



Sarasota-Manatee Transition

LISTENING SESSION

August 11, 2026 | 10 A.M. – 11 A.M.

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Welcome

Leadership Updates

Our Commitment

We've created guidelines that set the standard operating practices for the Sarasota–Manatee transition.

Every impacted Sarasota-Manatee employee receives timely, consistent information, and every leader applies the same equitable process for matching, funding, transition, early exit, and exceptions.



HR
Coordinates &
Documents



Supervisors
Relay & Act



Employees
Engage &
Response

Overview

Five standing rules govern this transition.

- 1 Communication Guidelines:** Regular communication to every impacted employee
- 2 Impacted Groups:** Detail who the impacted employees are
- 3 Matching Guidelines:** Follow a standard process for matching employees
- 4 Exception Guidelines:** Run matching on the published timeline, with regular check points
- 5 HR Review Process:** Follow best practices to support employees and USF

How We'll Keep You Informed



Weekly transition
updates



Town halls and
listening sessions



Office hours and
one-on-one
conversations



FAQs and transition
resources



Dedicated contacts
for questions and
concerns

Who Are Impacted Employees

All Staff Funded by Sarasota-Manatee Budget Line

University Leadership is actively working to determine teachout needs.
HR is supporting employees through the transition and matching processes.
Anyone who has questions about this can contact HR.

All Faculty Funded by Sarasota-Manatee Budget Line

As of today's date, near all faculty have been transferred based on the needs of the college.

Employee Matching

Matched Employee
Needed for Transition

Employee Declines a
Matched Position

Hiring Manager
Declines a Matched
Employee

Employees Identified
for the Teachout Will
Be Handled Case-by-
Case

Matching Exception Handling

Anything the standard process can't resolve goes to exception review for leadership sign-off. HR and university leadership apply these guidelines for a coordinated transition.



What is an exception?



Each employee is provided an individual consultation with HR.



Exceptions presented to Executive Task Force.

FILTER OPTIONS:

EMPLOYEE NAME

All

EMPLOYEE TITLE

All

EMPLOYEE GROUP

☒ Select all

☐ A&P-Executive Service

☒ Administration

☐ Faculty

☒ Staff

RESET

FUNDED BY SARASOTA/MANATEE

YES 96%

SPLIT FUNDED 3%

EMPLOYEES

127

STATUS OF COMPLETION

12%

EMPLOYEE REQUEST OPTIONS

Pending31%

New Position...28%

Teach Out25%

Interde... Transfer12%

Exit Incentive4%

EMPLOYEE DEPARTMENT

SAR Student Affairs38

SAR AcademicSupport24

SAR AdministrativeServices14

SAR Facilities Planning & Mgmt11

SAR Campus Computing & Media8

SAR Communications & Marketing4

SAR College Arts andSciences3

SAR Sarasota/Manatee CEO3

SAR Business Adm - Dean Office2

SAR Global Engagement2

DETAILS								
Name	Business Title	Supporting Teach Out	Physical Location (or remote)	Possible Position Matches	Employee Applied Positions	Declination	Recruiting Updates	Notes
							07/20/2026 - Spoke to HR, Applied to Req # 43975, likely its a matched position, reaching out to hiring manager 07/23/2026 - MATCHED WITH POSITION	

SM Employee Exit Incentive Program



What timeline to expect



What to expect if I accept the incentive



What to expect if I am needed for the teachout and want the incentive



Who is this applicable to

Additional details are covered later in this presentation

HR Updates

Matching Process Guidelines



Throughout each phase, HR will provide communication and support to help employees understand their options.

Individual Support for Unique Situations

We recognize that every employee's situation is different.



Employees may meet individually with HR



Special circumstances can be reviewed and discussed



Additional leadership review is available when needed



HR will help navigate questions and concerns

Exit Incentive Program

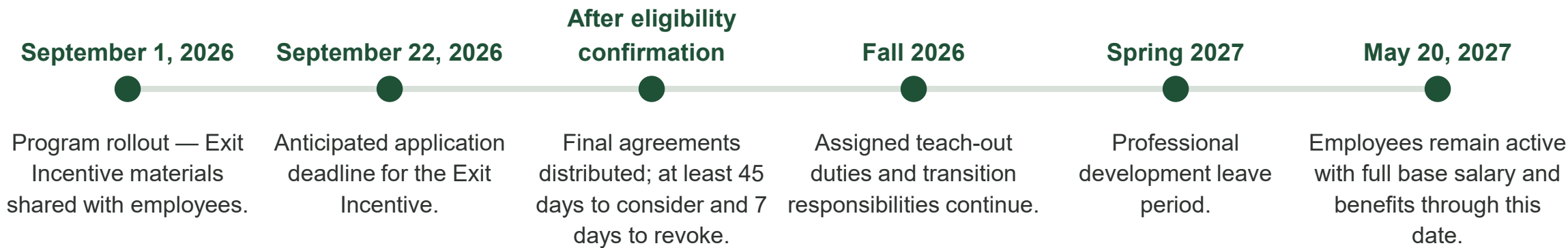
FREQUENTLY ASKED QUESTIONS

Guidance for employees considering the voluntary Exit Incentive.

PROGRAM TIMELINE

Key Dates for All Impacted Employees

Draft program timeline — dates are subject to change until final materials are issued.



Applying is not binding. An agreement takes effect only after the revocation period expires — contact Central Human Resources with questions.

01 If I am needed for the teach-out, when do I have to decide?

Employees needed to support the Sarasota-Manatee teach-out may still apply if they otherwise meet program requirements.

- Anticipated application deadline of September 22, 2026.
- Final agreements distributed after eligibility is confirmed, with a later professional development leave timeline.
- The University may continue assigning teach-out responsibilities until professional development leave begins.



02 Is my decision to accept the Exit Incentive binding?

Submitting an application is not binding. It is an expression of interest only, and does not serve as a resignation or guarantee program benefits.

- If confirmed eligible, the signed agreement takes effect only after the required revocation period expires.
- Once effective, the program election and resignation commitment are irrevocable, except as expressly provided in the agreement.



03 Once my teach-out commitment is met, when does my professional development leave start?

Selected employees who satisfy program and agreement requirements receive professional development leave.

- The draft timeline identifies Spring 2027 as the professional development leave period.
- Employees remain active, receive full base salary, and continue benefits through May 20, 2027.
- Before leave begins, participants must complete assigned duties and transition responsibilities, including Fall 2026 teach-out duties.
- Employees supporting the teachout through Spring 2027 will be offered a later professional development leave timeline.



BEFORE YOU DECIDE

Key points to keep in mind

Applying is not binding

An application expresses interest only — it is not a resignation.

Timing is documented

Draft deadlines, revocation periods, and the Spring 2027 professional development leave window are set out in program materials.

Ask before you commit

Central Human Resources can advise on your individual circumstances.

Details reflect draft program materials and are subject to change. Refer to the final agreement for governing terms.

How We'll Measure Support

Our goal is ensuring employees have the information, support, and resources they need along the way.

Communication

- Employees receive timely and consistent information
- Questions are addressed through multiple support channels
- Every impacted employee has access to HR guidance
- Individual concerns receive appropriate attention

Support

Opportunity

- Employees understand available options

Employee Experience

- Employees feel informed, respected, and supported through the transition

Stay Informed and Connected

The Sarasota-Manatee Transition website is your central source for the latest transition information, resources, and support.

Our next Listening Session will take place in September. More details to come.

Sarasota-Manatee Information



[USF Home](#) / [Sarasota-Manatee Information](#) / [Overview](#)

OVERVIEW

UPDATES

FAQ

TIMELINE

OVERVIEW

In May 2026, the Florida Legislature approved a proposal to transfer the Sarasota-Manatee campus to New College of Florida as part of the transition. The university will retain more than \$22 million in operating funds. This recurring revenue allows the university to pay for a teach-out that allows current USF Sarasota-Manatee students an opportunity to finish their degrees on their home campus and allows USF to retain all employees from the Sarasota-Manatee campus.

The proposal was approved by Gov. Ron DeSantis in June 2026 when the legislation was signed, which is effective on July 1, 2026. [View the latest updates from the transition](#) which created a [list of FAQ](#) that will continue to be updated as more information is released.

Open Q&A

Our goal today is to listen, learn, and ensure employees have a voice in the transition process.

We encourage attendees to submit questions using the QR code.

NCF Sarasota-Manatee Transition Questions



NCF Sarasota-Manatee Transition
Pulse Survey



Thank you!