.

(c) Retention Bonus Plans. Criteria for retention Bonus Plans may include, but are not limited to, circumstances to address verified offers of competing employment, to address market conditions which are significantly higher than the current salary, to ameliorate salary compression or inversion, or to acknowledge successful completion of career development, training, or certification programs that are in the best interests of the University or support the mission of the University.

(d) Bonus Plans in Collective Bargaining Agreements. The University may authorize the inclusion of provisions that award bonuses in collective bargaining agreements that are duly ratified by the Board of Trustees. Any Bonus provisions in such agreements must be based upon standards appropriate to institutions of higher education or relevant industry standards.

(e) Clinical Care Compensation Plans. The University may authorize comprehensive incentive-based compensation programs for services related to the delivery of clinical care through a University faculty practice plan approved by the Board of Governors and operating in accordance with Board of Governors Regulation 9.017 or another health-care related program.

(5) Bonuses and Bonus Plans shall not create inequities among comparable employees in violation of Regulation 1.006.

(6) All proposed Bonus Plans are subject to approval by the President or designees and the Senior Vice President(s) or Vice President(s) over the employees included in the Bonus Plan. Any University approved Bonus Plans that deviate from the provisions of Board of Governors Regulation 9.015 are also subject to approval by the Board of Trustees and Board of Governors.

(7) To request the approval of a Bonus Plan, a unit must complete the Bonus Plan Approval Request Form in its entirety, obtain the appropriate SVP(s) or VP(s) approvals and submit the Form to UFHR Classification & Compensation at compensation@ufl.edu for review and approval by the President or designees.

(8) All approved Bonus Plans shall be reviewed by the President or designees and the applicable SVP and VP approvers no less frequently than every three years following initial approval. Bonus Plans may be terminated or modified by the University at its discretion at any time and do not create any employee entitlement, contract or property right.

(9) Each year, on a schedule established by the Board of Trustees, the President shall submit a report to the Board of Trustees that contains the following:

(a) The President's certification that any Bonuses paid during the reporting period complied with the criteria in the applicable Bonus Plan and were paid from funds contained within the University's budget as approved by the Board of Trustees; and

(b) The total amount paid during the reporting period for performance, recruitment and retention Bonuses.

(10) Failure to comply with or violations of this Regulation or a Bonus Plan may result in discipline, up through termination, and/or the termination of the Bonus Plan or denial of a Bonus made pursuant to the Plan.

(11) UF Human Resources is responsible for overseeing implementation of and enforcing compliance with this Regulation. Please contact the following with questions or concerns:

UF Human Resources
Classification & Compensation
903 W. University Ave.
PO Box 115009
Gainesville, FL 32611-5009
(352) 273-2842
compensation@ufl.edu, <http://hr.ufl.edu>

Authority: BOG Regulation 9.015; section 1012.978, Fla. Stat.

History: New _____.

NOTICE OF PROPOSED NEW REGULATION

DATE: November 8, 2022

REGULATION TITLE:
Educational Research Centers for Child Development

REGULATION NO.:
1.600

SUMMARY: This proposed regulation implements the requirements of BOG Regulation 10.004 related to Education Research Centers for Child Development. The regulation addresses the governance, operations, admissions and financial aspects of Baby Gator at the University of Florida.

AUTHORITY: BOG Regulation 10.004

COMMENTS CONCERNING THE PROPOSED NEW REGULATION 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 NEW REGULATION IS: Courtney Brown, 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 NEW REGULATION: Melissa Curry, Interim Vice President for Human Resources

THE FULL TEXT OF THE PROPOSED NEW REGULATION IS ATTACHED TO THIS NOTICE.

REGULATIONS OF
THE UNIVERSITY OF FLORIDA

1.600 Educational Research Centers for Child Development.

1) The University of Florida's Educational Research Center for Child Development (ERCCD) shall be an early childhood center established to provide education and care for the children of students, both graduate and undergraduate, followed by children of faculty and staff of the University. ERCCD provides opportunities for interested University and community partners to conduct educational research, partake in experiential learning, and participate in advancement of the field of early childhood studies.

2) The ERCCD plan of operations shall consist of a developmentally appropriate early childhood education curriculum that meets the needs of the students and families in the program and offers a research -based platform for collaborative partnerships within the University and community. The program shall maintain National Accreditation, encourage family involvement, and disseminate experience-based practices through professional contributions to the field.

3) The Board of Governor's annual allocation of the Capital Improvement and Trust Fund (CITF) fee to the ERCCD shall be used for the operation and maintenance of the ERCCD facilities. As a result, the ERCCD has created a two-tier fee system where University student parents pay 15% less than faculty and staff parents. In addition, the ERCCD contracts with the Early Learning Coalition to provide programs that support families financially such as School Readiness subsidized care and Voluntary Pre-Kindergarten.

4) The University President or designee shall be responsible for the ERCCD program. The University shall appoint a Director of the ERCCD that will be responsible for its day-to-day operations. The ERCCD director shall report to the Vice President for Human Resources and be responsible for creating operational guidelines and procedures for health, safety, curriculum, enrollment, and code of conduct, in conjunction with the Florida Department of Children and Families, National Association for the Education of Young Children accreditation, and the University's requirements and standards. The ERCCD shall maintain an advisory board to give input regarding operational and programmatic issues. All procedures and guidelines for children enrolled at the ERCCD shall be published as appropriate in an ERCCD handbook, manual or website and reviewed annually. The Board of Trustees shall approve increases in tuition. Information regarding rates and admission shall be published on the ERCCD website and updated promptly upon any changes. ERCCD shall also operate in accordance with state laws applicable to child development centers, regulations of the University and regulations of the Florida Board of Governors governing the establishment, operation and supervision of educational research centers for child development.

5) The ERCCD enrolls children 6 weeks to entry into kindergarten. The ERCCD's admission process shall be inclusive of race, ethnicity, socioeconomic status, gender, as well as mental and physical ability. It is the intent of this program to provide research and training activities which are representative of a comprehensive scope of child development needs throughout the community.

6) Any research involving human subjects proposed to be conducted at the ERCCD shall be submitted to the Institutional Review Board ("IRB") for approval in accordance with IRB guidelines before commencing.

Authority: BOG Regulation 10.004.

History: New _____.

NOTICE OF PROPOSED REGULATION AMENDMENT

Date: November 8, 2022

REGULATION TITLE:

REGULATION NO.:

Textbook and Instructional Materials Affordability
and Transparency

7.049

SUMMARY: In accordance with updated BOG Regulation 8.003, this proposed regulation amendment addresses changes to textbook and instructional materials affordability as promulgated by Senate Bill 7044 from the 2022 Legislative Session.

AUTHORITY: BOG Regulation 1.001 and 8.003

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: Courtney Brown, 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: Joseph Glover, Provost and Senior Vice President for Academic Affairs.

THE FULL TEXT OF THE PROPOSED REGULATION AMENDMENT IS ATTACHED TO THIS NOTICE.

REGULATIONS OF THE
UNIVERSITY OF FLORIDA

7.049 Textbook and Instructional Materials Affordability and Transparency.

(1) Pursuant to Florida Board of Governors (BOG) Regulation 8.003 and section 1004.085, Florida Statutes, the University of Florida establishes the following textbook and instructional materials affordability procedures to minimize the cost of required or recommended textbooks and instructional materials for students while maintaining the quality of education and ensuring academic freedom.

(2) Pursuant to BOG Regulation 8.003, the selection of textbooks and instructional materials shall be determined after cost-benefit analyses that enables students to obtain the highest quality textbooks and instructional materials at the lowest prices available by considering:

- (a) Purchasing digital textbooks in bulk;
- (b) Expanding the use of open-access textbooks and instructional materials;
- (c) Providing rental options for textbooks and instructional materials;
- (d) Increasing the availability and use of affordable digital textbooks and learning objects;
- (e) Developing mechanisms to assist in buying, renting, selling and sharing textbooks and instructional materials;
- (f) The length of time that textbooks and instructional materials remain in use; and
- (g) An evaluation of cost savings for textbooks and instructional materials which a student may realize if individual students are able to exercise opt-in or opt-out provisions for the

purchase of the materials.

~~(2)~~(3) The Provost shall establish textbook and instructional material adoption deadlines for each term, which shall be no later than forty-five ~~(forty-five (45))~~ days prior to the first day of class for such term.

~~(3)~~(4) Textbook adoption forms shall be timely filed by course instructors and ~~will~~ incorporate:

(a) ~~the~~The textbook and other instructional materials required for each course;_

~~(a)~~(b) ~~a~~A declaration by the course instructor of the intent to use all required items ordered, including each individual item sold as part of a bundled package; and

~~(b)~~(c) ~~in~~In those cases in which a new edition of a textbook previously used by the instructor for the same course is adopted, a declaration that the use of the new edition is warranted taking into account the extent to which the new edition differs significantly and substantively from the edition previously used, the value of changing to the new edition, and the availability of the previous edition.

(5) A request for an exception to a textbook adoption deadline shall be submitted in writing to the Office of Academic Affairs prior to the adoption deadline and shall provide a reasonable justification for the exception. No request need be submitted for courses and sections added to the course listing after the textbook adoption deadline.

~~(4)~~(6) Textbooks and other instructional materials in the textbook adoption forms filed by the adoption deadline will be posted on the bookstore website by a deadline date to be determined each semester by the Provost. The deadline date shall be set no later than forty-five (45) days prior to the first day of class for each term._

~~(5)~~(7) ~~The posted list of textbooks and other materials shall include the following-~~

~~information for each required textbook and, as applicable, for other instructional materials~~The list of required and recommended textbooks and instructional materials must:

~~(a) — the International Standard Book Number (ISBN); or~~
~~(b) — other identifying information which shall include, at a minimum: title; all authors listed; publisher; edition number; copyright date; published date; and other relevant information necessary to identify the specific textbook and instructional materials required and recommended for each course.~~

(a) Include the International Standard Book Number (ISBN) or other identifying information, which must include, at a minimum, all of the following: the title, all authors listed, publishers, edition number, copyright date, published date, and other relevant information necessary to identify the specific textbooks or instructional materials required and recommended for each course;

(b) Be posted as early as is feasible but at least forty-five (45) days before the first day of class for each term;

(c) Be searchable by the course subject, the course number, the course title, the name of the instructor of the course, the title of each assigned textbook or instructional material, and each author of an assigned textbook or instructional material;

(d) Be easily downloadable by current and prospective students;

(e) If a course is a general core course option identified pursuant to section 1007.25, Florida Statutes, the course syllabus must be included and contain the following:

- The course curriculum.
- The goals, objectives, and student expectations of the course.
- How student performance will be measured; and

(f) Starting with postings for the fall 2022 term, the above information must remain posted in a public, searchable database for at least five academic years.

~~(6) A request for an exception to a textbook adoption deadline shall be submitted in writing to the Office of Academic Affairs prior to the adoption deadline and shall provide a reasonable justification for the exception. No request need be submitted for courses and sections added to the course listing after the textbook adoption deadline.~~

~~(7)~~(8) Determination of student ability to pay for textbooks and other instructional materials will be made through standard student financial aid eligibility assessments.

~~(8)~~(9) Students with confirmed financial aid eligibility may choose to enter into a deferred payment program to buy textbooks and other instructional materials up to the approved purchase limit at the designated campus bookstore or may apply for a short-term advance for textbook purchases.

~~(9)~~(10) Any right to take action, if warranted, in response to any course instructor's failure to meet the requirements of this regulation, shall be the University's and not that of any student.

~~(10)~~(11) The ~~university board~~University Board of ~~trustees~~Trustees shall provide a report, by September 30 of each year, to the Chancellor of the State University System, in a format determined by the Chancellor, that details:

(a) The selection process for ~~general education courses with a wide cost variance and~~ high enrollment courses;

(b) Specific initiatives of the institution designed to reduce the costs of textbooks and instructional materials;

(c) Policies implemented regarding the posting of textbook and instructional materials

for at least ninety-five percent (95%) of all courses and course sections forty-five (45) days before the first day of class;

(d) The number of courses and course sections that were not able to meet the posting deadline for the previous academic year; ~~and~~

~~(d)~~(e) Compliance with the required components of the textbook and instructional materials list in paragraph (7); and

~~(e)~~(f) Any additional information determined by the Chancellor.

Authority: BOG RegulationRegulations 1.001 and 8.003 and §1004.085, F.S.

History: New 3-16-10, Amended 3-17-17;_____.

NOTICE OF REGULATION REPEAL

Date: November 8, 2022

REGULATION TITLE:
Identification Card Program

REGULATION NO.:
2.0031

SUMMARY: The University of Florida Office of Business Affairs proposes to repeal Regulation 2.0031 and move the remaining relevant information to a UF policy, which can be found on the UF Policy page at <https://policy.ufl.edu>.

AUTHORITY: BOG Regulation 1.001

COMMENTS CONCERNING THE PROPOSED REGULATION REPEAL 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 REPEAL IS: Courtney Brown, 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 REPEAL:
Curtis Reynolds, Vice President for Business Affairs

THE FULL TEXT OF THE PROPOSED REGULATION REPEAL IS ATTACHED TO THIS NOTICE.

~~REGULATIONS OF THE
UNIVERSITY OF FLORIDA~~

~~2.0031 Identification Card Program~~

~~(1) — Definitions. Definitions of words and phrases used in the Identification (I.D.) Card Program at the University of Florida:~~

~~(a) — Academic Personnel (AP) — The academic employees of the University of Florida described in University of Florida Regulation 7.003, which includes the titles of Professor, Associate Professor, Assistant Professor, and Lecturer.~~

~~(b) — Staff — Technical, Executive, Administrative and Managerial Support (TEAMS), University Support Personnel System (USPS), and Other Personnel Services (OPS) employees of the University of Florida.~~

~~(c) — Student — All persons, not classified as Academic Personnel or staff, admitted and registered at the University of Florida.~~

~~(d) — Identification (I.D.) Card — A laminated credit card size packet containing a digitized image (photograph) of the person, identification data, logo, bar code, high coercivity magnetic strip with three tracks, printed statement, and signature stripe.~~

~~(e) — University of Florida Systems — A variety of means by which the University provides services to its students, Academic Personnel and staff such as library book checkout, check cashing, and ticket distribution.~~

~~(2) — Function. The I.D. Card is a key to accessing a variety of University of Florida systems, such as library book check-out and check cashing. The physical card is neither representation nor proof of any position or standing as a student, staff or Academic Personnel of~~

~~the University of Florida, or representative thereof without validation in a University of Florida system.~~

~~(3) — Policies for the use of the I.D. Card are set by the Office of the Vice President for Business Affairs and administered by the I.D. Card Services Department of the Business Services Division.~~

~~(a) — I.D. Cards shall be issued based on an individual's primary relationship with the University — Academic Personnel, staff, or student.~~

~~(b) — The final decision on the primary relationship of an individual with the University shall be made by the Vice President for Business Affairs.~~

~~(c) — I.D. Cards may be issued on a temporary basis to groups or individuals who do not fall into the category of Academic Personnel, staff or student as defined herein. The Office of the Vice President for Business Affairs is the unit in charge of authorizing the issuance of such cards. The cost for such cards is \$15.00 per card, unless identified by a different cost described herein.~~

~~(4) — All students are required to have an I.D. Card at the cost of \$15.00. All Academic Personnel and staff are required to have an I.D. Card. A \$15.00 fee will be imposed for each replacement card.~~

~~(5) — Conduct such as misuse of the I.D. Card, falsification of information to obtain an I.D. Card, alteration of the picture or information on the card, and/or falsification of records which served as the basis for the issuance of the I.D. Card shall subject persons to penalties provided in the Florida Statutes or Regulations of the University of Florida, including the Student Conduct Code, as appropriate.~~

~~(6) — When utilizing a University of Florida System, individuals shall present their I.D.~~

~~Card as the approved means of showing authorization to use the system.~~

~~(7) — Any unit of the University or student group or organization desiring to use the I.D. Card for any purpose not defined herein shall first obtain the approval of the I.D. Card Services Department, Business Services Division. No encoding of any of the tracks on the I.D. Card may be done without written approval of the I.D. Card Services Department. No alteration of the card or any portion thereof by any person or agency, other than the I.D. Card Services Department, is allowed. Approval is granted only pursuant to the terms of a University contract or for another University purpose and only under terms which protect the integrity of the I.D. Card.~~

~~(8) — No equipment shall be purchased for the direct or indirect purpose of encoding on any of the tracks on the I.D. Card without the prior written approval of the Assistant Vice President and Director of Business Services or his or her designee, which approval shall be granted only pursuant to the terms of a University contract or in furtherance of another University purpose and only under terms which protect the integrity of the I.D. Card.~~

~~Authority: BOG Regulation 1.001.~~

~~History—New 7-15-91, Amended 5-28-92, 5-19-93, 3-12-03, 7-19-05, Formerly 6C1-2.0031, Amended 2-11-16 (technical changes only).~~

NOTICE OF REGULATION REPEAL

DATE: November 8, 2022

REGULATION TITLE:
Outside Activity Guidelines

REGULATION NO.:
6.015

SUMMARY: The University of Florida Institute of Food and Agricultural Sciences (IFAS) proposes to repeal Regulation 6.015 as IFAS outside activities are governed by University Regulation 1.011.

AUTHORITY: BOG Regulation 1.001

COMMENTS CONCERNING THE PROPOSED REGULATION REPEAL 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 REPEAL IS: Courtney Brown, 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 REPEAL:
J. Scott Angle, Senior Vice President for Agriculture and Natural Resources

THE FULL TEXT OF THE PROPOSED REGULATION REPEALED IS ATTACHED TO THIS NOTICE.

~~REGULATIONS OF THE~~
~~UNIVERSITY OF FLORIDA~~

~~6.015—Outside Activity Guidelines.~~

~~(1)—Permission to accept outside employment or to engage in private business activities is subject to the conditions, limitations, or restrictions outlined in University of Florida Regulation 1.011. The following guidelines have been developed to assist Institute of Food and Agricultural Sciences (IFAS) faculty members and administrators in evaluating the appropriateness of certain outside activities with regard to the particular concerns and goals of IFAS.~~

~~(2)—Faculty may be involved in outside activities in which they have a financial interest under conditions set forth in University of Florida Regulation 1.011 and this regulation. In general, involvement in such activities should not exceed an average of one (1) day (eight (8) hours) per seven (7) day week or fifty two (52) days in a fiscal year. These fifty two (52) days may be taken as vacation leave, official time, weekends, or holidays. Participation in these activities cannot conflict with University duties, responsibilities, or obligations. Other professional outside activities that do not involve personal financial interests must also be disclosed to ensure that no conflict exists with University duties, responsibilities, or obligations. Any outside activities must be of such character as not to damage in any way the prestige of IFAS or the University of Florida.~~

~~(3)—When approval for outside employment activity is obtained by the faculty member under this regulation, accrued vacation leave must be used when regular work hours are involved unless the use of official time is specifically approved.~~

~~(4) Consulting conditions, limitations, or restrictions which apply when performing outside employment, including services as an expert witness whether or not a fee is to be paid for the services, provided the faculty has been subpoenaed, are as follows:~~

~~(a) Consulting within and outside of the United States will be performed only after appropriate administrative approval has been granted.~~

~~(b) Limited amounts of consulting work on official time may be permitted; however, decisions will depend upon the nature of the activity and the extent to which the activity is expected to contribute to the professional development of the individual or to the overall interest of the University. Justification for use of official time must be provided and related to the specific professional responsibilities of the faculty member.~~

~~(c) Consulting within the State of Florida, though not prohibited, is highly restricted and must not in any way conflict or compete with the normal services of IFAS. Generally, before consulting within the State of Florida will be authorized, the following conditions must be met:~~

~~1. The appropriate unit administrator must certify in writing with supporting documentation that the requested services are above and beyond those which can be provided through the normal resources and programs of IFAS.~~

~~2. The individual or organization requesting the services must indicate in writing that he or she or its representative fully understands that the services requested are beyond what IFAS could be expected to render and that he or she or its representative is willing to pay for these services.~~

~~3. The requested services to be performed within the State of Florida must not be those that could be performed by recognized professional consulting services within the State of Florida.~~

~~(5) — Expert witness service, like other forms of consulting, is an outside activity. To avoid the appearance of “taking sides,” IFAS policy is that its faculty and administrative and professional Technical, Executive, Administrative and Managerial Support (TEAMS) employees are not to act as expert witnesses in the State of Florida unless subpoenaed to provide objective science-based information without compensation, other than travel related expense reimbursement. Employment as an expert witness on a legal matter outside the State of Florida can be permitted as long as there is no likely adverse impact on IFAS operations and mission and such service is otherwise allowed under University regulations and state law.~~

~~(6) — An IFAS faculty member is not permitted to engage in any outside activity involving a personal financial interest in which intellectual property rights to inventions and works are not retained by the University of Florida pursuant to University of Florida Regulation 1.018.~~

~~(7) — Whenever another college requests the time of a faculty member, a written request for this time is made to the University of Florida through the individual who is being asked to perform the function. If the subject is related to the IFAS mission, such an activity is generally not approved as an outside activity. However, if the individual faculty member wishes to perform the teaching function requested by the college; if work load adjustments are possible; and if the request is granted appropriate administrative approval, the teaching load would become a part of the regular responsibility of the faculty member during the period of involvement. The college must reimburse IFAS for the time devoted to the teaching function. If the subject matter of the class is outside the IFAS mission, the request will be considered as any other outside activity.~~

~~Authority: BOG Regulation 1.001.~~

~~Law Implemented 112.313, 112.3185 FS.~~

~~History—New 9-29-75, Amended 9-15-83, Formerly 6C1-6.15, Amended 5-19-93, 7-15-97, 1-19-03, Formerly 6C1-6.015, Amended 9-19-12 (technical changes only), Amended 3-17-17.~~