

UF

Human Resources

UFHR Forum

October 7, 2026



Agenda

- Empowering UF Fall and Spring Outreach
- University Benefits
- Compliance and Ethics Learn Over Lunch
- Superior Accomplishment Awards
- Higher Education Opportunity
- Important Dates



Empowering UF Fall and Spring Outreach

Angie Brown

Outreach: Fall 2026

SEPTEMBER

- Security Role Mapping Check-ins
- Joint HRL/AOs Workday Conversation
- Workday Intros Email Campaign
- Business Process Review: Customer Accounts

OCTOBER

- Security Role Mapping Check-ins
- Faculty Focus Group
- University-wide Events: Straughn + O'Connell Center
- Security Administrator Information Session

NOVEMBER

- Manager Information Sessions (Staff & Faculty)
- Super Users Kickoff
- Research Administrators Info Session

DECEMBER

- Adaptive User Experience Review
- Training Learning Journeys Preview Email Campaign

- **Ongoing:** HR Liaison Monthly Meetings; Monthly Workday Finance Conversations, GBAS PowerUp! Sessions (*through December*); Change Agent Network Quarterly Meetings; Empowering UF Update.

Outreach: Spring 2027

JANUARY

- User Experience Review Kickoff
- Department Chairs Information Session (*tentative*)
- Faculty & Faculty Support Information Session (*tentative*)

FEBRUARY

- Online Training Release
- User Experience Review (6 weeks)

MARCH

- College and Unit Outreach sessions
- GBAS Institute
- “Meeting-in-a-Box” for Change Agents

APRIL

- College and Unit Outreach sessions
- In-Person (Zoom) Training Release (*late April*)
- “Meeting-in-a-Box” for Change Agents

- **Ongoing:** HR Liaison Monthly Meetings; Workday Finance Conversations; Change Agent Network Quarterly Meetings; Empowering UF Update.

EMPOWERING 

Oct. 19 & 22: Empowering UF Expo Introducing Workday



Open to all faculty and staff needing a Workday introduction! Hear directly from our Empowering UF experts via information sessions and tabling.

[**Learn More**](#)



UF

University Benefits

Shannon Edwards

Open Enrollment Highlights

October 12, 8 a.m. ET – October 30, 6 p.m. ET

- Passive Open Enrollment
- Change **State Benefits** via **People First**
- Change **UFSelect Benefits** via **myUFL**
- State of Florida and UFHR Benefits & Wellness Fair:
 - **Tuesday, October 13, 10 a.m.–2 p.m.**
 - **Evans Champion Club at Ben Hill Griffin Stadium**
- OPS Final Measurement Date: 10/17 (based on 10/3/25 - 10/2/26 hours)

Rate Changes:

- State Benefits (excluding FSA/ HSA): 12/11 paycheck
- UFSelect Benefits and FSA/HSA: 1/8 paycheck

What IS changing in 2027?

Vendor Change

- New **GatorCare** Pharmacy Benefits Manager – Liviniti

Premium Increases

- Ameritas Preventive & Standard Dental Plans
- GatorCare – GA's, PostDocs and Domestic Partner coverage

What IS changing in 2027?

HDHP & Health Savings Accounts

- HDHP Deductible increase
 - **\$1750** – Individual (**\$50** increase)
 - **\$3500** – Family (**\$100** increase)
- HSA Contribution increase
 - **\$4,500** limit for individual coverage (**\$100** increase)
 - **\$9,000** limit for family coverage (**\$250** increase)
 - Includes state contribution to the HSA
- Only those enrolled in a state HDHP are eligible
- Provider: Chard Snyder

What IS changing in 2027?

Dependent Care FSA & Healthcare FSA

- 2027 Contribution Amounts (*pending IRS confirmation*)
 - Dependent Care FSA: **\$7,500** limit for individual coverage (**\$0** increase)
 - Healthcare FSA: **\$3,500** limit for individual coverage (**\$200** increase)
- Provider: Chard Snyder

What IS changing in 2027?

UFSelect Voluntary Life & Disability – The Standard

- Employees are eligible to enroll in or increase coverage by \$10,000 with no medical underwriting (unless previously denied)
- Spouses are eligible to enroll in or increase coverage by \$5,000 with no medical underwriting (unless previously denied)
- Any life insurance amounts over the Open Enrollment guaranteed issue amount will require medical underwriting
- **Employees may enroll in STD (30-day plan) or LTD (90-day plan) with no medical underwriting**

Make sure you:

- Review Current Benefit Elections & Beneficiaries
- Confirm Mailing Address in one.ufl.edu
- Set up People First 2 factor authentication and download **myBenefitsFlorida** app

Compliance and Ethics Learn Over Lunch

Loren Israel

Compliance Starts with Us: A Conversation with Chelsey J. Clements and Robert Michalski

In honor of Corporate Compliance & Ethics Week, UF and UF Health's chief compliance officers will lead a dynamic UFCE Learn over Lunch webinar unpacking the core principles that keep our organizations trustworthy and resilient. Whether you're a seasoned compliance professional or just curious about best practices, this lunchtime conversation will spark fresh ideas and reinforce the core values that guide every decision here at UF.

- **Speakers:** Chelsey J. Clements, UF Chief Compliance, Ethics and Privacy Officer and Robert Michalski, UF Health Vice President and Chief Compliance and Privacy Officer
- **Date:** Monday, November 2, noon – 1 pm
- Register for this session [here](#).

Superior Accomplishment Awards

Mimi Grabavoy

Superior Accomplishment Awards

- This program recognizes eligible faculty and staff members across the University of Florida and UF Health.
- **Nominations close on October 23rd at 11:59 p.m.**



Nominate a Colleague Today!



- To learn more about the Superior Accomplishment Awards, scan the QR code or email us at SAA@hr.ufl.edu



Higher Education Opportunity (HEO) Scholarship Drawing

Verlissa Ford

Higher Education Opportunity (HEO) Scholarship

The HEO program provides children of full-time eligible UF employees with the opportunity of tuition assistance for undergraduate education at the University of Florida.

- Eligible UF parents may enter their child's name into the drawing selection pool.
- For each selected child, UF will pay in-state matriculation fees, for up to **132 credit hours** toward an **undergraduate** degree at the **University of Florida** or a **Florida public college** (formally known as community colleges), for children not admitted to the UF.
- The HEO is not limited to high school graduates only. College aged children (under 26) may participate in the upcoming drawing regardless of their current academic status.

HEO Drawing applications now open!
Due 1159PM November 2, 2026

(UF parent) HEO drawing applications will not be accepted after 1159PM, 11/2/26
Please visit the [HEO program page](#) for more information about program eligibility and coverage.

HEO Scholarship – Program Expansion

What's New for Faculty!

We are excited to announce The University of Florida's Higher Education Opportunity (HEO) program expansion to include **all full faculty** for the 2027 HEO Drawing cycle!

- Eligible to fulltime (1.0 FTE) full faculty; FA09, FA10, FA12, FACM.
- Up to **100 eligible faculty** applicants will be selected each year.
- There is **no waiting period to qualify**. Eligible faculty employees are eligible to participate in the next available drawing as of their first day of employment.

Exclusions

- The HEO is not available to OPS, adjunct, courtesy, visiting positions, or part-time (less than 1.0 FTE) FA09, FA10, FA12, FACM faculty employees.

Questions? Contact HEO Coordinator - heo@admin.ufl.edu or 352-273-0149
<https://hr.ufl.edu/benefits/higher-education-opportunity/>

HEO Scholarship – Program Expansion

What's Staying the Same!

- Eligible to fulltime (1.0 FTE) staff; TEAMS, LEON, LEOE (UPD police officers, sergeants and lieutenants).
- Up to **150 eligible staff** applicants will be selected each year.
- There is **no waiting period to qualify**. Eligible staff employee are eligible to participate in the next available drawing as of their first day of employment.

Exclusions

- The HEO is not available to OPS positions or part-time (less than 1.0 FTE) TEAMS, LEON, LEOE employees.

Visit the [Drawing Eligibility](#) page for more information about drawing requirements.

HEO Drawing Deadlines

- (Parent's) HEO Drawing application: **Expires 1159PM, November 2, 2026.**
- (Child's) UF Admissions application: **Expires 1159 PM, January 15, 2027.**

Please Join Us via Zoom, Wednesday October 7th at Noon-130PM

HEO Lunch & Learn Information Session

Recording available soon on the HEO page

Visit the [HEO program page](#) for more information about drawing requirements

HEO Coordinator, heo@admin.ufl.edu or 352-273-0149.

Important Dates

- **October 9** • UF Homecoming
- **October 12 (8:00 a.m. EST) – October 30 (6:00 p.m. EST)** • Benefits Open Enrollment
- **October 13** • Benefits and Wellness Fair from 10:00 a.m. – 2:00 p.m. at the Evans Champions Club (Ben Hill Griffin Stadium)
- **October 19 and 22** • Empowering UF Expo: Introducing Workday
- **October 23** • SAA Nominations Close 11:59 p.m. EST
- **November 2** • HEO Application Deadline due 11:59 p.m. EST