

REVISED
University of Central Florida
Board of Trustees Meeting
July 25, 2013
Live Oak Center
Agenda
10:00 a.m. — 4:00 p.m.
Lunch 12:00 p.m.
800-442-5794, passcode, 463796

COMMITTEE MEETINGS

10:00 — 10:45 a.m.	Educational Programs, Robert Garvy, Chair
10:45 a.m. — 12:00 p.m.	Finance and Facilities, Olga Calvet, Chair

BOARD MEETING	1:00 — 4:00 p.m.
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|----|----------------------------------|--|
| 1. | Welcome and call to order | Michael J. Grindstaff, Chair |
| 2. | Roll call | Rick Schell, Associate Corporate Secretary |
| 3. | Minutes of May 23, 2013, meeting | Chair Grindstaff |
| 4. | Remarks and introductions | John C. Hitt, President |
| 5. | Information | |

INFO-1	Information	2015-16 UCF Board of Trustees Meeting Dates (Grindstaff)
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| 6. | Consent agenda | Chair Grindstaff |
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CL-1	Approval	Fourth Amended and Restated Employment Agreement for President John C. Hitt (Sprouls)
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EP-1	Concurrence	Conferral of Degrees (Hitt)
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FF-1	Approval	Five-year Capital Improvement Plan (Merck)
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| | FF-2 | Approval | Release of Unrestricted Golden Knights Corporation Revenues (Merck) |
| | FF-3 | Approval | Amend Payment for UCFAA Loan to the University (Merck) |
| | FF-4 | Approval | 2013-14 Direct Support Organizations' Budgets (Merck) |
| 7. | Educational Programs Committee report | | Robert Garvy, Chair |
| 8. | Advancement Committee report | | Rich Crotty, Chair |
| 9. | Audit, Operations Review, Compliance, and Ethics Committee report | | Alan Florez, Vice Chair |
| 10. | Compensation and Labor Ad Hoc Committee report | | John Sprouls, Chair |
| | CL-2 | Approval | Board of Trustees and United Faculty of Florida-Collective Bargaining Impasse Resolution (Sprouls) |
| 11 | Finance and Facilities Committee report | | Jim Atchison, Vice Chair |
| 12. | Nominating and Governance Committee report | | Ray Gilley, Chair |
| | NG-1 | Election | Chair and Vice Chair Recommendations, Nominations, and Elections, UCF Board of Trustees (Cole) |
| 13. | Strategic Planning Committee report | | Alan Florez, Chair |
| 14. | New business | | Chair Grindstaff |
| 15. | Announcements and adjournment | | Chair Grindstaff |

Upcoming meetings:

Board of Governors meeting

September 11-12
(New College of Florida)

Board of Trustees meeting

September 26
(Live Oak Center)

REVISED*
Minutes
Board of Trustees Meeting
University of Central Florida
May 23, 2013

Chair Michael J. Grindstaff called the meeting of the UCF Board of Trustees to order at 1:08 p.m. in the Live Oak Center on the UCF Orlando campus.

The following board members attended the meeting: Trustees Jim Atchison, Richard Crotty, Alan Florez, Robert Garvy, Marcos Marchena, Reid Oetjen, Beverly Seay, and Melissa Westbrook. Trustee Ray Gilley ***and Olga Calvet** attended via teleconference.

WELCOME

Grindstaff reminded the board that the meeting was covered by the Florida Sunshine Law and that members of the public and press were invited to attend.

He welcomed the board members and requested that the roll be called. A quorum was present.

He called for approval of the March 21, April 22, and May 15, 2013, board meeting minutes, which were approved as written.

REMARKS

President John C. Hitt announced that three trustees were leaving the board, Dr. Ida Cook, Harris Rosen, and Meg Crofton.

Dr. Cook served on the board for the four years that she chaired the Faculty Senate. Hitt presented her with a plaque and thanked her for her service to the university.

Charter trustee Harris Rosen was recently awarded *trustee emeritus* status by the board. Hitt thanked Rosen, who was unable to attend the meeting.

Hitt thanked trustee Meg Crofton, who was also unable to attend the meeting.

Hitt welcomed three new board members. **Beverly Seay** is vice president and general manager of global professional services at CAE Integrated Enterprise Solutions; **Dr. Reid Oetjen** is the chair of the UCF Faculty Senate; and **Melissa Westbrook** is the president of the UCF Student Government Association. Hitt presented each with a gold Pegasus pin and welcomed them to the board.

Hitt referred the board members to the New America Foundation's report, "The Next Generation University," which was included in their meeting materials. He noted that the foundation had included UCF among five other nationally prominent universities as representatives of the next generation of universities. These universities are continuing their commitment to world-class research while enrollment and graduation rates increase even as state funding decreases.

Hitt reported that 36 members of the charter class of the UCF College of Medicine graduated on May 17. The ceremony, held in The UCF Venue, was the culmination of the start-up stage of the UCF College of Medicine.

Hitt stated that Governor Rick Scott had congratulated the UCF Business Incubator Program for being named the 2013 Incubator Network of the Year by the National Business Incubation Association. Hitt also indicated that the governor had sent the trustees a letter in this regard.

Hitt announced that the March 18 emergency response at Tower I challenged the UCF community to respond promptly, to ensure the safety of UCF's community, and to act with compassion for UCF's students. He further stated that, thanks to the efforts of so many dedicated staff and faculty members, he was confident that the university had met that challenge. Hitt noted that students had shown their appreciation with thank-you signs hanging from their Tower 1 windows. Photographs of those signs were on display at the meeting. Hitt further reported that parents, relatives, and friends of students in UCF's residence halls had commended the university's actions. He also thanked Subway in the Student Union that had responded by providing food and beverages to students who had been evacuated from Tower I.

On behalf of the UCF family, Hitt extended the university's appreciation to the UCF police officers, counselors, Housing and Residence Life staff members, and News and Information staff members who had participated in the response.

Hitt announced that he had directed that a comprehensive review be conducted of the Tower I incident. He noted that the UCF team working on the task is headed by Al Harms, Vice President for Strategy, Marketing, Communications, and Admissions, with the goal of providing a detailed, after-action-review report. An independent review board from the community has also agreed to participate. Members of this board are the following:

- Val Demings, retired Orlando police chief
- Dave Freeman, manager of the Orange County Office of Emergency Management
- Dr. Stephen Holmes, Associate Vice President of Academic Initiatives, UCF Regional Campuses
- Sharlea Robbins, a student in Tower I, and
- John Sprouls, Executive Vice President and Chief Administrative Officer for Universal Parks and Resorts and a UCF trustee.

INTRODUCTIONS

Hitt recognized the following members of the UCF community for their accomplishments.

A. Students

Fred Kittinger introduced this year's legislative scholars and thanked them for their service. In attendance were **Kevin Craig, Joyce Delgado, Anthony Duarte, Megan Kizzort, Vanessa Lewis, Yoe Lopez, Kelly Quintero, and Brian Sullivan.**

B. Faculty

Dr. Richard Eastes, an assistant professor and research scientist with UCF's Florida Space Institute, and Ray Lugo, director of the institute, were awarded a \$55 million NASA grant to build and launch into space an instrument that will provide unprecedented imaging of the Earth's upper atmosphere. The award is the largest single grant in UCF's history, and UCF will become the first Florida university to lead a NASA mission. Hitt congratulated Eastes and Lugo.

The Pegasus Professor Award is UCF's most prestigious faculty honor, distinguishing extraordinary contributions to the UCF community through teaching, research, and service. This year, seven faculty members were presented this award. Hitt recognized and congratulated the following recipients who attended the meeting.

Dr. Robin W. Roberts is a professor in the College of Business Administration and is the Al and Nancy Burnett Eminent Scholar Chair in the Kenneth G. Dixon School of Accounting. He is an internationally recognized leader in accounting ethics and public-policy research, and he has worked tirelessly to make UCF's accounting Ph.D. program one of the top 10 in the nation.

Dr. Lisa Dieker is a professor in the College of Education. From her work in helping to create TeachLive, a virtual classroom simulation system, to leading the Lockheed Martin/UCF Academy, which is responsible for helping scientists become classroom teachers, Dr. Dieker is known as a change agent who leads by example.

Dr. Deborah Beidel is a professor of clinical psychology in the College of Sciences. Her research has earned more than \$7 million in contract and grant funding in just six years as she continues to find ways to help people cope with anxiety disorders.

Dr. James D. Wright is a professor of sociology in the College of Sciences and the director of the UCF Institute for Social and Behavioral Sciences. Dr. Wright's work in the area of poverty and homelessness is regarded as required reading for anyone studying sociology, and his research has gained national recognition.

C. Employee of the Month

The Employee of the Month for April was **Richard Berwanger**, a senior maintenance superintendent for Housing and Residence Life.

The Employee of the Month for May was **Janki Maraj**, an administrative assistant for the College of Arts and Humanities.

D. CFE Federal Credit Union

Hitt welcomed representatives from the CFE Federal Credit Union, which has acquired the naming rights of the UCF Arena. It will now be known as CFE Federal Credit Union Arena. Hitt introduced **Joe Melbourne**, president and CEO of CFE Federal Credit Union, and invited him to speak. Melbourne was accompanied by **Mary Lynn Williams**, Chair of the Board; **Kevin Miller**, Senior Vice President and General Counsel; and **Katie Thomason**, Director of UCF Development at CFE Federal Credit Union.

INFORMATION

Grindstaff noted two information items.

- **INFO-1 New Committee Assignments and Direct Support Organization Assignments**
- **INFO-2 Naming of UCF Arena**

CONSENT AGENDA

Grindstaff read the consent agenda items into the record. A motion was made to accept the consent agenda, and members of the board unanimously approved the following actions.

- **EP-1 Equity Accountability Program** – Approval of Florida Equity Accountability Program Reports 2013.
- **EP-2 2013 Tenure Recommendations** – Approval of tenure for faculty members whose names are recommended on the list.
- **EP-3 UCF 2013-14 Work Plan** – Approval of UCF 2013-14 Work Plan.
- **EP-4 Revision of UCF's Academic Program Review Policies and Procedures, 2007-14** – Approval of UCF's revised Academic Program Review Policies and Procedures, 2007–14.
- **FF-1 2013-14 College of Medicine Self-insurance Program Budget** – Approval of the 2013-14 Self-insurance Program budget presented by the College of Medicine.
- **FF-2 2013-14 College of Medicine Faculty Practice Plan Budget** – Approval of the 2013-14 College of Medicine Faculty Practice Plan budget presented by the College of Medicine.
- **FF-3 2013-14 University Operating Budget** – Approval of the University Operating Budget.
- **FF-4 University Depositories** – Approval of the following: depositories into which university funds may be deposited, authorizing the president or his designee to transfer funds between depositories, and designating university employees to sign checks for payment of university obligations.

ADVANCEMENT COMMITTEE REPORT

Rich Crotty, Chair of the Advancement Committee, reported the highlights from the committee meeting earlier in the day.

- **Robert Holmes**, Vice President for Alumni Relations and Development and CEO of the UCF Foundation, gave an update on foundation activities.
- Holmes introduced **Heather Junod**, Director for The UCF Fund, who provided an overview of KNIGHTS GIVE 50, a virtual campaign event taking place via computer, smart phones, or tablets over a 50-hour period starting Tuesday, June 11, 2013.
- **Fred Kittinger**, Associate Vice President for University Relations, provided a legislative update on the budget. The overall State University System operating budget increased 3.8 percent, or \$314 million over the current year base funding after adding back the \$300 million lost in last year's budget. The state funded the first generation college matching grant program at \$5.3 million. For the education enhancement trust fund, UCF was funded at \$29.8 million. For education general activities, UCF was funded at \$102.4 million.
- **Al Harms**, Vice President for Strategy, Marketing, Communications, and Admissions, reported that Zenaída Gonzales played a key role in UCF's winning several prizes on three projects at the Central Florida Chapter of the Public Relations Association. Harms noted that Gonzales wrote the script for the NBC show highlighting the graduation of the UCF College of Medicine's first class.
- Harms reported that UCF has projected an increase of 10 percent for incoming freshmen and is expected to meet the target of 60,000 students.
- Harms reported that the Bright Futures scholarships program has increased the minimum SAT score to 1170 for Medallion Scholars, starting in Fall 2014.

AUDIT, OPERATIONS REVIEW, COMPLIANCE, AND ETHICS COMMITTEE REPORT

Jim Atchison, Chair of the Audit, Operations Review, Compliance, and Ethics Committee, announced that there was no report for the committee, which would next meet on June 21, 2013, in Room 243, Millican Hall, at 1:00 p.m.

EDUCATIONAL PROGRAMS COMMITTEE REPORT

Robert Garvy, Chair of the Educational Programs Committee, welcomed new committee members Oetjen and Seay. He noted the items approved in the consent agenda and reported the highlights from the committee meeting earlier in the day.

- **Dr. Tony Waldrop**, Provost and Executive Vice President, reported on the Equity Accountability Program. He noted the progress made toward improving diversity during 2011-12, and he called attention to the steps taken to achieve 2012-13 employment goals.
- Waldrop and **Dr. Paige Borden**, Assistant Vice President for Institutional Knowledge Management, reported on the UCF 2013-14 Work Plan.
- **Dr. Diane Chase**, Executive Vice Provost, reported on the program review policy revisions that include the requirement to review baccalaureate program lower-level prerequisites to ensure compliance with common state-approved prerequisites and, when applicable, to review a program's limited-access status to determine if such status is still warranted. The rest of the policy remains unchanged from its last update in November 2011.
- **Dr. Deborah German**, Vice President for Medical Affairs and Dean of the College of Medicine, provided an update on the progress of the college.

- Waldrop advised that the search for a dean for the College of Engineering and Computer Sciences had been completed. An offer was made and accepted by **Dr. Michael Georgiopoulos**. He also advised of a national search for a vice provost for regional campuses. **Dr. J. Jeffrey Jones**, from Indiana University South Bend, was hired to lead the UCF regional campuses. He will begin July 1, 2013.

FINANCE AND FACILITIES COMMITTEE REPORT

Jim Atchison, Vice Chair of the Finance and Facilities Committee, noted the items approved in the consent agenda, and he reported highlights from the committee meeting earlier in the day.

Atchison presented the following items for board approval.

- **FF-5 2013-14 Tuition and Fees, and Amendments to University Tuition and Fee Regulations UCF-9.001 and UCF-9.006** – The original motion to approve 2013-14 Tuition and Fees, and Amendments to University Tuition and Fee Regulations UCF-9.001 and UCF-9.006 was introduced and amended. The amended motion was made and passed by the board approving the 2013-14 Tuition and Fees, and Amendments to University Tuition and Fee Regulations UCF-9.001 and UCF-9.006. The approval was based upon the assumption that the proposed 1.7 percent tuition increase was automatic and non-discretionary. However, if the 1.7 percent tuition increase is later determined to be discretionary, the board members will reconvene to discuss the increase. The motion passed nine to one.
- **FF-6 2013-14 Capital Outlay Budget** – A motion was made and passed by the board approving the university's 2013-14 capital outlay budget and authorizing the president to make necessary adjustments to that budget.
- **FF-7 UCF Investments Policy Amendment** – A motion was made and passed by the board approving revisions to the operating-funds supplement to the UCF Investment Policy.

NOMINATING AND GOVERNANCE COMMITTEE REPORT

Ray Gilley, Chair of the Nominating and Governance Committee, noted that he was unable to attend his committee's meeting, and he requested Grindstaff to report on the highlights of the meeting held earlier in the day.

Grindstaff stated that the board meeting of April 22, 2013, was held via teleconference for the purpose of issuing honorary doctoral degrees for Joe Lewis, Founder and Chairman, Tavistock Group, Doctor of Medical Service; Dr. Michael M. Crow, President, Arizona State University, Doctor of Humane Letters; and William Jefferson Clinton, former President, United States, Doctor of Humane Letters.

STRATEGIC PLANNING COMMITTEE REPORT

Alan Florez, Chair of the Strategic Planning Committee, announced that there was no report for the committee and that a committee meeting date had not yet been established.

ANNOUNCEMENTS AND ADJOURNMENT

Grindstaff announced the following upcoming meetings:

Golden Anniversary Celebration	June 8 (UCF Arena)
Board of Governors meeting	June 18-20 (University of South Florida)
Board of Trustees meeting	July 25 (Live Oak Center)

Grindstaff adjourned the board meeting at 2:08 p.m.

Respectfully submitted: _____ Date: _____
John C. Hitt
Corporate Secretary

University of Central Florida
BOARD OF TRUSTEES

SUBJECT: 2015-16 UCF Board of Trustees Meeting Dates

DATE: July 25, 2013

PROPOSED BOARD ACTION

Information only.

BACKGROUND INFORMATION

The 2015-16 UCF Board of Trustees meetings are scheduled as follows, but these dates are subject to change.

January 29, 2015—Thursday

March 26, 2015—Thursday

May 28, 2015—Thursday

July 23, 2015—Thursday

September 24, 2015—Thursday

November 19, 2015—Thursday

January 28, 2016—Thursday

March 24, 2016—Thursday

May 26, 2016—Thursday

July 28, 2016—Thursday

September 22, 2016—Thursday

November 17, 2016—Thursday

Supporting documentation: Florida Board of Governors Meeting Dates
2015-16

Prepared by: Rick Schell, Vice President and Chief of Staff, and
Associate Corporate Secretary to the Board of Trustees

Submitted by: Rick Schell, Vice President and Chief of Staff, and
Associate Corporate Secretary to the Board of Trustees

**University of Central Florida
BOARD OF TRUSTEES**

SUBJECT: Fourth Amended and Restated Employment Agreement for President John C. Hitt

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approve the 2013 Compensation and Labor Committee Report and Recommendations for Presidential Employment Agreement and authorize the Vice President and General Counsel to draft an employment agreement consistent with the recommendations approved by the Board of Trustees. Such an agreement will be executed and approved by the Chair of the Board of Trustees and Chair of the Compensation and Labor Committee on behalf of the board.

BACKGROUND INFORMATION

In July 2011, the UCF Board of Trustees approved a five-year employment agreement for the president from July 1, 2011, through June 30, 2016. The proposed changes to the existing agreement are to bring the agreement in compliance with changes to the Florida Statutes regarding severance pay.

Supporting documentation:

2013 Compensation and Labor Committee Report and Recommendations for Presidential Employment Agreement

Prepared by: Mark Roberts, Associate Vice President and Chief Human Resources Officer

Submitted by: John Sprouls, Chair of the Compensation and Labor Committee

2013 Compensation and Labor Committee Report and Recommendations for Presidential Employment Agreement

UCF Board of Trustees

The Compensation and Labor Committee held a public meeting on June 27, 2013, to discuss the employment agreement with the president. Scott Cole, Vice President and General Counsel explained the intent of the changes is to address changes in Florida statute which limits severance pay in employment agreements to twenty weeks. The changes proposed would provide for a similar result to the prior language but be compliant with Florida statutes. These changes do not improve the compensation of the president as compared to the prior employment agreement. The committee recommends for board consideration and approval the following items at the upcoming July meeting.

After consultation with President Hitt, the Compensation and Labor Committee proposes that the revised employment agreement be approved. The following points summarize the key issues in this proposed agreement.

- The president shall accrue one year of additional base salary for services rendered from July 1, 2013, through June 30, 2014. The additional compensation shall be payable upon the effective date of any termination without cause.
- The employment agreement revises the retention compensation section for technical reasons but does not improve or reduce the result.
- There is no change in the President's compensation base or in the duration of the employment agreement.

The committee recommends that President Hitt be issued a revised employment agreement as summarized above. Secondly, the committee recommends the Board of Trustees authorize its chair and the chair of the Compensation and Labor Committee to memorialize this agreement in written form consistent with the summary noted above and approved by the Compensation and Labor Committee. The trustees shall be provided with a copy of the document after it is signed by the parties.

Prepared by: Mark Roberts
Submitted by: John Sprouls, Chair

6-27-2013

ITEM: EP-1

**University of Central Florida
BOARD OF TRUSTEES**

SUBJECT: Conferral of Degrees

DATE: July 25, 2013

PROPOSED BOARD ACTION

Concurrence: Conferral of degrees at the Summer 2013 commencement ceremonies.

BACKGROUND INFORMATION

UCF expects to award the following degrees at the Summer 2013 commencement ceremonies on August 3, 2013:

2,965	baccalaureate degrees
711	master's degrees
<u>145</u>	doctoral and specialist degrees
3,821	Total

Supporting documentation: Registrar's Graduation Count

Prepared by: Amy Swinford, Senior Administrative Assistant to the Vice President and
Chief of Staff

Submitted by: John C. Hitt, President

UCF Summer 2013 Commencement

Note: Procession of graduates begins 20 minutes prior to each ceremony.

*Projected Attending (Baccalaureate only) is an estimate based on 70% attending rate

College		Baccalaureate					Master's				Doctorate	
	Intent to graduate	Projected* attending	Pre-Order cap/gown	Head-count	Degree award	Intent to graduate	Indicated attending	Pre-Order cap/gown	Head-count	Intent to graduate	Indicated attending	
Saturday, 8/3, 9:00 a.m.												
College of Arts and Humanities	231	162				26	26			1	1	
College of Business Administration	554	388				88	88			4	4	
College of Education and Human Performance	138	97				184	184			48	48	
College of Graduate Studies	0	0				2	2			0	0	
Office of Undergraduate Studies	172	120				0	0			0	0	
Rosen College of Hospitality Management	241	169				11	11			0	0	
College Totals:	1,336	935				311	311			53	53	
Total Students Anticipated in Attendance:	1,299											
Saturday, 8/3, 2:30 p.m.												
College of Engineering and Computer Science	163	114				87	87			42	42	
College of Health and Public Affairs	468	328				188	188			5	5	
College of Medicine	43	30				15	15			1	1	
Office of Nursing	276	193				38	38			3	3	
College of Optics and Photonics	0	0				8	8			9	9	
College of Sciences	679	475				64	64			32	32	
College Totals:	1,629	1,140				400	400			92	92	
Total Students Anticipated in Attendance:	1,632											
Degree level ITG totals:	2,965					711				145		
Combined ITG submissions:	3,821											
All ceremony projected* attending:	2,932											
Anticipated attendance - cap/gown pickup:												
Headcount totals:												
Undergraduate degrees awarded:												

**University of Central Florida
Board of Trustees**

SUBJECT: Five-year Capital Improvement Plan

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approval of the capital improvement plan for 2014-15 through 2018-19.

BACKGROUND INFORMATION

Each year, the university must submit an updated capital improvement plan to the Board of Governors. This plan identifies projects that will be included in the three-year Public Education Capital Outlay (PECO) list, and it provides information to the State Board of Education for its request for capital project funding for 2014-15.

The capital improvement plan must be submitted to the Board of Governors' staff by August 1, 2013. The attached schedules include the following:

- projects that are proposed for inclusion in the five-year capital improvement plan
- items to be included in the 2014-15 Appropriations Authorization Bill, including projects funded by bonds, direct support organization projects, and projects requiring general revenue to operate.

We request approval to submit the 2014-15 Capital Improvement Plan with the projects listed in the attached schedules.

Supporting documentation:

2014 Five-Year Plan List (DCU) (Attachment A)
2014-15 Fixed Capital Outlay Projects Requiring Legislative Approval to be Constructed,
Acquired and Financed by a University or a University Direct Support Organization with
Approved Debt (Attachment B)
2014-15 Fixed Capital Outlay Projects Requiring Legislative Authorization and General Revenue
Funds to Operate and Maintain (Attachment C)

Prepared by: Lee Kernek, Associate Vice President for Administration and Finance,

Submitted by: William F. Merck II, Vice President for Administration and Finance
and Chief Financial Officer

UNIVERSITY OF CENTRAL FLORIDA FUTURE PROJECT PROJECTIONS FOR 2014-2019
2014 FIVE YEAR FIXED CAPITAL IMPROVEMENTS PLAN

DRAFT

PECO PROJECTS		REVISED 06/10/2013							
		2014-15 YR #1	2015-16 YR #2	2016-17 YR #3	2017-18 YR #4	2018-19 YR #5	TOTALS	RANK	
ENGINEERING BUILDING I RENOVATION (P,C,E)		\$13,954,277	\$925,000				\$14,879,277	1	
MATHEMATICAL SCIENCES BUILDING REMODELING AND RENOVATION (C,E)		\$9,422,105	\$700,000				\$10,122,105	2	
UTILITIES, INFRASTRUCTURE, CAPITAL RENEWAL AND ROOFS (P,C)		\$11,994,197	\$14,000,000	\$14,000,000	\$14,000,000	\$14,000,000	\$67,994,197	3	
LIBRARY RENOVATION PHASE II (P,C,E)		\$3,500,000	\$29,500,000	\$3,500,000			\$36,500,000	4	
INTERDISCIPLINARY RESEARCH AND INCUBATOR FACILITY (C,E)		\$5,924,183	\$33,852,470	\$5,924,183			\$39,776,653	5	
UCF VC CLASSROOM BUILDING (C,F)		\$7,500,000					\$7,500,000	6	
ARTS COMPLEX PHASE II (PERFORMANCE) (P,C,E)		\$5,000,000	\$40,000,000	\$5,000,000			\$50,000,000	7	
MILLICAN HALL RENOVATION (P,C,E)			\$349,418	\$6,363,058	\$349,418		\$7,061,894	8	
BUSINESS ADMINISTRATION RENOVATION (P,C,E)			\$9,475,843	\$494,001	\$9,815,338		\$9,969,844	9	
CHEMISTRY RENOVATION (P,C,E)			\$539,843		\$539,843		\$10,895,024	10	
FACILITIES & SAFETY COMPLEX RENOVATION (P,C,E)				\$4,856,238			\$4,856,238	11	
VISUAL ARTS RENOVATION AND EXPANSION (P,C,E)				\$3,000,000	\$24,000,000	\$3,000,000	\$30,000,000	12	
MULTI-PURPOSE RESEARCH AND EDUCATION BUILDING (P,C,E)			\$2,779,189	\$22,233,512	\$2,779,189		\$27,791,890	13	
COLLEGE OF NURSING (P,C,E)			\$4,464,964	\$35,719,710	\$4,464,964		\$44,649,638	14	
PARTNERSHIP IV (P,C,E)		\$2,450,000	\$19,600,000	\$2,450,000			\$24,500,000	15	
TOTAL		\$59,744,762	\$156,186,727	\$113,356,040	\$46,133,414	\$17,000,000	\$392,420,943		
CITF PROJECT REQUESTS		2014-15 YR #1	2015-16 YR #2	2016-17 YR #3	2017-18 YR #4	2018-19 YR #5	TOTALS	RANK	
UCF LIBRARY PHASE I (P,C,E)		\$20,199,358					\$20,199,358	1	
RECREATION AND WELLNESS CENTER - OUTDOOR IMPROVEMENTS (P,C)		\$5,000,000					\$5,000,000	2	
TOTAL		\$25,199,358	\$0	\$0	\$0	\$0	\$25,199,358		
REQUESTS FROM OTHER STATE SOURCES		2014-15 YR #1	2015-16 YR #2	2016-17 YR #3	2017-18 YR #4	2018-19 YR #5	TOTALS	RANK	
HOWARD PHILLIPS HALL RENOVATION (P,C,E)				\$6,564,966	\$442,249		\$7,207,215	1	
COLBURN HALL RENOVATION (P,C,E)				\$7,865,978	\$410,075		\$8,276,053	2	
FERRILL COMMONS (E AND G SPACE) RENOVATION (P,C,E)				\$5,704,054			\$5,704,054	3	
TECHNOLOGY COMMONS I RENOVATION (P,C,E)				\$759,968			\$759,968	4	
TECHNOLOGY COMMONS II RENOVATION (P,C,E)				\$147,348	\$2,679,049	\$147,348	\$2,973,745	5	
COLLEGE OF SCIENCES BUILDING RENOVATION (P,C,E)				\$151,897	\$2,913,663	\$151,897	\$3,217,457	6	
REHEARSAL HALL RENOVATION (P,C,E)				\$61,650	\$1,120,910	\$61,650	\$1,244,210	7	
THEATER BUILDING RENOVATION (P,C,E)				\$169,037	\$3,073,406	\$169,037	\$3,411,480	8	
CLASSROOM BUILDING III (P,C,E)				\$2,400,000	\$19,200,000	\$2,400,000	\$24,000,000	9	
FACILITIES BUILDING AT LAKE NONA (P,C,E)				\$600,000	\$4,800,000	\$600,000	\$6,000,000	10	
RECYCLING CENTER (P,C)				\$2,300,000	\$18,400,000	\$2,300,000	\$23,000,000	11	
HUMANITIES AND FINE ARTS II (P,C,E)				\$17,060,631	\$2,772,353	\$2,772,353	\$22,605,337	12	
SIMULATION AND TRAINING BUILDING (P,C,E)				\$2,370,336	\$18,410,374	\$2,370,336	\$20,790,710	13	
BUSINESS ADMINISTRATION III BUILDING (P,C,E)					\$1,584,527	\$12,307,012	\$13,891,539	14	
EDUCATION BUILDING II (P,C,E)					\$2,062,348	\$15,594,083	\$17,656,431	15	
BAND BUILDING (P,C,E)					\$455,045	\$2,800,279	\$3,255,324	16	
ARTS COMPLEX III (P,C,E)					\$1,210,857	\$7,627,447	\$8,838,304	17	
SOCIAL SCIENCES FACILITY					\$19,200,000	\$2,400,000	\$24,000,000	18	
COASTAL BIOLOGY STATION							\$2,500,000	19	
INTERDISCIPLINARY RESEARCH BUILDING II (P,C,E)					\$2,370,336	\$17,330,596	\$19,700,932	20	
SUSTAINABILITY CENTER					\$5,000,000		\$5,000,000	21	
CENTER FOR EMERGING MEDIA BUILD-OUT (P,C,E)					\$6,360,339		\$6,360,339	22	
TOTAL		\$0	\$0	\$34,377,251	\$110,913,771	\$85,072,076	\$230,363,098		

016

Attachment A

REQUESTS FROM NON-STATE SOURCES, INCLUDING DEBT	2014-15 YR #1	2015-16 YR #2	2016-17 YR #3	2017-18 YR #4	2018-19 YR #5	TOTALS	RANK
WAYNE DENSCHE CENTER FOR STUDENT ATHLETIC LEADERSHIP (P,C,E)	\$14,000,000					\$14,000,000	
ROSEN STORAGE SHED	\$225,000					\$225,000	
ROSEN EDUCATIONAL FACILITY	\$17,000,000					\$17,000,000	
CREATIVE VILLAGE GARAGE (P,C,E)	\$15,000,000					\$15,000,000	
CIVIL AND ENVIRONMENTAL ENGINEERING (P,C,E)		\$1,160,667	\$14,508,333	\$1,741,000		\$17,410,000	
CREATIVE SCHOOL (P,C,E)			\$1,500,000			\$1,500,000	
PARKING GARAGE VII (P,C,E)			\$20,000,000			\$20,000,000	
SUSTAINABILITY CENTER (P,C,E)			\$250,000	\$2,000,000	\$250,000	\$2,500,000	
SPECIAL PURPOSE HOUSING AND PARKING GARAGE (P,C,E)	\$25,000,000					\$25,000,000	
PARKING DECKS (P,C,E)	\$8,000,000					\$8,000,000	
SPECIAL PURPOSE HOUSING II (P,C,E)	\$17,000,000					\$17,000,000	
GRADUATE HOUSING (P,C,E)	\$50,000,000					\$50,000,000	
RENTANCE UCF FOUNDATION PROPERTIES	\$37,410,000					\$37,410,000	
STUDENT HOUSING (P,C,E)	\$50,000,000					\$50,000,000	
GARAGE EXPANSION (P,C,E)	\$5,000,000					\$5,000,000	
CLASSROOM AND LAB BUILDING, LAKE NONA (P,C,E)	\$23,475,601					\$23,475,601	
FACILITIES BUILDING, LAKE NONA (P,C,E)	\$6,000,000					\$6,000,000	
EXPO CENTER HOUSING (P,C,E)	\$16,000,000					\$16,000,000	
REGIONAL CAMPUSES MULTI-PURPOSE BUILDINGS (P,C,E)	\$28,000,000					\$28,000,000	
PARTNERSHIP GARAGE (P,C,E)	\$7,000,000					\$7,000,000	
PARKING DECK (ATHLETIC COMPLEX)	\$5,000,000					\$5,000,000	
BASEBALL STADIUM EXPANSION PHASE II (P,C,E)	\$1,700,000					\$1,700,000	
BASEBALL CLUBHOUSE EXPANSION/RENOVATION	\$1,000,000					\$1,000,000	
BRIGHT HOUSE NETWORKS STADIUM EXPANSION PHASE I (P,C,E)	\$11,000,000					\$11,000,000	
WAYNE DENSCHE SPORTS CENTER EXPANSION/RENOVATION (P,C,E)	\$1,000,000					\$1,000,000	
TENNIS COMPLEX - PHASE I (P,C,E)	\$1,400,000					\$1,400,000	
TENNIS COMPLEX - PHASE II (P,C,E)	\$1,000,000					\$1,000,000	
TENNIS COMPLEX - PHASE III (P,C,E)	\$2,000,000					\$2,000,000	
MULTI-PURPOSE MEDICAL RESEARCH AND INCUBATOR FACILITY (P,C,E)	\$112,863,923					\$112,863,923	
HEALTH SCIENCES CAMPUS PARKING GARAGE I (P,C,E)	\$15,000,000					\$15,000,000	
BIO-MEDICAL ANNEX RENOVATION AND EXPANSION (P,C,E)	\$12,800,000					\$12,800,000	
OUTPATIENT CENTER (P,C,E)	\$75,000,000					\$75,000,000	
DENTAL SCHOOL (P,C,E)		\$73,000,000	\$10,000,000			\$83,000,000	
UTILITY INFRASTRUCTURE AND SITE WORK LAKE NONA CLINICAL FACILITIES (P,C)			\$2,500,000			\$2,500,000	
COASTAL BIOLOGY STATION							
MULTI-CULTURAL EXPANSION							
PEGASUS HEALTH EXPANSION (P,C,E)	\$1,644,300					\$1,644,300	
TOTAL	\$560,518,824	\$74,160,667	\$58,758,333	\$3,741,000	\$250,000	\$697,428,824	
GRAND TOTAL	\$645,462,944	\$230,347,394	\$206,491,624	\$160,788,185	\$102,322,076	\$1,345,412,223	

Projects to be programmed
Projects with approved building programs

Remodeling denotes change in space usage.
Renovation denotes no change space usage.

Attachment A

016a

STATE UNIVERSITY SYSTEM
Fixed Capital Outlay Projects Requiring Board of Governors Approval
to be Constructed, Acquired and Financed by a University or
a University Direct Support Organization with Approved Debt
BOB-1

Univ.	Project Title	GSF	Brief Description of Project	Project Location	Project Amount	Funding Source	Estimated Month Of Board Approval Request	Estimated Annual Amount For Operational & Maintenance Costs	Source
UCF	Special Purpose Housing and Parking Garage	160,000	425 beds and 500 parking spaces	UCF, Orlando	\$ 25,000,000	Rental income	July	\$2,400,000	General Revenue
UCF	Special Purpose Housing II	32,000	Fraternity, sorority, and organization housing	UCF, Orlando	\$ 8,000,000	Rental income	July	\$480,000	General Revenue
UCF	Parking Garage VII	447,000	1,600 spaces	UCF, Orlando	\$ 20,000,000	Decal fees, traffic fines, and Transportation Access Fee	July	\$6,705,000	General Revenue
UCF	Parking decks	168,000	1,800 spaces	UCF, Orlando	\$ 17,000,000	Decal fees, traffic fines, and Transportation Access Fee	July	\$2,520,000	General Revenue
UCF	Graduate housing	150,000	Land and 600 beds	UCF, Orlando	\$ 50,000,000	Rental and retail income	July	\$2,250,000	General Revenue
UCF	Refinance UCF Foundation properties	432,250	Consolidation and refinancing of existing UCF foundation properties	UCF, Orlando	\$ 37,410,000	Rental and retail income	July	\$6,483,750	General Revenue
UCF	Student housing	224,000	800 beds	UCF, Orlando	\$ 50,000,000	Rental income	July	\$3,360,000	General Revenue
UCF	Garage expansion	50,837	400 additional spaces	UCF, Orlando	\$ 5,000,000	Decal fees, traffic fines, and Transportation Access Fee	July	\$762,555	General Revenue
UCF	Classroom and lab building, Lake Nona	91,464	Classrooms, labs, and offices	UCF, Orlando	\$ 23,475,601	Rental and retail income	July	\$1,371,960	General Revenue
UCF	Facilities Building, Lake Nona	20,799	Offices, storage, and support space	UCF, Orlando	\$ 6,000,000	Rental and retail income	July	\$311,985	General Revenue
UCF	Expo Center housing	103,000	400 Beds	UCF, Orlando	\$ 16,000,000	Rental and retail income	July	\$1,545,000	General Revenue
UCF	Regional Campuses multi-purpose buildings	60,000	Classrooms, labs, and offices	UCF, Orlando	\$ 28,000,000	Rental and retail income	July	\$900,000	General Revenue
UCF	Partnership Garage	60,000	600 Spaces	UCF, Orlando	\$ 7,000,000	Rental and retail income	July	\$900,000	General Revenue
UCF	Parking deck (Athletic Complex)	168,000	600 parking spaces	UCF, Orlando	\$ 5,000,000	Decal and traffic fines	July	\$2,520,000	General Revenue
UCF	Creative Village Garage	402,000	1300 spaces	UCF, Orlando	\$ 15,000,000	Decal and traffic fines	July	\$6,030,000	General Revenue
UCF	Baseball Stadium Expansion/Renovation	5,700	200 Seats, new press box	UCF, Orlando	\$ 1,700,000	Donations and debt	July	\$85,500	General Revenue
UCF	Baseball Clubhouse Expansion/Renovation		New playing field, chair backs, audio and lighting upgrade	UCF, Orlando	\$ 1,000,000	Donations and debt	July	\$0	General Revenue
UCF	Bright House Networks Stadium Expansion Phase I	21,337	Additional club seating, suites and operational booths	UCF, Orlando	\$ 11,000,000	Donations and debt	July	\$320,055	General Revenue
UCF	Wayne Densch Sports Center Expansion/Renovation	18,000	Renovate and expand football facilities, larger locker room, weight room, equipment room	UCF, Orlando	\$ 1,000,000	Donations and debt	July	\$270,000	General Revenue
UCF	Tennis Complex - Phase I	7,470	12 championship caliber outdoor courts, 864 grand stand seats	UCF, Orlando	\$ 1,400,000	Donations and debt	July	\$112,050	General Revenue
UCF	Tennis Complex - Phase III	2,500	Club house with locker room for men and women's programs, offices, conference room	UCF, Orlando	\$ 1,000,000	Donations and debt	July	\$37,500	General Revenue
UCF	Tennis Complex - Phase III		6 covered courts	UCF, Orlando	\$ 2,000,000	Donations and debt	July	\$0	General Revenue
UCF	Multi-Purpose Medical Research and Incubator Facility	200,000	Classrooms, labs, and offices	UCF, Orlando	\$ 112,863,923	Donations, debt, Partnerships	July	\$3,000,000	General Revenue
UCF	Health Sciences Campus Parking Garage	402,000	1300 Spaces	UCF, Orlando	\$ 15,000,000	Decal and traffic fines	July	\$6,030,000	General Revenue
UCF	Bio-Medical Annex Renovation and Expansion	32,000	Classrooms, labs, and offices	UCF, Orlando	\$ 12,800,000	Donations, debt, Partnerships	July	\$480,000	General Revenue
UCF	Outpatient Center	119,750	Health care facilities, offices, 38 beds	UCF, Orlando	\$ 75,000,000	Donations, debt, Partnerships	July	\$1,796,250	General Revenue
UCF	Dental School	166,750	Classrooms, labs, auditorium, health care facilities, offices	UCF, Orlando	\$ 73,000,000	Donations, debt, Partnerships	July	\$2,501,250	General Revenue
UCF	Utility Infrastructure and Site Work Lake Nona Clinical Facilities		3080 Spaces	UCF, Orlando	\$ 10,000,000	Decal and traffic fines	July		General Revenue
UCF	Pegasus Health Expansion	20,000	Labs, offices	UCF, Orlando	\$ 10,000,000	Donations, debt, Partnerships	July	\$300,000	General Revenue

STATE UNIVERSITY SYSTEM
Fixed Capital Outlay Projects that may Require Legislative Authorization
and General Revenue Funds to Operate and Maintain
BOB-2

Univ.	Project Title	GSF	Brief Description of Project	Project Location	Project Amount	Funding Source	Estimated Annual Amount For	
							Amount	Operational & Maintenance Costs Source
UCF	Intersil Building	(101,000)	Laboratory - Research Building	UCF	\$13,000,000	Donations	(\$1,527,807)	General Revenue
UCF	Dr Phillips Performing Arts Center	5928	Auditorium - Gallery - Support Spaces	UCF - Orlando		Donations	\$88,920	General Revenue
UCF	Mennello Museum of American Art	9000	Gallery - Offices -Library - Exhibition	UCF - Orlando		Donations	\$135,000	General Revenue
UCF	Rosen Educational Facility	52000	Office Classrooms Multi-Purpose	UCF - Orlando	\$17,000,000	Donations	\$780,000	General Revenue
UCF	Warehouse Support Building	5940	Offices and Warehouse space	UCF	\$1,999,999	Donations	\$89,100	General Revenue
UCF	Multi-Lingual Multi-Cultural Expansion	5481	Offices	UCF	\$1,644,300	Donations	\$82,215	General Revenue
UCF	Facilities Zone Maintenance Building	6400	Offices - support space	UCF	\$960,000	Donations	\$96,000	General Revenue
UCF	SCPS Student Museum	21000	Gallery - Offices	UCF - Sanford	\$4,000,000	Donations	\$315,000	General Revenue

**University of Central Florida
Board of Trustees**

SUBJECT: Release of Unrestricted Golden Knights Corporation Revenues

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approve the release of revenues above budgeted obligations from the Golden Knights Corporation to the UCF Athletics Association for 2012-13.

BACKGROUND INFORMATION

The attached document is the 2012-13 budget approved by the Golden Knights Corporation's board, which reflects projected unrestricted excess revenues of \$8,306,457 to be available for transfer to UCFAA. Approval to release uncommitted funds to UCFAA is requested.

Supporting documentation:

Golden Knights Corporation 2012-13 budget (Attachment A)

Prepared by: John C. Pittman, Assistant Vice President for Debt Management,
Administration and Finance

Submitted by: William F. Merck II, Vice President, Administration and Finance
and Chief Financial Officer

Golden Knights Corporation 2013-14 Budget Request As of June 5, 2013	Approved 2012-13	2012-13 Projected Actuals	Requested 2013-14	% Inc (Dec) from 2012-13 Budget	% Inc (Dec) from 2012-13 Actuals
Operating Revenues (Sources of Funds)					
Ticket Sales ¹	\$ 3,380,282	\$ 2,967,136	\$ 3,341,056	(1%)	13%
Advertising and Sponsorships	209,000	209,000	214,000	2%	2%
Concessions ²	150,000	125,000	150,000	0%	20%
Catering	35,000	25,000	25,000	(29%)	0%
Merchandise Sales	250,000	250,000	250,000	0%	0%
Other Revenues	170,000	170,000	155,000	(9%)	(9%)
Premium Seating	1,610,750	1,529,655	1,550,000	(4%)	1%
Naming Rights ³	1,250,000	1,250,000	500,000	(60%)	(60%)
Total Operating Revenues	\$ 7,055,032	\$ 6,525,791	\$ 6,185,056	(12%)	(5%)
Non-Operating Revenue					
Additional Funds Pledged from UCFAA Revenues					
UCFAA Rent	\$ 1,455,000	\$ 1,455,000	\$ 1,535,000	5%	5%
Non-Conference Away Game Guarantees ⁴	1,050,000	1,050,000	800,000	(24%)	(24%)
Conference Distribution ⁵	1,429,550	1,086,867	4,247,000	197%	291%
Total Additional Funds Pledged from UCFAA Revenues	\$ 3,934,550	\$ 3,591,867	\$ 6,582,000	67%	83%
Additional Funds to be Used to Pay Taxable Debt					
Fundraising ⁶	550,001	225,000	556,800	1%	147%
Excess Revenues from Beverage Agreement ⁷	180,000	150,000	180,000	0%	20%
Total Additional Funds to be Used to Pay Taxable Debt	\$ 730,001	\$ 375,000	\$ 736,800	1%	96%
Total Non-Operating Revenue	\$ 4,664,551	\$ 3,966,867	\$ 7,318,800	57%	84%
Total Sources of Funds	\$ 11,719,583	\$ 10,492,658	\$ 13,503,856	15%	29%
Debt Service					
Tax-Exempt Bond Interest	1,973,685	1,973,685	1,931,485	(2%)	(2%)
Tax-Exempt Bond Principal	1,055,000	1,055,000	1,100,000	4%	4%
Taxable Bond Interest	200,000	148,199	150,000	(25%)	1%
Additional Principal Payment on Taxable Bonds ⁸	778,001	495,000	805,800	4%	63%
TOTAL Debt Service	\$ 4,006,686	\$ 3,671,884	\$ 3,988,285	(0%)	9%
Net Income Available for Operations & Maintenance	\$ 7,712,897	\$ 6,820,774	\$ 9,515,571	23%	40%
Less: Operating Expenses					
Utilities	\$ 244,180	\$ 229,780	\$ 244,208	0%	6%
Insurance	127,406	149,535	133,776	5%	(11%)
Grounds	51,876	51,998	50,500	(3%)	(3%)
Fulfillment Costs (IMG)	127,747	127,749	132,857	4%	4%
Foundation Fees (non-cash)	135,230	118,885	104,272	(23%)	(12%)
Recurring Maintenance	138,633	119,505	145,401	5%	22%
Non-recurring maintenance	44,200	47,706	58,100	31%	22%
Other ⁹	20,000	19,256	100,000	400%	419%
Total Operating Expenses	\$ 889,272	\$ 864,414	\$ 969,115	9%	12%
Net Operating Surplus/(Deficit)	\$ 6,823,625	\$ 5,956,360	\$ 8,546,457	25%	43%
Less: Deposit to Reserve Accounts	\$ 600,000	\$ 600,000	\$ 240,000	(60%)	(60%)
Less: Return of Non-Operating Revenue to UCFAA	\$ 3,934,550	\$ 3,591,867	\$ 6,582,000	67%	83%
Unrestricted Net Cash Flow Available to Transfer to UCFAA	\$ 2,289,075	\$ 1,764,493	\$ 1,724,457	(25%)	(2%)

Request to use Repair and Replacement Fund ⁹ **\$ 50,000**

¹ - Ticket sales are expected to increase 13% from projected (2013-14) actuals due to an attractive schedule and increased interest due to change in conference.

² - Concessions revenue should increase from last year due to higher attendance at games.

³ - Naming rights revenue is based on revised agreement with Bright House Networks.

⁴ - Non-conference away games are based on current schedule.

⁵ - The increased conference distribution is due to the change in conference affiliation, which will bring more exposure through increased television appearances.

⁶ - The fundraising amount is based on the current pledge schedule.

⁷ - Excess revenues in current year are short \$30,000 due to payment schedule.

⁸ - Payment on taxable bonds is \$250,000 plus whatever amount is collected from pledged donations (fundraising).

⁹ - Includes the annual audit and a buffet for club seat holders as part of the price paid for admission to the club area. The buffet was paid from the Golden Knights Club budget last year.

¹⁰ - First of four rust prevention treatments. Request to be funded from repair and replacement reserve fund.

**University of Central Florida
Board of Trustees**

SUBJECT: Amend Payment for UCFAA Loan to the University

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approval of UCFAA to make a reduced loan payment to the university.

BACKGROUND INFORMATION

UCFAA received several loans from the University between 2004 and 2007. In 2009, those loans were consolidated into one loan. With the expected move to the BIG EAST Conference last fall, the university allowed UCFAA to amend the loan payment schedule in order to adequately prepare during the 2013 fiscal year for the conference move. The BIG EAST Conference has become the American Athletic Conference (AAC). The beginning revenue distributions from the AAC are significantly lower than what was expected from the BIG EAST Conference. UCFAA requests permission to make a lower debt service payment in 2014 than scheduled.

Supporting documentation: None

Prepared by: Brad Stricklin, Senior Associate Athletics Director and CFO for UCFAA

Submitted by: William F. Merck II, Vice President for Administration and Finance
and Chief Financial Officer

**University of Central Florida
Board of Trustees**

SUBJECT: 2013-14 Direct Support Organizations' Budgets

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approval of the 2013-14 operating budgets for the following UCF DSOs: Golden Knights Corporation, Athletics Association, Convocation Corporation, Finance Corporation, Foundation, and Research Foundation.

BACKGROUND INFORMATION

In 2009 the Florida Board of Governors passed a rule requiring the local Boards of Trustees for the state universities to approve the operating budgets of the DSOs certified by each university.

Each DSO has either approved the attached budget or is presenting a draft copy expected to be approved. The approval of budgets presented is recommended.

Supporting documentation:

2013-14 operating budgets of the DSOs

Prepared by: John C. Pittman, Assistant Vice President for Debt Management,
Administration and Finance

Submitted by: William F. Merck II, Vice President for Administration and Finance
and Chief Financial Officer

Golden Knights Corporation
Annual Budget
2013-14

	2013-14 Proposed Budget	2012-13 Approved Budget	Variance	2013-14 Proposed Budget	2012-13 Projected Actual	Variance
Revenues						
Premium seating	\$ 1,550,000	\$ 1,610,750	\$ (60,750)	\$ 1,550,000	\$ 1,529,655	\$ 20,345 1.3%
Naming rights	500,000	1,250,000	(750,000)	500,000	1,250,000	(750,000) -60.0%
Athletic transfers	9,923,056	7,314,832	2,608,225	9,923,056	6,559,003	3,364,053 51.3%
Other	1,530,800	1,544,001	(13,201)	1,530,800	984,000	546,800 55.6%
Total revenues	13,503,856	11,719,583	1,784,274	13,503,856	10,322,658	3,181,198 30.8%
Expenses						
Total operating expenses	969,115	889,272	79,842	889,272	864,414	24,858 2.9%
Net Increase from total operations	\$ 12,534,742	\$ 10,830,311	\$ 1,704,431	\$ 12,614,584	\$ 9,458,244	\$ 3,156,340 33.4%
Debt Service						
Total principal and interest payments	3,988,285				3,671,884	

UCF Athletic Association Annual Budget 2013-14

	2013-14 Proposed Budget	2012-13 Approved Budget	Variance	2013-14 Proposed Budget	2012-13 Projected Actual	Variance
Revenues						
Athletic events	\$ 13,617,279	\$ 11,288,487	\$ 2,328,792	\$ 13,617,279	\$ 10,375,793	\$ 3,241,486
Contributions	2,015,141	2,466,241	(451,100)	2,015,141	1,966,701	48,440
University sources	22,251,975	23,243,250	(991,275)	22,251,975	22,587,456	(335,481)
Other	475,590	496,033	(20,443)	475,590	472,076	3,514
Total revenues	38,359,985	37,494,011	865,974	38,359,985	35,402,026	2,957,959
			2.3%			8.4%
Expenses						
Scholarships	6,881,809	7,372,681	490,872	6,881,809	6,601,503	(280,306)
Employee compensation	14,938,122	14,641,542	(296,580)	14,938,122	14,705,291	(232,831)
Sport operations	8,259,253	7,614,968	(644,285)	8,259,253	7,831,014	(428,239)
Support operations	6,552,840	6,469,199	(83,641)	6,552,840	5,809,920	(742,920)
Other	1,027,961	644,167	(383,794)	1,027,961	560,588	(467,373)
Total expenses	37,659,985	36,742,557	(917,428)	37,659,985	35,508,316	(2,151,669)
			-2.5%			-6.1%
Net increase from total operations	\$ 700,000	\$ 751,454	\$ (51,454)	\$ 700,000	\$ (106,290)	\$ 806,290
			-6.8%			-758.6%
Debt Service						
Total principal and interest payments	\$ 700,000	751,454		\$ 700,000	648,479	

UCF Convocation Corporation Annual Budget 2013-14

Arena Operations		2013-14 Proposed Budget	2012-13 Approved Budget	Variance	2013-14 Proposed Budget	2012-13 Projected Actual	Variance
Revenues							
Event related		\$ 7,054,666	\$ 6,545,108	\$ 509,558	\$ 7,054,666	\$ 4,308,052	\$ 2,746,614
Premium seating and sponsorship		1,359,000	863,210	495,790	1,359,000	1,039,728	319,272
Other		2,584,052	2,515,509	68,543	2,584,052	2,552,522	31,530
University support		2,285,575	968,412	1,317,163	2,285,575	985,000	1,300,575
Total revenue		13,283,293	10,892,239	2,391,054	13,283,293	8,885,302	4,397,991
Expenses							
Direct event		5,033,900	4,584,622	449,278	5,033,900	2,776,037	2,257,863
Operating and indirect event		3,259,201	3,273,172	(13,971)	3,259,201	2,530,306	728,895
Direct fulfillment cost		796,572	198,156	598,416	796,572	200,356	596,216
Total expenses		9,089,673	8,055,950	1,033,723	9,089,673	5,506,698	3,582,975
Net increase from arena operations		4,193,620	2,836,289	1,357,331	4,193,620	3,378,603	815,017
Housing Operations							
Revenues							
Apartment rentals		17,542,290	17,990,975	(448,685)	17,542,290	17,883,413	(341,123)
Parking		1,036,388	1,036,388	-	1,036,388	1,036,388	-
Other		129,500	152,000	(22,500)	129,500	130,192	(692)
Total revenues		18,708,178	19,179,363	(471,185)	18,708,178	19,049,993	(341,815)
Expenses							
Total operating expenses		6,510,100	5,928,181	581,919	6,510,100	4,974,587	1,535,513
Net increase from housing operations		12,198,078	13,251,182	(1,053,104)	12,198,078	14,075,406	(1,877,328)
Retail Operations							
Revenues							
Total revenue		1,772,156	1,883,997	(111,840)	1,772,156	1,632,150	140,006
Expenses							
Total operating expenses		568,754	602,308	(33,554)	568,754	432,583	136,171
Net increase from retail operations		1,203,403	1,281,689	(78,286)	1,203,403	1,199,567	3,836
Net increase from total operations		\$ 17,595,100	\$ 17,369,160	\$ 225,941	\$ 17,595,100	\$ 18,653,576	\$ (1,058,476)
Debt Service							
Total principal and interest payments		\$ 16,204,440					

UCF FINANCE CORPORATION
Annual Budget
2013-14

	2013-14 Proposed Budget	2012-13 Approved Budget	Variance	2013-14 Proposed Budget	2012-13 Projected Actual	Variance
Operating revenue	\$ -	\$ -	-	\$ -	\$ -	-
Operating expenses						
Audit and tax fees ¹	15,500	12,000	(3,500)	15,500	-	(15,500) -100.0%
Amortization expense	10,103	10,103	-	10,103	10,103	-
Miscellaneous	1,000	500	(500)	1,000	2,400	1,400 58.3%
Total operating expenses	\$ 26,603	22,603	(4,000)	26,603	12,503	(14,100) -112.8%
Non-operating revenue (expenses)						
Interest income	14,000	10,000	4,000	14,000	14,313	(313) -2.2%
Interest expense	(2,418,000)	(2,556,959)	(138,959)	(2,418,000)	(2,544,213)	126,213 -5.0%
Financing fees ²	(179,900)	(199,197)	(19,297)	(179,900)	(182,061)	2,161 -1.2%
Net transfer from UCF	2,600,400	2,758,656	158,256	2,600,400	2,714,361	(113,961) -4.2%
Total non-operating revenues (expenses)	16,500	12,500	4,000	16,500	2,400	14,100 587.50%
Increase (decrease) in net assets	\$ (10,103)	\$ (10,103)	-	\$ (10,103)	\$ (10,103)	-
Debt Service	\$ 3,658,000				\$ 3,731,959	

¹ Although audit fees were budgeted last year, the decision was made by COM to pay the fees directly rather than reimburse the Finance Corp. which is why the were no actual expenses reported for 2012-13.

² Financing fees are the annual letter of credit fee and auction fees associated with the bonds and swap agreement.

**UCF Foundation
Annual Budget
2013-14**

	2013-14 Approved Budget	2012-13 Approved Budget	Variance	2013-14 Approved Budget	2012-13 Projected Actual	Variance
Revenues						
Unrestricted gifts, fees, and investment earnings	\$ 5,244,889	\$ 4,893,582	\$ 351,307 7.2%	\$ 5,244,889	\$ 5,093,582	\$ 151,307 2.9%
Real estate	1,846,371	\$ 1,809,907	36,464 2.0%	\$ 1,846,371	1,854,907	\$ (8,536) -0.5%
Other	9,017,506	\$ 7,626,219	1,391,287 18.2%	\$ 9,017,506	6,926,219	\$ 2,091,287 23.2%
Total revenue	16,108,766	14,329,708	1,779,058 12.4%	16,108,766	13,874,708	\$ 2,234,058 13.9%
Expenses						
Academic and university support	1,618,055	1,618,055	- 0.0%	\$ 1,618,055	1,618,055	\$ - 0.0%
Development, alumni relations, and operations	14,490,711	12,711,653	(1,779,058) -14.0%	\$ 14,490,711	11,911,653	\$ (2,579,058) -17.8%
Total expenses	16,108,766	14,329,708	(1,779,058) -12.4%	16,108,766	13,529,708	\$ (2,579,058) -16.0%
Net increase from total operations	\$ -	\$ -	\$ -	\$ -	\$ 345,000	\$ (345,000) n/a
Debt Service						
Total principal and interest payments 2013-14	\$ 4,685,195					

*This budget includes the division of alumni relations and development.

**UCF Research Foundation
Annual Budget
2013-14**

	2013-14 Approved Budget	2012-13 Approved Budget	Variance	2013-14 Approved Budget	2012-13 Projected Actual	Variance
Revenues						
Royalties, contracts, contributions, rents, conferences, unit residuals, consortiums management fees, and other	\$ 6,054,469 281,290 6,335,759	\$ 5,516,000 276,600 5,792,600	\$ 538,469 4,690 543,159	\$ 6,054,469 281,290 6,335,759	\$ 5,091,844 217,680 5,309,524	\$ 962,625 63,610 1,026,235
Total revenues			9.8% 1.7% 9.4%			18.9% 29.2% 19.3%
Total expenses	6,028,469	5,461,600	566,869 10.4%	6,028,469	5,051,478	976,991 19.3%
Net increase from operations	\$ 307,290	\$ 331,000	\$ (23,710) -7.2%	\$ 307,290	\$ 258,046	\$ 49,244 19.1%

**University of Central Florida
BOARD OF TRUSTEES**

SUBJECT: Board of Trustees and United Faculty of Florida - Collective Bargaining
Impasse Resolution

DATE: July 25, 2013

PROPOSED BOARD ACTION

Approve the Compensation and Labor Committee Recommendations for Resolution of Impasse between the United Faculty of Florida and the University of Central Florida.

BACKGROUND INFORMATION

A three-year collective bargaining agreement between the Board of Trustees and United Faculty of Florida for the period 2010-2012 expired in 2012. The parties began negotiating for a successor agreement in November 2011, but the parties reached impasse in Spring 2013 over three articles. The University Administration declared impasse in accordance with Chapter 447, Florida Statutes, relative to Articles 3 (UFF Privileges), 8 (Assignments), and 23 (Salaries). The parties mutually agreed to bypass the Special Magistrate procedure and submit the disputed issues at impasse directly to the Board of Trustees for resolution.

At a meeting before the Compensation and Labor Committee held on July 16, 2013, each party outlined its recommendations for resolution of the disputed issues. The Committee deliberated on the information provided by the parties and asked questions of the party to clarify the issues.

The Committee determined, by unanimous vote of those present, to make the following recommendation to the Board of Trustees for resolution of the disputed issues at impasse: (1) adopt the version of Article 3 (UFF Privileges) proposed by the Administration; (2) adopt the version of Article 8 (Assignments) proposed by the Administration; and (3) adopt the version of Article 23 (Salaries) proposed by the Administration. Note that each Administration proposed article, where applicable, also incorporated changes to existing language that had been agreed to by the UFF. Copies of the Articles in the form proposed for adoption by the Board are attached as supporting documentation. The Committee requests approval by the full board of its recommendations as outlined above.

Supporting documentation: Article 3 (UFF Privileges); Article 8 (Assignments);
Article 23 (Salaries)

Prepared by: W. Scott Cole, Vice President and General Counsel
Youndy C. Cook, Deputy General Counsel

Submitted by: John Sprouls, Chairman, Compensation and Labor Committee

ARTICLE 3 *UFF PRIVILEGES*

3.1 Use of Facilities and Services. Subject to the rules and policies of the University, the UFF shall have the right to use University facilities for meetings and to use all other services of the University on the same basis as they are generally available to University-related groups and organizations. -For purposes of this Agreement, University-related groups and organizations are groups that are directly related to University operations or the University community and that may or may not receive budgetary support. -Examples of such groups include student organizations, honor societies, fraternities, sororities, alumni associations, faculty committees, and direct support organizations.

3.2 Communications.

(a) **The** UFF may post bulletins and notices relevant to its position as the collective bargaining agent on a reasonable number of existing bulletin boards but on at least one bulletin board per building where a substantial number of employees have offices. Specific locations shall be mutually selected by the University and the local UFF Chapter in the course of consultation pursuant to Article 2, Consultation. -All materials placed on the designated bulletin boards shall bear the date of posting and may be removed by the University after having been posted for a period of thirty (30) days. In addition, such bulletin boards may not be used for election campaigns for public office or exclusive collective bargaining representation.

(b) The University will place a link to the UFF web site in an appropriate place on the University web site, as determined by the University.

3.3 Leave of Absence -- Union Activity.

(a) At the written request of the UFF, provided no later than May 1 of the year prior to the beginning of the academic year when such leave is to become effective, a full-time or part-time unpaid leave of absence for the academic year shall be granted to up to two (2) employees designated by the UFF for the purpose of carrying out **the** UFF's obligations in representing employees and administering this Agreement, including lobbying and other political representation. Such leave may also be granted to one (1) employee for the entire summer term, upon written request by the UFF provided no later than March 15 of the preceding academic year. Upon the failure of the UFF to provide the University with a list of designees by the specified deadlines, the University may refuse to honor any of the requests which were submitted late.

(b) No more than two (2) employees from any college/unit, nor more than one employee per fifteen (15) employees per department/unit, need be granted such leave at any one time.

(c) The UFF shall reimburse the University for the employee's salary, fringe benefits, and retirement.

(d) Employees on full-time leave under this paragraph shall be eligible to receive salary increases in accordance with the provisions of Article 17. Employees on less than full-

time leave under this paragraph shall be eligible to receive salary increases on the same basis as other employees.

(e) An employee who has been granted leave under this Article for two (2) consecutive academic years shall not again be eligible for such leave until two (2) consecutive academic years have elapsed following the end of the leave. One (1) employee, designated by the UFF, shall be exempt from the provisions of this subsection. Other exceptions may be granted at the discretion of the University upon prior written request by the UFF.

(f) The University shall not be liable for the acts or omissions of said employees during the leave and the UFF shall hold the University harmless for any such acts or omissions, including the cost of defending against such claims.

(g) An employee on such leave shall not be evaluated for this activity nor shall such activity be considered by the University in making personnel decisions.

3.4 — Released Time.

~~(a) — The University agrees to provide released time each calendar year to full-time employees designated by the UFF for the purpose of carrying out the UFF's obligations in collective bargaining negotiations, representing employees and administering this Agreement. The Parties will take coordinated action to facilitate an adequate and mutually convenient bargaining schedule. A maximum of five (5) units of released time shall be granted for such purposes per fall or spring semester or four (4) unit during the summer term. The UFF may designate employees to receive released time during the year subject to the following condition:~~
:

~~The UFF shall provide the University with a list of designees for the academic year no later than May 1 of the preceding academic year. Substitutions for the spring semester shall be made upon written notification submitted by the UFF to the University no later than November 1.~~

~~(b) — Each "unit" of released time shall consist of a reduction in teaching load of one (1) course per fall or spring semester for instructional employees or, for non-teaching employees, a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties. One unit of released time may be used during the summer term at a rate of 12.5% of the employee's nine-month salary and shall be considered the equivalent of one summer term course's FTE for instructional employees. For non-teaching twelve-month employees, one unit of summer released time shall include a reduction in workload of ten (10) hours per week, which shall include a 25% reduction in assigned duties.~~

~~(c) — Released time shall be used for conducting UFF business, at the University or state level, and shall not be used for lobbying or other political representation.~~

~~(d) — Employees who are on leave of any kind shall not be eligible to receive released time.~~

~~(e) — Upon the failure of the UFF to provide a list of designees by the specified deadlines, the University may refuse to honor any of the released time requests which were~~

~~submitted late. Substitutions submitted after the November 1 deadline shall be allowed at the discretion of the University.~~

~~(f) — Employees on released time shall be eligible for salary increases on the same basis as other employees. Their released time activities shall not be evaluated and the University shall not use such activity against the employee in making personnel decisions.~~

~~(g) — Employees on released time shall retain all rights and responsibilities as employees but shall not be considered representatives of the University for any activities undertaken on behalf of the UFF. The UFF agrees to hold the University harmless for any claims arising from such activities, including the cost of defending against such claims.~~

ARTICLE 8

APPOINTMENT

8.1 Policy. The University shall exercise its authority to determine the standards, qualifications, and criteria so as to fill appointment vacancies in the bargaining unit with the best possible candidates. In furtherance of this aim, the University shall,

- (a) advertise such appointment vacancies, receive applications and screen candidates therefore, and make such appointments as it deems appropriate under such standards, qualifications, and criteria, and
- (b) commit to an effort to identify and seek qualified women and minority candidates for vacancies and new positions.

8.2 Advertisement of Vacancies. Bargaining unit vacancies shall be advertised through appropriate professional channels. Employees of lower or equivalent ranks, employees who are spouses of employees, and employees who are local residents shall not, in the hiring process, be disadvantaged for that reason. Prior to making the decision to hire a candidate to fill a bargaining unit vacancy, the appropriate administrator(s) shall consider recommendations which have resulted from the review of candidates by employees in the department/unit.

8.3 Employment Agreement. All appointments shall be made on a University employment agreement and signed by the president or representative and the employee. The University may enclose informational addenda, except that such addenda shall not abridge the employee's rights or benefits provided in this Agreement. The University employment agreement shall contain the following elements:

- (a) Date;
- (b) Professional Classification System title, class code, rank, and appointment status;
- (c) Principal place of employment;
- (d) Employment unit (e.g., department, college, institute, area, center, etc.);
- (e) Length of the appointment;
- (f) A statement that the position is (1) tenured, (2) non-tenure earning, (3) tenure-earning (specifying prior service in another institution to be credited toward tenure), or (4) multiyear/non-tenure earning;
- (g) Percent of full time effort (FTE) assigned;
- (h) Salary;
- (i) The following statement, if the appointment is not subject to the notice provisions of Article 12: "Your employment under this ~~contract~~agreement will cease on the date indicated. No further notice of cessation of employment is required.";
- (j) Special conditions of employment, including what part, if any, of the salary is provided as a temporary salary adjustment (stipend) subject to the terms of Section 8.4.;
- (k) A statement that the appointment is subject to the Constitution and laws of the State of Florida and the United States, the regulations of the University, and this Agreement;
- (l) A statement that the employee's signature on the employment agreement shall not be deemed a waiver of the right to process a grievance with respect thereto in compliance with Article 20;
- (m) The statement: "The University of Central Florida is an equal opportunity employer. University policy and regulation prohibit discrimination against or harassment of any employee based upon race, color, sex, sexual orientation, religious creed, national origin, age, veteran status, disability, political affiliation, marital status, or employee rights related to union activity as granted under Chapter 447, Florida Statutes. Claims of such discrimination by the University may be presented as grievances pursuant to Article 20, Grievance Procedure.";

(n) A statement informing the employee of the obligation to report outside activity, conflict of commitment, and conflict of interest under the provisions of Article 19 of the Agreement; and

(o) The statement: "If you have not been provided with a copy of the BOT/UFF Collective Bargaining Agreement, notify your supervisor and you will be given one."

8.4 Change in Appointments.

(a) An employee serving on a calendar year appointment may request an academic year appointment. Similarly, an employee serving on an academic year appointment may request a calendar year appointment. The president or representative shall carefully consider such requests, although staffing considerations and other relevant University needs may prevent their being granted.

(b) Effective August 8, 2009, if a calendar year appointment includes a temporary salary adjustment (stipend), the employment agreement shall specify what part if any of the stipend shall be included in salary calculations when converting from a calendar year to an academic year appointment. In the absence of a statement on the employment agreement stating otherwise, all stipends shall be included when converting an employee's salary from a calendar year to an academic year appointment or vice versa.

(c) Upon approval by the president or the president's representative, and assuming that the assigned responsibilities remain substantially the same, an employee's base salary shall be adjusted by 81.82 percent when changing from a calendar year to an academic year appointment or by 122.2 percent when changing from an academic year to a calendar year appointment. For an employee whose appointment was previously changed from an academic year to calendar year appointment at a salary adjustment other than 122.2 percent or from a calendar year to academic year appointment at a salary adjustment other than 81.82 percent, the percent which is the reciprocal of the percent previously used shall be used to make the salary adjustment.

8.5 Appointment Types

(a) Appointments may be offered on a tenured, tenure-earning, or non-tenure-earning basis.

(b) The ranks Assistant Professor, Associate Professor, and Professor shall be provided to employees who have tenured or tenure-earning appointments except under the following circumstances:

(1) When an employee holding one of these ranks is placed on a terminal contract, the employee's rank will be retained for the duration of that contract;

(2) Up to five (5) untenured, non-tenure earning employees appointed annually whose rank is specifically approved by the president or president's representative;

(3) Individuals who have officially retired from universities or other organizations who are least 55 years of age;

(4) Tenured employees who decide to give up their tenured status to take advantage of whatever incentives might be offered by such an appointment;

(5) Individuals who have held the rank of professor for at least seven (7) years at an institution of higher education;

(6) Employees with the prefix visiting, provisional, courtesy, clinical, or research appended to the rank of assistant professor, associate professor, or professor; ~~and~~

(7) Non-tenure earning employees whose rank, as of the date of ratification of this Agreement, violates the preceding provision.

(c) Non-tenure-earning multiyear renewable appointments of two to five year duration may be offered. Such appointments shall not be provided to employees with the ranks of assistant professor, associate professor, or professor except under the circumstances of 8.5(b)(2) through 8.5(b)(7), but shall not be offered to visiting, research, or provisional employees.

(d) Visiting Appointments. A visiting appointment is one made to a person having appropriate professional qualifications but not expected to be available for more than a limited period, or to a person in a position which the University does not expect to be available for more than a limited period. A visiting appointment may not exceed a total of four years.

8.6 Supplemental Summer Appointments

(a) Policy. Supplemental summer appointments, when available, shall be offered equitably and as appropriate to qualified employees, not later than five weeks prior to the beginning of the appointment, if practicable. Course offerings and summer assignments will be made taking into consideration programmatic needs, student demand, and budget availability. The criteria shall be made available in each department or unit.

(b) Compensation. Compensation for summer employment shall be twelve and one half percent (12.5%) of the employee's 9 month base salary for the first three (3) credit hours of summer assignment, including teaching, research, and service; twelve and one half percent (12.5%) of the employee's 9 month base salary for the second three (3) credit hours of summer assignment, including teaching, research, and service; and eight percent (8.0%) of the employee's 9-month base salary for the third three (3) credit hours of summer assignment, including teaching, research, and service. Courses of greater or fewer than three (3) credit-hours shall be prorated. The supplemental summer assignments, like that for the fall and spring semesters, include(s) the normal activities related to such an assignment as defined by the department/unit and the nature of the course, including office hours, course preparation, curriculum development, lectures, evaluation of student efforts, academic advising, research, and department, college, and University committee meetings.

(c) Supplemental summer appointments shall be made in accordance with Section 1012.945, Florida Statutes (the "twelve hour law").

8.7 Overload Appointments. Overload compensation is defined as compensation for any duties in excess of a full appointment (1.0 FTE). Available overload compensation appointments within the University shall be offered equitably and as appropriate to qualified employees in sufficient time to allow voluntary acceptance or rejection.

(a) An employee's overload compensation for teaching a three (3) credit hour course in a premium tuition program shall be eleven and one half percent (11.5%) of the mean academic year salary of the tenured and tenure-earning employees in the employee's department/unit.

(1) If the employee's department/unit does not offer tenure, the compensation for a three (3) credit hour course shall be eleven and one half percent (11.5%) of the mean 9-month salary of the faculty pay plan employees in the department/unit.

(2) The calculation of mean salary shall be as follows. For a course that begins during the fall, spring, or subsequent summer of an academic year, compensation shall be based on the employees in the unit and their salary rates as of January 1st of the previous academic year. Any 12-month employee salaries will be multiplied by 81.82 percent to obtain an academic year salary.

(3) Courses of greater or fewer than three (3) credit hours shall be prorated.

(b) Compensation for overload appointments other than those described in 8.7(a) shall be no less than the adjunct rate for the employee's department or unit.

8.8 Study Abroad Appointments. Available study abroad appointments within the University shall be offered equitably and as appropriate to qualified employees in sufficient time to allow voluntary acceptance or rejection. An employee shall not be coerced to accept such an appointment or harmed for rejecting an offer for such an appointment.

(a) Training. An employee shall attend appropriate training prior to participating in a study abroad program. This training shall include written instructions regarding the employee's responsibilities for students who are participating in the study abroad program.

(b) Compensation. The minimum number of students required to offer a study abroad program (referred to in this section as "the minimum") shall be determined and put in writing in advance of allowing enrollment in the program. Employees shall be compensated as follows:

(1) All employees serving in study abroad programs shall receive travel, housing, and expense reimbursement defined in the program budget at rates established by the State of Florida or, at rates established in advance, in writing, by the University;

(2) For any course which meets the minimum and in which the course content is delivered by the employee, the employee shall receive a supplemental summer appointment for one course. The University may provide a supplemental summer appointment for the employee even if the program does not meet the minimum, as long as such decisions are made on an equitable basis, based on programmatic needs.

(3) For any course in which the course content is delivered by an instructor other than the employee (for example, an instructor associated with an institution in the host country), but the employee is listed as "Instructor of Record," is traveling with students, and has administrative duties such as recording grades, overseeing

excursions, dealing with any food, lodging, or transportation issues, supervising students, etc., the employee shall receive a stipend of \$1,500.00.

(4) If an employee is teaching more than one course in a single summer study abroad program, and one or more of those courses does not meet the minimum, the department chair or unit head may combine the course enrollments in order to meet the minimum. In such a case, the employee shall receive a supplemental summer appointment for the number of courses the student enrollment would allow, given the minimum. For example, if the minimum is twenty (20), the program includes two (2) courses, and fourteen (14) students enroll producing the equivalent of twenty-eight (28) students in one course, the employee will receive a supplemental summer appointment for one course. As another example, if the minimum number of students is twenty (20), the program includes three (3) courses, and fourteen (14) students enroll producing the equivalent of forty-two (42) students in one course, the employee will receive a supplemental summer appointment for two courses;

(5) If the maximum size of a study abroad program is limited by the nature or location of the program, if an employee chooses to take a smaller number of students, or if the minimum is not met but the employee still wishes to lead the program, the employee may volunteer in writing to opt out of receiving any compensation other than travel, housing, and pre-determined expense reimbursement.

(6) If a nine-month employee is teaching a credit-bearing course in a study abroad program during the fall or spring semester, the appointment shall either be a part of the employee's in-load assignment or taught on an overload basis. If the course is taught on an overload basis, the employee shall be compensated according to 8.7(b).

(7) If a twelve-month employee is teaching a credit-bearing course in a study abroad program, the appointment shall either be a part of the employee's in-load assignment or taught on an overload basis. If the course is taught on an overload basis, the employee shall be compensated according to 8.7(b).

8.8 8.9 Reclassification of an Employee to a Non-Unit Classification. Employees shall be provided written notice fourteen (14) days in advance, where practicable, when the University proposes to reclassify the employee to a classification which is not contained in the bargaining unit. The Office of ~~Faculty Relations~~Academic Affairs will notify the local UFF Chapter of such a proposed reclassification within a reasonable period after the department/unit recommends such a reclassification to Academic Affairs. The employee may request a review of such action consistent with the provisions of Article 28. The UFF may discuss such action pursuant to Article 2, Consultation.

ARTICLE 23 SALARIES

23.1 Policy. The parties of this Agreement recognize the importance of providing appropriate compensation as an essential component in the delivery of quality higher education programs and quality scholarship that is recognized nationally and internationally. To that end, the parties are committed to working toward the common goals of the University of Central Florida. This policy statement is not subject to Article 20, Grievance Procedure.

23.2 Promotion Increases.

(a) Promotion salary increases shall be granted in an amount equal to 9.0% of the employee's previous year's base salary rate in recognition of promotion to one of the ranks described below:

(1) To Assistant in _____, ~~Associate in~~ _____, and Assistant University Librarian;

(2) To Associate Professor, ~~Associate Instructor~~, Associate Lecturer, Associate Scholar/Scientist/Engineer, Associate in _____ and Associate University Librarian;

(3) To Professor, ~~Senior Instructor~~, Senior Lecturer, Scholar/Scientist/Engineer, and University Librarian.

(b) Promotion salary increases shall be effective on August 8, ~~2011~~, for promotion approved during ~~2011 and August 8, 2012~~ that year.

23.3 Salary Increases. There is no salary increase for 2012-2013.

~~Across the Board Salary Increases. Effective August 8, 2010, each eligible employee shall receive a three percent (3.00%) increase in the employee's August 7, 2010, base rate of pay. An employee shall be eligible if the employee's most recent annual evaluation, if provided, was Satisfactory or above; the employee was in an employment relationship with the University prior to July 1, 2010; and the employee remains in his or her department/unit on the date that this MOU is ratified. Employees employed in 2009 and not evaluated shall be provided with an evaluation for that period and shall be eligible for the increase.~~

~~23.4 Fiscal Year 2011-2012. Should any systematic raise or raise pool be made available to any other group of University employees, the same systematic raise or raise pool shall be given to in-unit employees, excluding the performance unit plan.~~

23.5 Incentive Award Programs. Incentive Award Programs shall be implemented as set forth in Paragraphs (a) through (c) below, to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida. The president shall give the final approval for awards to the successful faculty. Regardless of the contract length (9 months ~~through or~~ 12 months), award recipients shall receive a

\$5,000 increase to their base salary retroactive to the start of the employment agreement for the academic year in which the award was given. These awards shall be made according to existing criteria and procedures.

(a) UCF-Teaching Incentive Program. The UCF-Teaching Incentive Program ("UCF-TIP") rewards teaching productivity and excellence. ~~For each of the 2010-2011 and 2011-2012 years~~ Each academic year, the University shall award up to forty (40) new UCF-TIP awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(b) UCF-Research Incentive Award program. The UCF-Research Incentive Award ("UCF-RIA") program recognizes outstanding research, scholarly, or creative activity that advances the body of knowledge in a particular field. ~~For each of the 2010-2011 and 2011-2012 years,~~ Each academic year, the University shall award up to twenty (20) new UCF-RIA awards (additional awards may be given as a result of rounding, e.g. a college allocated 5.5 awards would round up to 6 awards) in addition to recycled awards.

(c) Scholarship of Teaching and Learning Program. The Scholarship of Teaching and Learning (SoTL) program recognizes success in research related to the scholarship of teaching and learning. ~~For each of the 2010-2011 and 2011-2012 years,~~ Each academic year, the University shall award up to ten (10) new SoTL awards in addition to recycled awards.

23.65 Excellence Awards. The University shall implement the merit-based bonuses set forth below to recognize and promote faculty excellence and productivity that respond to and support the mission of the University of Central Florida.

(a) Trustee Chair Professorship. The UCF Trustee Chair Professorship is a multi-year appointment awarded to faculty with an extraordinary record of accomplishment in the three primary areas of academic endeavor: teaching, research and service. The objective of this appointment is to recognize and celebrate outstanding performance with a title and resources commensurate with accomplishment.

(1) Award recipients shall receive an annual stipend of \$50,000 funded by the University. Up to \$25,000 can be used as a salary supplement. These chairs have a five-year renewable appointment.

(2) Each academic year, the University shall award up to eight (8) Trustee Chair Professorships.

(3) These awards shall be made according to existing criteria and procedures.

(b) Pegasus Professor. The Pegasus Professor award recognizes excellence in the three primary areas of academic endeavor: teaching, research and service.

(1) Award recipients shall receive a one-time payment of \$5,000 from Foundation funds as well as a Pegasus statue.

(2) Each academic year, the University may award Pegasus Professor awards. procedures.

(3) These awards shall be made according to existing criteria and

(c) Excellence Awards

(1) Award recipients shall receive a one-time payment of \$2,000.

(2) Each academic year, the University shall award Excellence in Undergraduate Teaching awards, one (1) University Award for Excellence in Undergraduate Teaching, Excellence in Graduate Teaching awards, one (1) University Award for Excellence in Graduate Teaching, two (2) University Awards for Excellence in Faculty Academic Advising, one (1) University Award for Excellence in Professional Academic Advising, ~~Distinguished Researcher~~Excellence in Research awards, one (1) University Distinguished Research award, two (2) University Awards for Excellence in Professional Service, and one (1) Excellence in Librarianship award.

(3) These awards shall be made according to existing criteria and procedures.

23.76 Salary Increases for Employees Funded by Contracts and Grants.

(a) Employees on contracts or grants shall receive salary increases equivalent to similar employees on Education and General funding, provided that such salary increases are permitted by the terms of the contract or grant and adequate funds are available for this purpose in the contract or grant. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not provided, the president or president's representative shall seek to have the contract or grant modified to permit or fund such increases.

(b) Nothing contained herein shall prevent employees whose salaries are funded by grant agencies from being allotted raises higher than those provided in this Agreement if such increases are provided by the granting agency.

23.87 Administrative Discretion Increases. The University's ability to provide Administrative Discretion Increases to employees expired on August 31, 2012.

~~From August 8, 2010 through August 7, 2011, the University may provide Administrative Discretion Increases up to one percent (1%) of the total salary rate of employees who were in an employment relationship with the University on the 6th day of May, 2010. From August 8, 2011 through August 31, 2012, the University may provide Administrative Discretion Increases up to one percent (1%) of the total salary rate of employees who are in an employment relationship with the University on the 6th day of May, 2011. Any Administrative Discretion Increase provided to contract and grant (C&G) employees, any court-ordered or court-approved salary increase or any salary increase to settle a~~

~~legitimate, broad-based employment dispute shall not be subject to the terms and limitations of this Section.~~

~~(a) — When Administrative Discretion Increases are available, tThe University may provide Administrative Discretion Increasesthem for verified written offers of employment, special achievements, compression and inversion, equity and market equity considerations, and similar special situations, to employees in the bargaining unit.~~

~~(b) — UFF Notification. At least 14 days prior to the effective date of any such increase, the University shall provide to the UFF a written notification of the increase which states the name of the employee, the rank and discipline of the employee, the amount of the increase, and the reason for the increase.~~

~~(c) — The University's ability to provide Administrative Discretionary Increases shall expire on August 8, 2013 and shall not become part of the status quo.~~

23.98 Report to Employees. All employees shall receive notice of their salary increases prior to implementation.

~~**23.10 Grievability.** The only issues to be addressed in a grievance filed pursuant to Article 20 alleging violation of this Article are whether there is unlawful discrimination under Article 6, or whether there is an arbitrary and capricious application of the provisions of one or more sections of this Article.~~

23.110 Type of Payment for Assigned Duties.

(a) Duties and responsibilities assigned by the University to an employee that do not exceed the available established FTE for the position shall be compensated through the payment of salary, not Other Personal Services (OPS) wages.

(b) Duties and responsibilities assigned by the University to an employee that are in addition to the available established FTE for the position shall be compensated through OPS wages, not salary.

23. 121 Twelve-Month Payment Option. The parties agree that a twelve-month payment option for 9-month employees shall be offered. The plan shall allow for employees to select a fixed savings amount to be deducted from each of the nineteen (19) full bi- weekly paychecks received during the Fall and Spring semesters with a change in that amount to account for those paychecks from which double premiums are deducted. The total savings shall be returned to the employee in equal amounts for the five (5) full bi- weekly paychecks received during the Summer semester. The University shall provide an online calculator and assistance as reasonable, taking into account time and resources, to assist the employee in

determining a savings amount and fixed reduction amount that will allow the employee's net paychecks to remain approximately level across the 24 pay periods. Pay received for supplemental summer assignments shall be unaffected by this plan. This pay plan is subject to tax limitations.

23.132 Administrative Salary Stipends. A temporary salary increase which is provided to an employee as compensation for performing a specific, titled administrative function shall be permitted under this agreement as an Administrative Salary Stipend. At least 14 days prior to the effective date of any Administrative Salary Stipend, the University shall provide UFF a written notification of the stipend which states the name of the employee, the rank and discipline of the employee, the amount of the stipend, and the reason for the stipend. If all or part of the stipend is later added to the employee's base salary, the amount so converted shall be treated as an Administrative Discretion Increase during the year in which the conversion takes place and shall be subject to Section 23.78.

23.143 Salary Rate Calculation and Payment. The biweekly salary rate of employees serving on twelve (12) month (calendar year) appointments shall be calculated by dividing the calendar year salary rate by 26.1 pay periods.

**University of Central Florida
BOARD OF TRUSTEES**

SUBJECT: Chair and Vice Chair recommendations, Nominations, and Elections,
UCF Board of Trustees

DATE: July 25, 2013

PROPOSED BOARD ACTION

Consider the recommendations of Trustee Michael J. Grindstaff to a two-year term as chair of the UCF Board of Trustees and Trustee Olga Calvet to a two-year term as vice chair of the UCF Board of Trustees.

BACKGROUND INFORMATION

In keeping with its charter, the Nominating and Governance committee voted unanimously at its June 27, 2013, meeting to recommend that Michael J. Grindstaff and Olga Calvet be elected chair and vice chair of the UCF Board of Trustees.

Supporting documentation: none

Prepared by: Scott Cole, Vice President and General Counsel

Submitted by: Scott Cole, Vice President and General Counsel