

UF



HR Forum

June 1, 2022



Today's Agenda Items

- AI Professional Education – Regina Rodriguez
- Immigration Compliance Services – John Sun
- Fiscal Year End Leave Processes – Kenya Williams
- Summer New Hire Reminders – Kenya Williams
- Important Benefits Dates – Kenya Williams

AI Professional Education

Advancing the Workforce for the 21st Century



Advancing the Workforce for the 21st Century

Artificial Intelligence and Data Science have become critical technologies in every sector of the economy, and we have only begun to unleash their potential.

UF is making AI the centerpiece of research and education

Every UF student will develop a basic competency

UF is home to the most powerful university supercomputer in the nation

AI across the curriculum to fuel the 4th Industrial Revolution:
Undergraduate certificate in AI Fundamentals and Applications

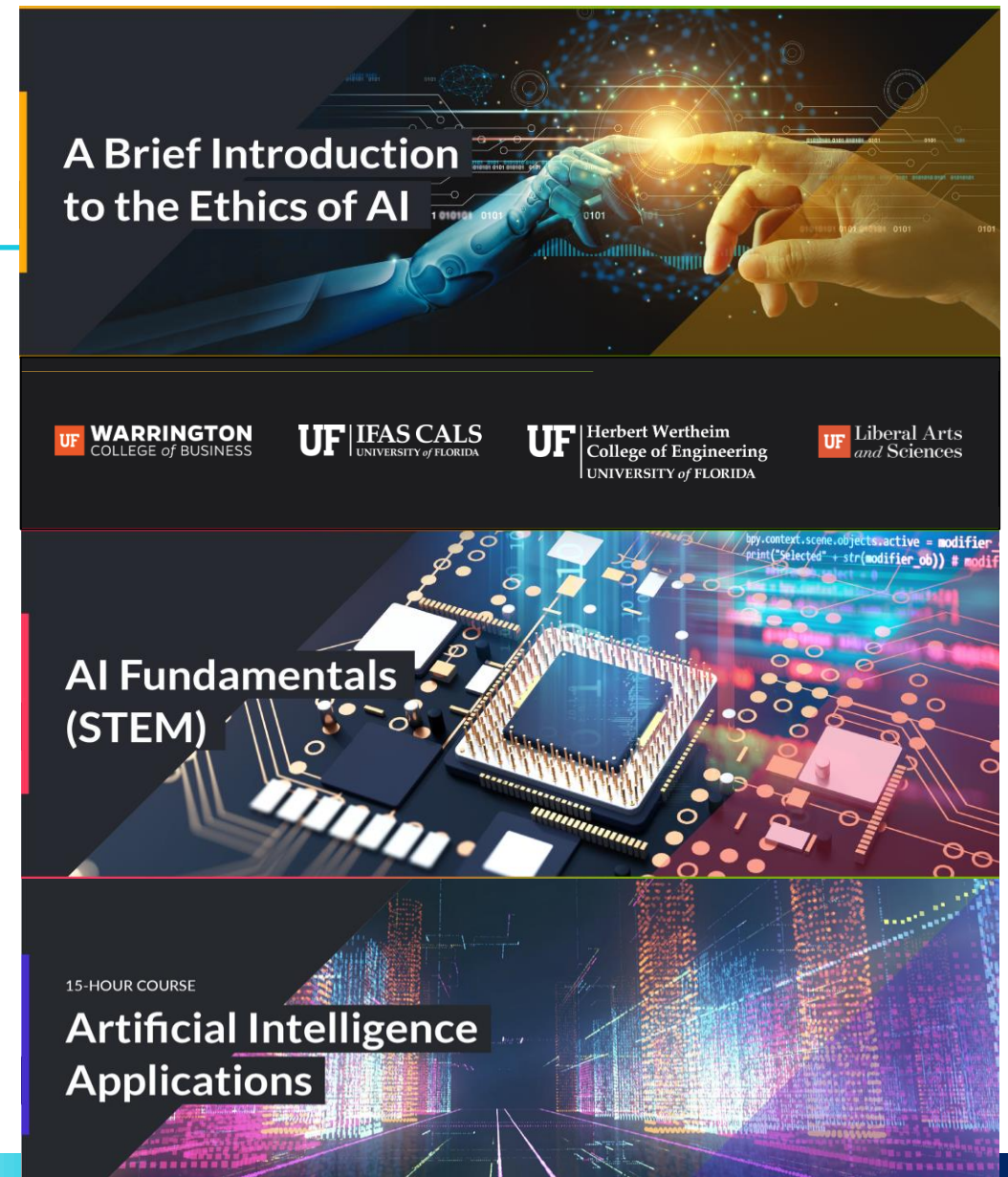
Fundamentals of AI

Ethics, Data, and Technology

Elective within colleges (e.g., Data mining for business intelligence, AI in Agricultural & Life Sciences)

The University of Florida has instituted an AI micro-credentialing program designed to deliver in-demand skills training for anyone seeking to upskill or reskill and gain a competitive advantage in the workforce.

The courses are available to anyone in the workforce interested in learning more about AI - learners do not have to be a UF student or affiliated with the University of Florida.



PROFESSIONAL DEVELOPMENT SHORT COURSES

- AI Short courses are developed by same faculty who teach UF classes and are actively engaged in AI research
 - Faculty collaborators from 4 Colleges
- Short Course durations and modalities
 - 1-hr – Asynchronous (free)
 - 4-hr – Asynchronous (\$249)
 - 15-hr – Hybrid, minimum of 8 hours of live synchronous interaction (\$1,095)
- Course is also recorded for those who cannot attend synchronous offerings

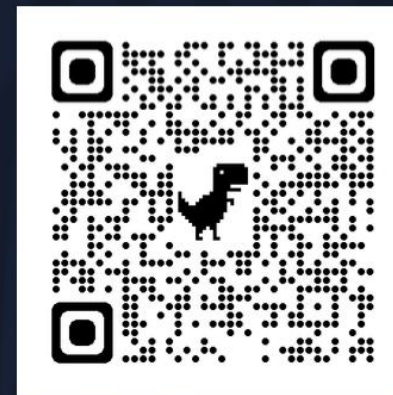


Earn Your Micro-Credential *in Artificial Intelligence*



What is a Micro-Credential?

Micro-credentials are a short-form professional development option that allows individuals with a time-efficient and affordable option to develop an understanding of new skills or continue education in a given subject. Micro-credentialing satisfies the need for workplaces to remain competitive by ensuring employees are continuing to develop new capabilities. This option is great for employers wanting to provide upskilling opportunities to their employees.



Learn more at
pwd.aa.ufl.edu/ai

The Pathway to a Micro-Credential

SHORT COURSES

Gain new skills online
with short courses

MICRO-CREDENTIALS

Stack short courses
to demonstrate
competencies and
earn a micro-credential

AI Foundation Courses



Ethics of AI

UF Liberal Arts
and Sciences

[LEARN MORE](#)



Fundamentals of AI

UF Herbert Wertheim
College of Engineering
UNIVERSITY of FLORIDA

[LEARN MORE](#)



Fundamentals of AI for STEM Learners

UF Herbert Wertheim
College of Engineering
UNIVERSITY of FLORIDA

[LEARN MORE](#)

AI Focus Application Courses



Agricultural and Life Sciences

UF IFAS CALS
UNIVERSITY of FLORIDA

[LEARN MORE](#)



Applied Data Science

UF Liberal Arts
and Sciences

[LEARN MORE](#)



Business

UF WARRINGTON
COLLEGE of BUSINESS

[LEARN MORE](#)



Engineering

UF Herbert Wertheim
College of Engineering
UNIVERSITY of FLORIDA

[LEARN MORE](#)



AI PROFESSIONAL DEVELOPMENT COURSE OPTIONS

1HR
COURSE



Asynchronous



Free

4HR
COURSE



Asynchronous



Course Completion
Certificate



0.4
CEUs

15HR
COURSE



Hybrid



Earn a
Badge



Qualify for a
Micro-Credential



1.5
CEUs

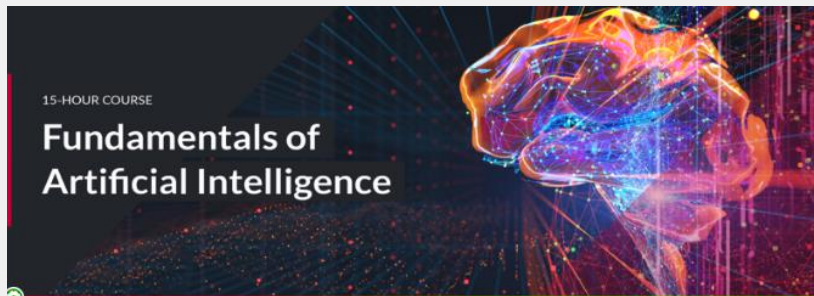
UF Liberal Arts
and Sciences

ETHICS OF ARTIFICIAL INTELLIGENCE



✓ EARN A BADGE


✓ QUALIFY FOR AN AI
MICRO-CREDENTIAL




15-HOUR COURSE

Fundamentals of Artificial Intelligence


Syllabus Meet Your Instructor Help Micro-Credentialing




Module 1
Artificial Intelligence Overview




Module 2
Machine Learning and Supervised Learning




Module 3
Machine Learning and Unsupervised Learning



Module 4
Reinforcement Learning, Neural Networks, and AI Today



Module 5
Final Project - Sea Turtle Conservation



Module 6
Finishing Up

UF UNIVERSITY of FLORIDA

LEADERSHIP FOR THE FUTURE

Artificial Intelligence at the University of Florida



Fundamentals of AI

15HR COURSE

Fundamentals of AI

Hybrid Earn Badge Qualify for Micro-Credential 1.5 CEUs

Through asynchronous instruction and live weekly sessions with course instructor and fellow participants, the course will focus on various AI technologies, how to build Machine Learning models, and how to apply AI tools to solve real-world problems. Some of the concepts that will be introduced in the course are types of AI and Machine Learning, Hacking and the IoT, AI today, and its outlook for the future.

This course is also available in a 1-hour and 4-hour asynchronous format

Learn more at and register at ai.ufl.edu/academics/ai-micro-credential/

OBJECTIVES

- Define artificial intelligence and understand the misconceptions of the technology.
- Explain the importance of AI and why we should care about it.
- Describe the general history of AI.
- Explain the concept of machine learning.
- Create their own machine learning models.
- Become an informed user of AI tools.

INSTRUCTOR



Diego Alvarado, M.E.

Diego Alvarado is an Instructional Assistant Professor in the Department of Engineering Education at the University of Florida. He obtained his M.Eng. in Industrial Engineering from Texas A&M University and his B.S. in Industrial Engineering from Texas A&M University. His research interests involve engineering education research for video development to increase engagement and methods to teach artificial intelligence and machine learning in higher education. Email: diegoap@ise.ufl.edu

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LEADERSHIP FOR THE FUTURE

Artificial Intelligence at the University of Florida

UF UNIVERSITY of FLORIDA

Fundamentals of AI for STEM Learners

The applications of AI are limitless, and whatever your interest level you can increase your working knowledge of AI through professional development courses offered by the University of Florida. With a focus on modern approaches, the Fundamentals of AI for STEM Learners course package develops your understanding of AI systems and Machine Learning.

Learn more at pwd.aa.ufl.edu/ai

COURSE OFFERINGS

1HR COURSE

Snapshot of AI for STEM Learners
Asynchronous
This course provides the framework for identifying and applying AI systems for real world applications. Develop a basic understanding of all the components of an AI system.

4HR COURSE

Survey of AI for STEM Learners
Asynchronous Course Completion Certificate 0.4 CEUs
In this introductory course, students will obtain the skills and knowledge needed to reason with and develop Artificial Intelligence systems.

15HR COURSE

Fundamentals of AI for STEM Learners
Hybrid Earn Badge Qualify for Micro-Credential 1.5 CEUs
This is a 15-hour hybrid course where learners will meet synchronously via Zoom and will have asynchronous activities (all materials being recorded). This course focuses on the Fundamentals of Artificial Intelligence and its importance in engineering. This course is designed for learners who have a strong computer science background to provide an in-depth dive into AI.

UF PROFESSIONAL and WORKFORCE DEVELOPMENT

UF Herbert Wertheim College of Engineering UNIVERSITY of FLORIDA

15-HOUR COURSE

Fundamentals of AI for STEM Learners

Syllabus Meet the Experts Help Micro-Credentialing

Module 1
Foundations of AI

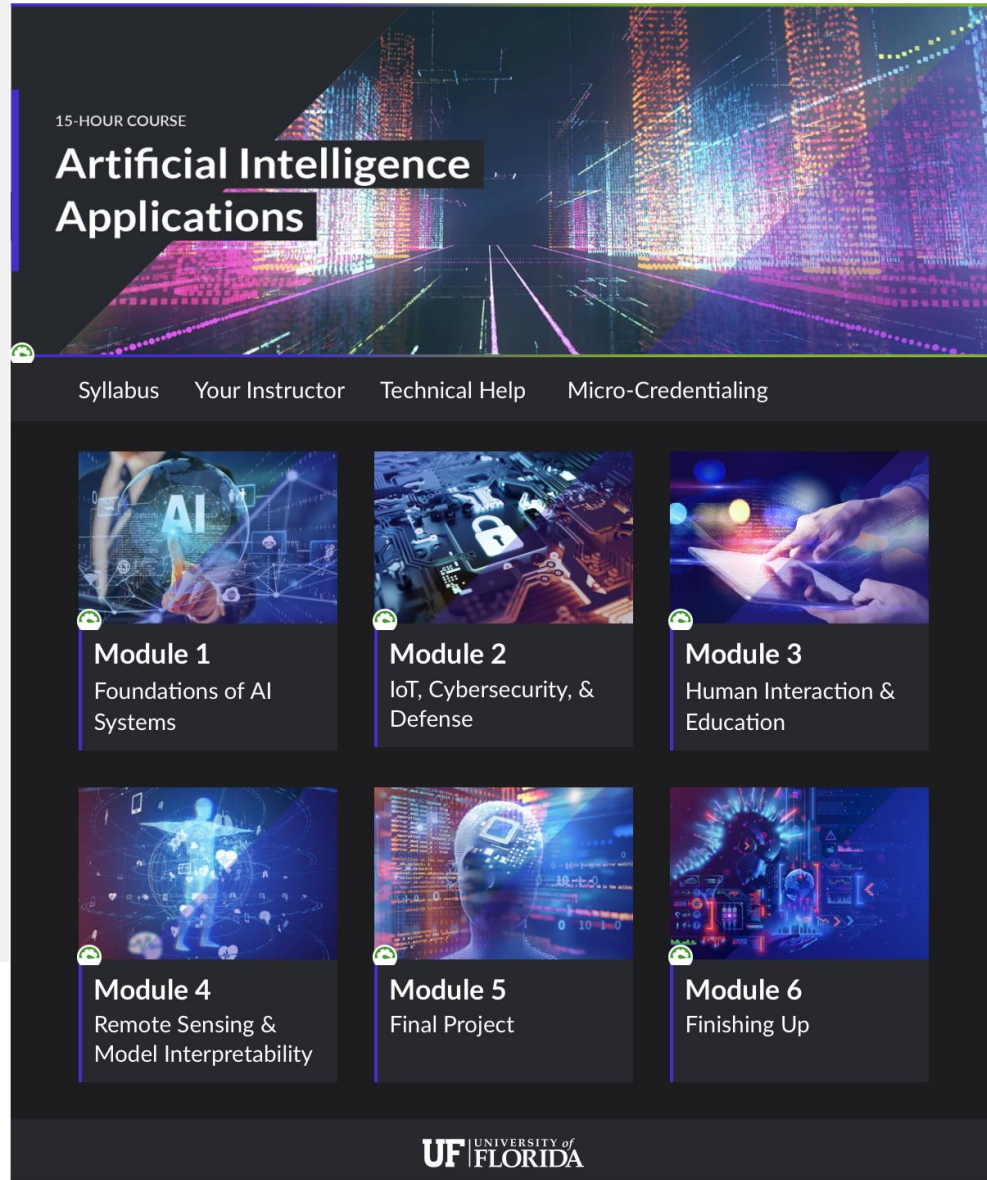
Module 2
Supervised Learning & Dimensionality Reduction

Module 3
Probabilistic AI

Module 4

Module 5


Module 6




15-HOUR COURSE

Artificial Intelligence Applications


Syllabus Your Instructor Technical Help Micro-Credentialing




Module 1
Foundations of AI Systems




Module 2
IoT, Cybersecurity, & Defense




Module 3
Human Interaction & Education



Module 4
Remote Sensing & Model Interpretability



Module 5
Final Project



Module 6
Finishing Up

UF UNIVERSITY of FLORIDA

LEADERSHIP FOR THE FUTURE

Artificial Intelligence at the University of Florida



Engineering

15HR COURSE

AI Applications in Engineering

Hybrid Earn Badge Qualify for Micro-Credential 1.5 CEUs

This is a 15-hour hybrid course where learners will meet synchronously via Zoom and will have asynchronous activities (all materials being recorded). The goal of this course is to present a set of modular applications of AI. This course will focus on several AI application areas, namely, AI in agriculture, AI in environmental systems, AI in healthcare, AI is cybersecurity, AI in defense, AI in IoT, AI in human interaction and AI in education. This course is also available in a 1-hour and 4-hour asynchronous format.

Learn more at and register at ai.ufl.edu/academics/ai-micro-credential/

OBJECTIVES

- Define basic terminology for Artificial Intelligence (AI), Machine Learning (ML) and Deep Learning (DL) tools.
- Identify limitations, risks and success metrics for a wide range of AI applications.
- Match appropriate sensing imaging for different AI applications.
- Select appropriate experiments to evaluate model robustness.
- Apply different principles of experimental design.

INSTRUCTOR

Catia Silva, Ph.D.



Dr. Catia S. Silva is an Instructional Assistant Professor in the Electrical and Computer Engineering department, focusing her expertise on machine learning, data science and engineering education research. Dr. Silva moved to Gainesville in 2013 and received her Ph.D. in electrical and computer engineering from the University of Florida in 2018 under the mentorship of the distinguished professor Dr. Jose C. Principe in the Computational NeuralEngineering Laboratory (CNEL). Silva developed a system to quantify spatiotemporal neural activity. Email: catiaspsilva@ece.ufl.edu

UF Herbert Wertheim College of Engineering UNIVERSITY of FLORIDA

UPSKILL YOUR START UP

Online Agtech Webinar

THURSDAY, MARCH 24 | 2 PM WAT



Flapmax

In Partnership With

UNIVERSITY of FLORIDA

DETAILS

- Learn how to use AI to solve real-world agricultural and life sciences problems.
- Gain practical hands-on experience building and understanding using AI systems.
- Build your team by earning a certificate from a TOP 5 University in the United States.



Scan to register or visit
<https://bit.ly/FASTAIWEB>

FAST

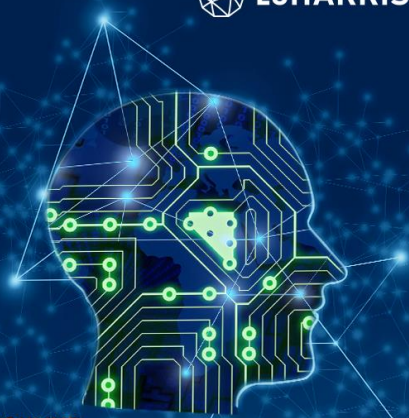
UNIVERSITY of FLORIDA
Herbert Wertheim
College of Engineering

L3HARRIS™

DEEP LEARNING for ARTIFICIAL INTELLIGENCE SHORT COURSE

UF and L3Harris Partnership
100% Online | 20-hour
Course Starts May 10, 2022

REGISTER NOW



POWER UP YOUR PROFESSIONAL DEVELOPMENT ONLINE

Recent Partnerships

FLAPMAX - FAST

- We have established a relationship with FlapMax (conference and training program for AI startups) to train companies in AI in Agriculture. The collaboration will provide access to 80 worldwide companies in their network with coordinated webinars and info sessions

L3Harris

- Partnered in the development and delivery of AI short courses for industry professionals. The group has developed a short course focusing on a top-down approach to the study of deep neural network-based solutions beginning with an introduction of basic concepts and applications.

**Foundation**

Fundamentals of AI

UF Herbert Wertheim
College of Engineering
UNIVERSITY of FLORIDA

There Are 3 Courses Available in This Package

1HR
COURSE

Snapshot of AI

\$ FREE Asynchronous

Description & Objectives

4HR
COURSE

Survey of AI

\$ 249 Asynchronous Course Completion Certificate 0.4 CEUs

Description & Objectives

15HR
COURSE

Fundamentals of AI

\$ 1095 Hybrid Badge Qualify for Micro-Credential 1.5 CEUs

Description and Objectives

Fundamentals of AI

The Fundamentals of AI package is made up of the three courses listed below. Click the register button to sign up for the 1hr, 4hr or 15hr course.

If you're interested in learning more about how to receive a micro-credential, [click here](#).

⚠ This course is required to micro-credential in AI

REGISTER

Registration Process:
Simple payment and enrollment

<https://pwd.aa.ufl.edu/ai/>

UPCOMING 15HR SHORT COURSES

- ❖ June 6 • [Fundamentals of AI for STEM Learners](#)
- ❖ Aug 1 • [Ethics of AI](#)
- ❖ Sept 3 • [AI in Business](#)
- ❖ Oct. 3 • [AI in Agricultural and Life Sciences](#)
- ❖ Nov. 1 • [AI in Applied Data Science](#)

CUSTOMIZED BUSINESS OPTIONS



Interested in customizing an AI Learning Experience for your business?

- Successful pilot programs with L3Harris and Eglin Airforce base have created a great platform for industry collaborations.



Registration page: <https://pwd.aa.ufl.edu/ai/>

1. UF Faculty – discount code for all of the 4 hr courses (all lowercase)
 - a. **uffaculty4hour**
2. UF Staff – discount code for all of the 4 hr courses (all lowercase)
 1. **ufstaff**

Cart (2 Items)			
Keep Shopping		Checkout	
Item	Options	Quantity	Subtotal
 <div>Course Introduction to the Ethics of AI- 4 hour 0004 - AILSINET- 4 hour Fee: \$249.00 Remove</div>	Fee : Registration fee \$249.00 <input checked="" type="checkbox"/> Apply a discount ⓘ (\$249.00) <input type="text" value="uffaculty4hour"/>	1	\$0.00
 <div>Course Survey of AI- 4 hour 0005 - AIEGSUR- 4 hour Fee: \$249.00 Remove</div>	Fee : Registration fee \$249.00 <input checked="" type="checkbox"/> Apply a discount ⓘ (\$249.00) <input type="text" value="ufstaff"/>	1	\$0.00
Subtotal			\$0.00
Total			\$0.00

For More information, please visit our site:

<https://pwd.aa.ufl.edu/ai/>



UNIVERSITY of
FLORIDA

HR FORUM



WELCOME

Immigration Compliance Services



WORKING TOGETHER

FOR THE

GATOR GOOD

gh people



IMMIGRATION COMPLIANCE SERVICES WEBSITE

JOHN SUN, ASSOCIATE DIRECTOR
MICHELE SHEPHERD, IMMIGRATION SPECIALIST III



Update Objectives

- Provide UF departments useful information on hiring international employees on non-immigrant and immigrant visa statuses
- Upgrade resources to better support departments in hiring and maintaining international employees
- Add visual roadmaps to assist departments in navigating through different non-immigrant visa processes

[VISAS](#)[RESOURCES](#)[TRAVEL](#)[NOTICES](#)[CONTACT](#)

Welcome to Immigration Compliance Services

Immigration Compliance Services (ICS) is an administrative unit that provides support to UF hiring departments in obtaining appropriate employment authorization to hire and retained UF international employees in compliance with appropriate employment and immigration laws.

This webpage is designed to provide information to department and college administrators assigned to process the successful on-boarding of employees and potential employees being on-boarded with UF sponsored visa's.

For information related to F or J visas, please visit [UF International Center](#).

[Future or Current Employees](#)



Considerations When Hiring an International Employee

At the links below you will find a list of things to consider prior to and during the hiring process of an international employee. Topics on this page include current visa status, hiring dates, petition timelines, prevailing wage, and travel requirements.

[CONSIDERATIONS WHEN HIRING AN INTERNATIONAL EMPLOYEE](#)[INTERNATIONAL HIRING PROCESS](#)



VISA TYPES

Below are links to direct you to pages with information about various visas types sponsored through the University of Florida.

[H1-B - TEMPORARY WORKER](#)

[TN - CANADIAN & MEXICAN PROFESSIONAL WORKERS](#)

[O-1 - INDIVIDUALS WITH EXTRAORDINARY ABILITY](#)

[E-3 - AUSTRALIAN SPECIALTY OCCUPATION](#)

[EMPLOYMENT BASED PERMANENT RESIDENCY](#)

[VISA TYPES EXPLAINED](#)

The University of Florida has retained the law firm of [Fragomen, Del Rey, Bernsen & Loewy, LLP](#) ("Fragomen") to handle the University's immigrant and non-immigrant visa petitions. Fragomen is the largest firm in the United States exclusively dedicated to immigration law, with 30 offices worldwide, including over 150 U.S. immigration attorneys and over 700 support staff.

In conjunction with Immigration and Compliance Services (ICS), the Fragomen team will advise, prepare and file non-immigrant and immigrant employment-based cases on behalf of the University of Florida. To initiate the process on behalf of the employees, please click the link below.

If you do not have a login and password, please contact ICS at ics@hr.ufl.edu

INITIATE YOUR CASE

All documents not in English must be accompanied by a certified English translation

- [INSTRUCTION GUIDE FOR INITIATING H-1B VISA PETITION](#)
- [ACTUAL WAGE MEMORANDUM](#)
- [ACTUAL WAGE REPORT: HOW TO GENERATE IN MYUFL?](#)
- [CONTROLLED TECHNOLOGY/TECHNICAL DATA LICENSE COMPLIANCE ATTESTATION FORM](#)

ACADEMIC CREDENTIAL EVALUATION (ACE) - An academic credential evaluation is obtained from an organization which evaluates that the foreign





Other Visa & Immigration Related Information

Department responsibilities and termination policies.

[LEARN MORE](#)

Resources

Collected forms, instruction guides, & recorded presentation relevant to ICS employment processes and guidelines.

[FIND RESOURCES](#)

Travel

General information on travel and travel requirements.

[LEARN MORE](#)

Notices

Labor Condition Application Filing Notices

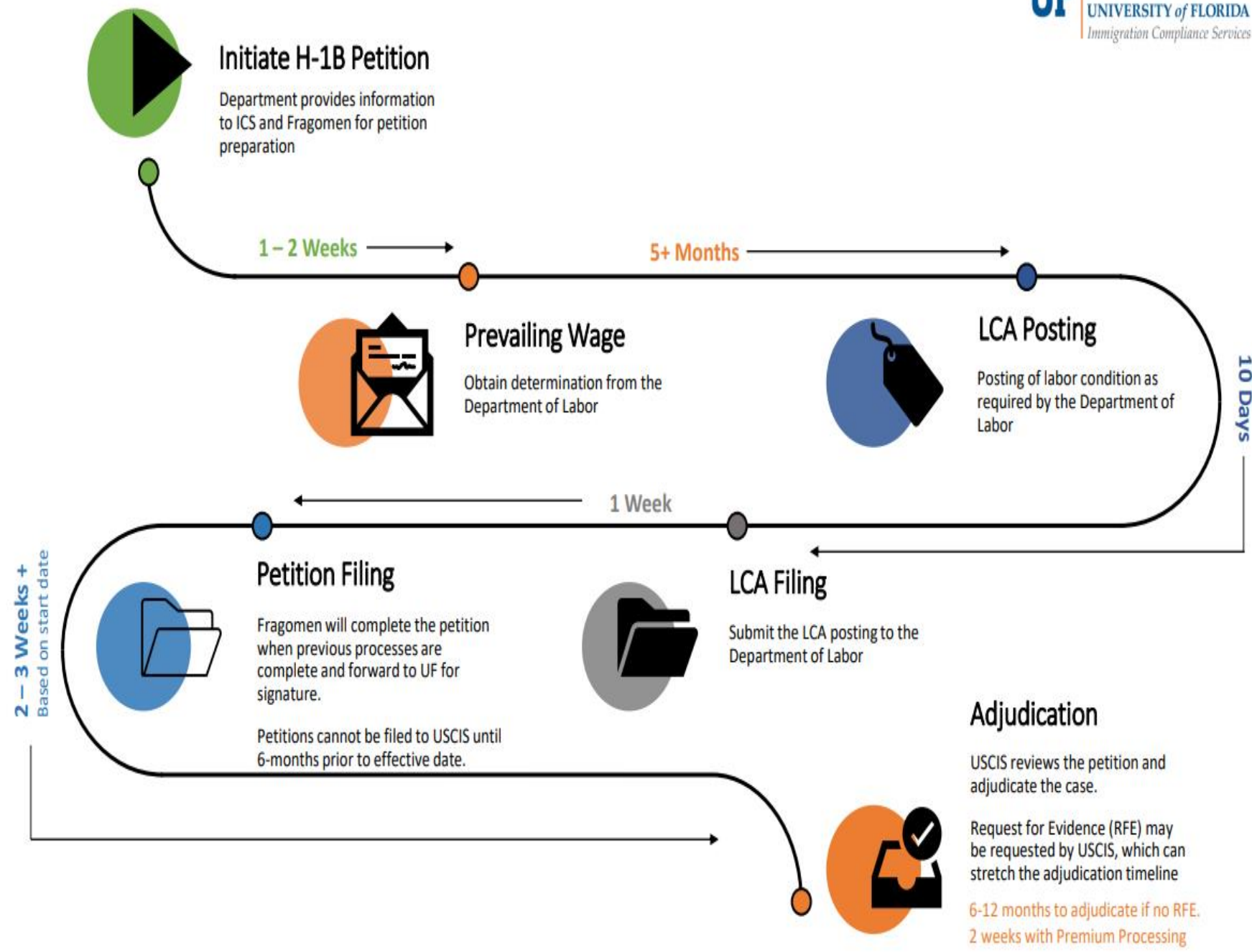
Labor Condition Applications (ETA Form 9035) are posted in compliance with federal regulations and are submitted to the US Department of Labor/Employment and Training Administration.

[VIEW LCA FILING NOTICES](#)

Job Availability Notices

Job Availability Notices are posted in compliance with federal regulations which govern the filing of an Application for Permanent Alien Labor Certification (ETA Form 9089)

[VIEW JOB AVAILABILITY NOTICES](#)





UNIVERSITY BENEFITS

Fiscal Year End Leave Processes

Summer New Hire Reminders

Important Benefits Dates



UNIVERSITY BENEFITS

Fiscal Year End Leave Processes

Summer New Hire Reminders

Important Benefits Dates



Preparing for 2022 Fiscal Year End Leave Processes

Personal Holidays (USPS) and December Personal Leave Days (TEAMS & Eligible Faculty)

- USPS Personal Holidays must be used in full day increments
- December Personal Leave Days can be used in less than full-day increments
- “Use it or lose it”--use by **June 30, 2022** or will expire



Summer New Hire Reminders

- Due to double deductions, any new 9- and 10-month hires effective prior 8/15/2022 must be coordinated with Benefits to ensure proper enrollment and summer coverage
- All new OPS hires with combined FTEs ≥ 0.75 are eligible for State benefits
- The State does not consider salary plan changes (i.e., OPS to TEAMS or Faculty) for benefits-eligible employees as a Qualifying Status Change
 - Employees may have to wait until Open Enrollment to enroll in State benefits
- If possible, hire employees closer to the beginning of the month to ensure ability to elect early effective date for health insurance.
- Contact us at benefits@ufl.edu, 352-392-2477, or reach out to your dedicated Benefits Specialist



Important Benefits Dates

- | | |
|----------|--|
| 06/01/22 | New local Fidelity Investments office opens |
| 6/17/22 | Special & Overtime Compensatory Leave balances cashed out on this paycheck |
| 6/30/22 | Last day for employees to use Special & Overtime Compensatory Leave |
| 6/30/22 | Last day for employees to use 2021 Personal Holidays and 2021 December Personal Leave Days |

A background image of a university campus. It shows a paved walkway lined with green bushes and pink flowers. In the distance, there are brick buildings and trees. Several people are walking along the path. A semi-transparent blue rectangle is overlaid in the center of the image, containing the text 'Thank you for attending the HR Forum' in white.

Thank you
for attending the
HR Forum