Creation of a University of Florida Water Institute:

A Report from the UF Water Institute Task Force

(Originally Submitted April 2002; Revised September 2004)

Wendy D. Graham, Agricultural & Biological Engineering, Co-Chair

Jonathan B. Martin, Geological Sciences, Co-Chair

Michael Annable, Environmental Engineering Sciences

Sanford Berg, Public Utility Research Center, Economics

Mark Brenner, Land Use and Environmental Change Institute, Geological Sciences

Tom Crisman, Center for Wetlands, Environmental Engineering Sciences

Joseph J. Delfino, Environmental Engineering Sciences

James Heaney, Environmental Engineering Sciences

Richard Hamann, Center for Governmental Responsibility, Law School

Kirk Hatfield, Civil and Coastal Engineering

Louis H. Motz, Water Resources Research Center, Civil and Coastal Engineering

Ramesh Reddy, Soil and Water Science

Randall Stocker, Center for Aquatic and Invasive Plants and Center for Natural Resources, Agronomy

Vision:

The University of Florida Water Institute will strengthen and enhance the state, national, and international reputation of the University of Florida's water-related academic, research, and public outreach programs by coordinating existing programs to optimize the use of internal resources; establishing and maintaining new externally funded research programs required to solve water-related problems of importance to the state, the nation and the world; recruiting and funding increased numbers of graduate students; educating local, state and federal decision makers; and capturing the interest and support of the general public.

Justification:

Water resources research and education has historically been driven by the need to provide water supply, flood control, and power supply for human use on a sub-regional scale. However, the physical, chemical, biological, engineering and legal aspects of water-related studies that support solutions to these relatively small-scale problems do not consistently merge into the coherent whole needed to understand the broad implications of larger scale problems. Examples of such large scale issues include the possible geographic redistribution of water resources due to climate change, the ecological and sociological consequences of large-scale water transfers, the effects of land use changes on the regional water cycle, the effects of nonpoint sources of pollution on the quality of surface and ground water, the ecological and social impacts of freshwater withdrawal from rivers, the ecological impact of large desalination plants, and the effect of water projects and climatic changes on coastal and inland flooding. Changes in population and land use require large-scale water projects that may not consider ecological and social issues and consequently can adversely affect the quality of water and the well being of living resources in lakes, rivers, coastal zones, estuaries, and wetlands. To address complex water problems, the university would benefit from a focused organization that could facilitate interactions among multiple disciplines. The Water Institute would coordinate research programs, stimulate the development of new outreach initiatives.

Water-related studies are clearly multi-disciplinary, as water is important to and affected by the physical, chemical, and biological processes within all the compartments of the earth system: the atmosphere, glaciers and ice sheets, solid earth, lakes, rivers, estuaries and oceans. Due to the geophysical ubiquity of water, water-related studies are distributed among various disciplines: atmospheric science, coastal and ocean sciences, ecology, engineering, fisheries, geology, geography, hydrology, limnology, soil science, and wetland science. Social sciences and law also deal with water, given that water problems, although rooted in natural phenomena, are ultimately a consequence of human behavior. Recently, the issue of terrorist activities has led to reevaluations of how water systems need to be designed and operated to protect against these possibilities. There is now a consensus, supported by sound scientific and engineering principles, that water resource management strategies and policies require an integrated interdisciplinary approach to ensure the integrity and sustainability of large-scale aquatic ecosystems.

An interdisciplinary and integrated approach to water-related studies is needed at the University of Florida. Faculty in many departments at UF are involved in research and education activities in various aspects of water-related sciences, engineering, policy and law. The goals of individual research projects include such diverse interests as advancing the understanding of fundamental physical, chemical and biological processes in various aquatic systems, understanding how people organize themselves to use and manage water, and developing solutions to practical problems through engineering and legal applications of new scientific understanding. The spatial scales at which projects are conducted vary from the laboratory scale to the continental scale, while the temporal scales of interest range from seconds to millennia. The diversity in backgrounds, disciplinary foci, and research interests of these faculty bring a richness to the water-related sciences, engineering, policy and law programs at UF, and many individual faculty members at UF have strong state, national and international reputations. However to build a synergistic, nationally-recognized, comprehensive water program at UF, a stronger linkage among these faculty is required. Table 1 lists UF faculty and associates who as of the original submission date of this report expressed an interest in participating in the Water Institute, were given an opportunity to review this document prior to its submission, and in many instances helped craft the document. Table 1 represents an early attempt to inventory faculty with water related interests, and the number of faculty may grow as the Water Institute develops.

Similar Internationally Recognized Institutions:

Numerous water-related institutions are located at universities around the US including the Water Resources Research Institute at Colorado State University, the Texas Water Resource Institute at Texas A&M University, the Hydrologic Sciences Graduate Group at the University of California, Davis, the Department of Hydrology and Water Resource at the University of Arizona, the Desert Research Institute at the University of Nevada, and the Water Research Center at University of Minnesota. There is a notable lack of water institutes that focus on tropical and subtropical water issues. This lack of focus on tropical and subtropical areas stems from the historical misconception that water problems do not exist in humid environments. With the recent explosion of human populations in the tropics and subtropics, including Florida, problems with water quantity, as well as quality, have become critical. These problems have exposed a need for a thorough scientific understanding of the natural geophysical systems that govern the tropical and subtropical water cycle, their impact on biological and ecological systems, and the societal impact on those natural systems. The University of Florida, through various centers on campus, has a long history of state, national, and international research into water-related issues, generally at the individual PI level or through collaboration among a few PI's. The creation of the Water Institute with formal linkages among the various campus programs dedicated to water-related studies will allow UF to move into leadership role in this and other areas of developing national and international need.

Mission:

The mission of the proposed campus-wide Water Institute is to foster interdisciplinary research, education and outreach programs designed to i) obtain a thorough understanding of the physical, chemical, and biological processes in various aquatic systems (rivers, lakes, oceans, estuaries, wetlands, and groundwaters) occurring at a broad range of spatial and temporal scales; and ii) develop and promote the adoption of improved methodologies for water management and policy development based on a strong background in water-related sciences and engineering, economics, sociology and law.

The proposed Water Institute will provide a focal point for water-related research and education on campus and provide an entry point for outside stakeholders seeking water-related expertise. The Institute will coordinate and integrate the water-related programs in existing oncampus University of Florida disciplinary academic departments (such as Agricultural and Biological Engineering, Botany, Civil & Coastal Engineering, Environmental Engineering Sciences, Economics, Fisheries and Aquatic Sciences, Food and Resource Economics, Geologic Sciences, Geography, Political Science, Soil and Water Science, Zoology, and College of Law), interdisciplinary clusters and certificates (such as the Hydrologic Sciences Academic Cluster (HSAC) and the Wetlands Certificates) and centers (such as the Center for Aquatic and Invasive Plants, Center for Natural Resources (CNR), Center for Wetlands (CFW), the Water Resources Research Center (WRRC), the Center for Governmental Responsibility (CGR), the Land Use and Environmental Change Institute (LUECI), the Public Utility Research Center (PURC) and off-campus Research and Education Centers. Thus, the Institute will create the cross-campus linkages necessary to promote the University of Florida as a state, national, and international leader in the scientific, engineering, management and policy aspects of aquatic systems.

The Water Institute will benefit the State of Florida by enhancing graduate student and faculty recruitment; increasing the pool of well-trained water-related scientists and engineers; planners and policy-makers; and enhancing UF's ability to respond to and solve emerging large-scale water resource problems.

Principal program activities:

The principal program activities of the Water Institute will be to:

- Identify opportunities to utilize the collective expertise of Institute faculty to solve waterrelated science, engineering, policy and law problems which are of special importance to the state of Florida, the nation, and the world;
- Facilitate, establish and maintain extramural sources of funding for large multiinvestigator, interdisciplinary research projects and graduate fellowships in the waterrelated sciences and engineering;

- Coordinate a monthly colloquium and periodic national symposia which highlight recent research advances in water-related sciences, engineering, policy and law made by both on-campus and off-campus researchers;
- Develop state, national and international contacts required to strengthen, enhance the visibility and increase the extramural funding of University of Florida's water programs;
- Build and maintain an extensive inventory of faculty expertise and graduate coursework associated with water at the University of Florida to allow for more efficient utilization of resources (minimize duplication of expertise and effort) while maximizing the educational experience for graduate students at UF;
- Provide campus-wide planning and insight regarding water-related faculty positions and graduate courses required to fill gaps in existing expertise and coursework;
- Administer interdisciplinary water-related graduate programs such as the Hydrologic Sciences Academic Cluster and the Wetlands Certificate;
- Foster the development of new interdisciplinary water-related graduate cluster and degree programs;
- Conduct an outreach program to transfer new water science (research and policy) results and technology to the professional community (consultants; local, state, and national resource management agencies; local, state and national decision makers, and international organizations).

Organization:

The Water Institute will be led by a full-time Director, who will report to the Vice President for Research and Graduate Education. The proposed mission and program activities for the Water Institute overlap with the mission of several existing centers on campus. The Director will be responsible for coordinating these and other existing programs to optimize the use of internal resources, facilitate grant acquisition and fund raising efforts for these program areas, and for public relations with external stakeholders.

An internal Faculty Advisory Committee for the Water Institute will consist of affiliate Water Institute faculty from the Colleges of Agricultural and Life Sciences, Business, Engineering, Liberal Arts and Sciences and Law. An external academic advisory committee will be formed of leading academicians in the field of water science, engineering, policy and law. An external stakeholder advisory committee will also be formed consisting of representatives from state and federal governmental agencies, industry, non-governmental organizations and other private entities with an interest in water related issues.

The Water Institute will be created in two phases. Upon creation of the Institute, Phase I will begin. Phase I ends when its deliverables are completed, specifically with the hiring of a permanent Director.

Phase I – Actions

The establishment of a five to seven member Faculty Launch team will initiate the Water Institute. The Faculty Launch team will be nominated by UF faculty at large, and appointed by the Vice President for Research and Graduate Education, ensuring representation from the Colleges of Agricultural and Life Sciences, Business, Engineering, Liberal Arts and Science, and Law. Once established the Faculty Launch team will elect a Chair who will lead the group during Phase I.

The Faculty Launch team will be responsible for implementing all deliverables of Phase I, and will report directly to the UF Vice President for Research and Graduate Education. This core team will create and lead task-oriented clusters of interested faculty from various departments across campus, who will constitute the heart of the Water Institute and will produce the deliverables. All faculty included in the working groups will be considered Affiliate Faculty of the Water Institute. Additional personnel required to initiate the Water Institute include support staff, in particular, a full time program coordinator and part time office help (i.e. webmaster, clerical staff). During Phase I the Water Institute will require dedicated office space for administration and support staff, as well as space for the working groups to meet and produce deliverables.

Phase I – Deliverables

The Faculty Launch Team, with support of working groups of Affiliate Faculty, will accomplish the following deliverables by the end of the Phase I:

- Recruit Affiliate Faculty from faculty with water-related expertise from all colleges and units at the University of Florida
- Conduct a comprehensive inventory of faculty expertise, research projects, course offerings, and laboratory space and field facilities relevant to the Water Institute mission and program activities. Organize this information into a comprehensive web-site, brochures and CDs.
- Distribute information to stakeholders, including current faculty and students, potential faculty and students, funding agencies, and resource management agencies.
- Solicit input from Affiliate Faculty on research, education and outreach opportunities relevant to the Water Institute mission.
- Solicit input from outside stakeholders on research, education and outreach opportunities of importance to the state and to the nation.
- Coordinate and prepare a multi-investigator research proposals targeted at large research opportunities that require extensive infrastructure in areas of interest identified by Affiliate Faculty and stakeholders (e.g. NSF Hydrologic Observatory).

- Assume a leadership role and actively participate in national and international waterrelated organizations such as the Consortium of Universities for the Advancement of Hydrologic Sciences, Inc (CUAHSI).
- Develop a proposal for a structured relationship between the Water Institute and existing water-related centers (e.g. CNR, WRRC, CFW, LUECI, Center for Aquatic and Invasive Plants, Eastern Water Law Center, Center for Governmental Responsibility, Public Utility Research Center,).
- Administer the Hydrologic Sciences Academic Cluster and Wetland Science Concentration and foster the development of new interdisciplinary graduate degree programs in water-related sciences.
- Initiate a search to hire a permanent Director. The Water Institute Launch Team will serve as the search and screen committee. The search for a permanent director will be carried out at the highest national and international level.

Phase I – Annual Funding Needs (~\$400K/yr)

- Twenty five percent release time for each members of the Faculty Launch Team elected from the participating colleges. Fifty percent release time for the Chair of the Faculty Launch Team. (~2.0FTE, ~\$200K/yr)
- One FTE for a Program Coordinator. (~\$70K)
- OPS funding for office support (i.e., webmaster, clerical help, fiscal staff etc) (~\$70K)
- Opportunity fund for travel support and operating expenses (~\$60K)

Phase II – Actions

Phase II will begin with the arrival on campus of the permanent Director. The Affiliate Faculty will retain their position in their home departments, and will continue to work with the Director on all the Principal Program Activities outlined above. Three Faculty Fellows will be appointed for two year terms to lead specific large-scale initiatives. Each of the Faculty Fellows will be primarily affiliated with the Water Institute but will also represent the research, education, and outreach missions of colleges of Agriculture and Life Sciences, Business, Engineering, and Liberal Arts and Sciences, College of Law, and the School of Natural Resources and Environment. These Faculty Fellows will be recruited to fill gaps and create linkages among existing programs, and assist with the preliminary research needed to develop successful large interdisciplinary proposals.

During Phase II the Director will initiate a plan and search for funding for new construction, or renovation of existing space, needed to house new externally-funded interdisciplinary Water Institute programs. It is anticipated that new facilities will house communal state-of-the-art analytical equipment and laboratories, office space for the Director and staff, office space for graduate students and Faculty Fellows, and meeting rooms for proposal preparation and colloquiums. Also during Phase II the relationship of the existing water-related centers to the Water Institute will be formalized. Phase II Funding needs (\$750K/yr)

- One FTE for the Director (75% administration including research management, 25% personal research).
- Three FTE for Faculty Fellows. These appointments will typically be for a two-year term
- One FTE for Program Coordinator
- OPS office support
- Travel support
- Operating expenses

College/Affiliation	Department	Who
1 CLAS	Botany	George Bowes
2	Botany	Joseph S. Davis
3	Geography	Joann Mossa
4	Geography	Michael Binford
5	Geography	Nigel Smith
6	Geography	Peter Waylen
7	Geological Sciences	Dan Spangler
8	Geological Sciences	Dave Hodell
9	Geological Sciences	Elizabeth Screaton
10	Geological Sciences	Guerry McClellan
11	Geological Sciences	Jason Curtis
12	Geological Sciences	John Jaeger
13	Geological Sciences	Jon Martin
14	Geological Sciences	Mark Brenner
15	Geological Sciences	Phil Neuhoff
16	Geological Sciences	Tony Randazzo
17	Geological Sciences	William Kenney
18	Zoology	Bjorndal
19	Zoology	Bolton
20	Zoology	Brockmann
21	Zoology	Chapman, C.
22	Zoology	Chapman, L.
23	Zoology	Evans
24	Zoology	Guillette
25	Zoology	Julian
26	Zoology	Lanciana
27	Zoology	Lillywhite
28	Zoology	Maturo
29	Zoology	Osenberg
30	Zoology	St. Mary
31	Zoology	Vliet
32 Engineering	Civil and Coastal Engineering	Clayton J. Clark II
33	Civil and Coastal Engineering	Kirk Hatfield
34	Civil and Coastal Engineering	Daniel M. Hanes
35	Civil and Coastal Engineering	Jennifer M. Jacobs
36	Civil and Coastal Engineering	Lou Motz
37	Environmental Engineering Science	James Heaney
38	Environmental Engineering Science	Angela Lindner
39	Environmental Engineering Science	Bill Wise
40	Environmental Engineering Science	Doug Shaw
41	Environmental Engineering Science	Gabriel Bitton
42	Environmental Engineering Science	Jean Claude Bonzongo

 Table 1. UF faculty and staff expressing interest in the Water Institute (as of April 2002).

43	Environmental Engineering Science	Joe Delfino
44	Environmental Engineering Science	John Warwick
College/Affiliation	Department	Who
45 Engineering	Environmental Engineering Science	Mark Brown
46	Environmental Engineering Science	Mike Annable
47	Environmental Engineering Science	Tom Crisman
48	Environmental Engineering Science	Warren Viessman, Jr.
49	Mechanical Engineering	D. Yogi Goswami
50	Mechanical Engineering	James F. Klausner
51	The GEM Center/Civil & Coastal Engineering	Ramesh L. Shrestha
52 Engineering/IFAS	AG and Bio engineering	Allen Overman
53	AG and Bio engineering	Brian Boman
54	AG and Bio engineering	Dorota Haman
55	AG and Bio engineering	Fedro Zazueta
56	AG and Bio engineering	Jasmeet Judge
57	AG and Bio engineering	Jonathan Earle
58	AG and Bio engineering	Jonathan Jordan
59	AG and Bio engineering	Ken Campbell
60	AG and Bio engineering	Michael Dukes
61	AG and Bio engineering	Rafael Munoz-Carpena
62	AG and Bio engineering	Roger Nordstedt
63	AG and Bio engineering	Sanjay Shukla
64	AG and Bio engineering	Wendy Graham
65 IFAS	Agronomy	Alison Fox
66	Agronomy	Bill Haller
67	Agronomy	Jerry Bennett
68	Agronomy	Ken Boote
69	Agronomy	L. Hartwell Allen
70	Agronomy	Randall Stocker
71	Agronomy	Raymond Gallaher
72	Agronomy	Vernon Vandiver
73	Central District of Extension (IFAS)	Andy Rose
74	Central District of Extension (IFAS)	Austin Tilton
75	Central District of Extension (IFAS)	Barry Morton
76	Central District of Extension (IFAS)	Bill Price
77	Central District of Extension (IFAS)	Dana Venrick
78	Central District of Extension (IFAS)	David Griffis
79	Central District of Extension (IFAS)	David Holmes
80	Central District of Extension (IFAS)	Dennis Mudge
81	Central District of Extension (IFAS)	Eleanor Foerste
82	Central District of Extension (IFAS)	Joe Walters
83	Central District of Extension (IFAS)	John Jackson
84	Central District of Extension (IFAS)	Richard Tyson
85	Central District of Extension (IFAS)	Todd Hurt
86	Fisheries and Aquatic Sciences	Charles E. Cichra
87	Fisheries and Aquatic Sciences	Charles Jacoby

88	Fisheries and Aquatic Sciences	Claire Schelske
89	Fisheries and Aquatic Sciences	Craig Watson
90	Fisheries and Aquatic Sciences	Daryl Parkyn
College/Affiliation	Department	Who
91 IFAS	Fisheries and Aquatic Sciences	Debra J. Murie
92	Fisheries and Aquatic Sciences	Edward J. Phlips
93	Fisheries and Aquatic Sciences	Frank A. Chapman
94	Fisheries and Aquatic Sciences	Jerome Shireman
95	Fisheries and Aquatic Sciences	Mike Allen
96	Fisheries and Aquatic Sciences	Patrick Baker
97	Fisheries and Aquatic Sciences	Roger Bachmann
98	Fisheries and Aquatic Sciences	Roy Yanong
99	Fisheries and Aquatic Sciences	Ruth Francis-Floyd
100	Fisheries and Aquatic Sciences	Shirley Baker
101	Fisheries and Aquatic Sciences	Thomas K. Frazer
102	Fisheries and Aquatic Sciences	William J. Lindberg
103	Fisheries and Aquatic Sciences	William Seaman
104	Food and Resource Economics	Alan Hodges
105	Food and Resource Economics	Charles Adams
106	Food and Resource Economics	Clyde Kiker
107	Food and Resource Economics	David Zimet
108	Food and Resource Economics	Donna Lee
109	Food and Resource Economics	Ferd Wirth
110	Food and Resource Economics	Michael Olexa
111	Food and Resource Economics	Roy Carriker
112	Food and Resource Economics	Shery Larkin
113	Food Science and Human Nutrition	Hordur Kristinsson, Ph.D.
114	Food Science and Human Nutrition	Susan W.Williams MA APR
115	IFAS	Charles (Charlie) Vavrina
116	IFAS	Mitch Flinchum
117	Palm Beach	Clayton E. Hutcheson
118	Soil & Water Science	John Duval
119	Soil and Water Science	Prenger, J.
120	Soil and Water Science	Brown, R.B.
121	Soil and Water Science	Calvert, D.V.
122	Soil and Water Science	Clark, M.W.
123	Soil and Water Science	Comerford, N.B.
124	Soil and Water Science	Daroub, S.
125	Soil and Water Science	DeBusk, W.F.
126	Soil and Water Science	Graetz, D.A.
127	Soil and Water Science	Grunwald, S.
128	Soil and Water Science	Hanlon, E.A.
129	Soil and Water Science	Harris, W.G.
130	Soil and Water Science	Hornsby, A.G.
131	Soil and Water Science	Jawitz, J.W.
132	Soil and Water Science	Kidder, G.

133	Soil and Water Science	Li, Y.C.
134	Soil and Water Science	Ma, L.
135	Soil and Water Science	Mansell, R.S.
136	Soil and Water Science	Mylavarapu, R.S.
College/Affiliation	Department	Who
137 IFAS	Soil and Water Science	Nair, V.D.
138	Soil and Water Science	Nkedi-Kizza, P.
139	Soil and Water Science	Obreza, T.A.
140	Soil and Water Science	O'Connor, G.A.
141	Soil and Water Science	Ogram, A.V.
142	Soil and Water Science	Ou, L-T.
143	Soil and Water Science	Rechcigl, J.E.
144	Soil and Water Science	Reddy, K.R.
145	Soil and Water Science	Rhue, R.D.
146	Soil and Water Science	Sartain, J.B.
147	Soil and Water Science	Schumann, A.
148	Soil and Water Science	Snyder, G.H.
149	Soil and Water Science	Stanley, C.D.
150	Soil and Water Science	Sylvia, D.M.
151	Soil and Water Science	White, J.R.
152	Soil and Water Science	Wilkie, A.C.
153	Soil and Water Science	Wilson, P.C.
154	Turfgrass Science	Grady Miller
155	University of Florida Extension	Lamar T. Christenberry
156	University of Florida Extension	Scott Jackson
157	Wildlife Ecology and Conservation	Franklin Percival
158	Wildlife Ecology and Conservation	Peter Frederick
159	Wildlife Ecology and Conservation	WIley Kitchens
160 Design, Construction,	Rinker School of Building Construction	Charles Kibert
161	Rinker School of Building Construction	K.R. Grosskopf
162 Law	Center for Governmental Responsibility	Jeff Wade
163	Center for Governmental Responsibility	Richard Hamann
164 Library	Digital Library Center	Stephanie C. Haas
165	Marston	Vernon Kisling
166	Smathers Libraries	Joe Aufmuth
167 Medicine	Director, Clinical Research Center	Peter W. Stcapoole
168	Department of Medicine	George N. Henderson
169	Medicinal Chemistry	Margaret James
	Medicinal Chemistry	Steve Schulman
1/1 Other	Engineering Res. Center - Particle Science & Tech.	Ben Koopman
1/2	Engineering Res. Center - Particle Science & Tech.	
173	Engineering Res. Center - Particle Science & Tech.	Dinoch Shak
1/4	Engineering Res. Center - Particle Science & Tech.	
1/5	Engineering Res. Center - Particle Science & Tech.	
1/6	Engineering Res. Center - Particle Science & Tech.	
1//	Engineering Res. Center - Particle Science & Tech.	Sam Farrah

178		Engineering Res. Center - Particle Science & Tech.	Spyros Svoronos
179		Exercise and Sport Sciences	Cheryl Thacker
180		Florida Earth Project	Stan Bronson
181		Florida Sea Grant	Bill Seaman
	College/Affiliation	Department	Who
182	Other	Florida Sea Grant	Jim Cato
183		Florida Sea Grant	Mike Spranger
184		Florida Sea Grant Extension faculty	Andrew Diller
185		Florida Sea Grant Extension faculty	Bob Wasno
186		Florida Sea Grant Extension faculty	Charles Adams
187		Florida Sea Grant Extension faculty	Charles Jacoby
188		Florida Sea Grant Extension faculty	Chris Combs
189		Florida Sea Grant Extension faculty	Christina Verlinde
190		Florida Sea Grant Extension faculty	Donald Sweat
191		Florida Sea Grant Extension faculty	Douglas Gregory
192		Florida Sea Grant Extension faculty	John Stevely
193		Florida Sea Grant Extension faculty	L. Scott Jackson
194		Florida Sea Grant Extension faculty	LeRoy Creswell
195		Florida Sea Grant Extension faculty	Leslie Sturmer
196		Florida Sea Grant Extension faculty	Maia McGuire
197		Florida Sea Grant Extension faculty	Marella Crane
198		Florida Sea Grant Extension faculty	Rich Novak
199		Florida Sea Grant Extension faculty	Robert Swett
200		Florida Sea Grant Extension faculty	Sacheen Tavares
201		Florida Sea Grant Extension faculty	Steve Otwell
202		Florida Sea Grant Extension faculty	William Mahan
203		Office of Public Relations	Anderson Crooks
204		Physical Plant	Chuck Fender
205		Physical Plant	Clark Collins
206		Physical Plant	Donna Bloomfield
207		Physical Plant	Erick Smith
208		Physical Plant	Jeff Bair
209		Physical Plant	Steve Middleton
210		Physical Plant	Tom Morgan
211		Precollegiate Education and Training	Mary Jo Koroly
212		The Seminole Tribe of Florida	Berl Olswanger
213		Transportation and Parking Services	Danny Rigby
214		TREEO Center	Bill Engel
215		Whitney Marine Lab	Dr. Dimitri Boudko
216		Whitney Marine Lab	Dr. Paul Linser
217		Whitney Marine Lab	Dr. Richard Gleeson
218		Whitney Marine Lab	Dr. William Harvey
219		Whitney Marine Lab	Peter Anderson