1. INTRODUCTION .................................................................................................................. 1
  1.1. RESPONSIBILITIES OF GRADUATE STUDENTS......................................................... 1
  1.2. RESPONSIBILITIES OF THE FACULTY ADVISOR AND SUPERVISING COMMITTEE ................................................................................................................. 1
  1.3. RESPONSIBILITIES OF THE GRADUATE COORDINATOR ..................................... 1

2. LEARNING OUTCOMES AND COMPETENCIES .................................................................. 2

3. FINANCIAL SUPPORT ......................................................................................................... 2
  3.1. ASSISTANTSHIPS .......................................................................................................... 2
      3.1.1. Minimal work requirement .................................................................................... 3
  3.2. STATE-FUNDED ASSISTANTSHIPS ............................................................................. 3
  3.3. ASSISTANTSHIPS FROM RESEARCH GRANTS AND FELLOWSHIPS ...................... 3
  3.4. OTHER FINANCIAL AID .............................................................................................. 3
  3.5. TRAVEL GRANTS ......................................................................................................... 4
      3.5.1. SNRE Travel Grants ............................................................................................... 4
      3.5.2. IFAS/CALS Graduate Student Travel Grant ......................................................... 4
      3.5.3. James Davidson Travel Scholarship .................................................................... 4
      3.5.4. Research and Graduate Programs Travel Grant .................................................. 5
      3.5.5. Graduate Student Council Grants ....................................................................... 5
  3.6. TUITION WAIVERS ..................................................................................................... 5
  3.7. HEALTH INSURANCE ................................................................................................. 5

4. PROGRAM PLANNING AND DEVELOPMENT ...................................................................... 6
  4.1. SELECTION OF DEGREE PROGRAM ........................................................................ 6
      4.1.1. Master of Science (Thesis) ................................................................................... 6
      4.1.2. Non-Thesis Master of Science ............................................................................ 7
      4.1.3. Doctor of Philosophy (PhD) ................................................................................ 8
      4.1.4. Combined Bachelor of Science (BS) / Master of Science (MS) Degree ............ 9
  4.2. CHANGING DEGREE PROGRAMS .............................................................................. 9
  4.3. CERTIFICATES AND CONCENTRATIONS ................................................................. 10
      4.3.1. Concentrations ....................................................................................................... 10
      4.3.2. SNRE Graduate Certificates ............................................................................... 11
  4.4. TRANSFER OF CREDITS ............................................................................................ 11
  4.5. SELECTION OF SUPERVISING COMMITTEE CHAIR (FACULTY ADVISOR) ........... 12
  4.6. SELECTION OF GRADUATE SUPERVISING COMMITTEE ....................................... 12
  4.7. PLAN OF STUDY FORMS ........................................................................................... 14
  4.8. WRITTEN PROPOSAL FOR RESEARCH PROJECT ..................................................... 14
  4.9. INDIVIDUAL DEVELOPMENT PLAN .......................................................................... 15
  4.10. EXAMINATIONS ........................................................................................................ 15
      4.10.1. Master of Science (MS) ...................................................................................... 15
      4.10.2. Master of Science (Non-thesis MS) ................................................................. 16
      4.10.3. Doctor of Philosophy (PhD) .............................................................................. 16
  4.11. TECHNICAL PAPER/PROJECT (6905) (MS NON-THESIS) ..................................... 16
  4.12. THESES (MS) AND DISSERTATIONS (PhD) .............................................................. 16
  4.13. PUBLICATION OF RESEARCH .................................................................................. 17
      4.13.1. What do I need to know about signing agreements with publishers? ............... 17
      4.13.2. What if I want to use a journal article as a chapter in my ETD? ..................... 18
  4.14. PRESENTATION OF RESEARCH RESULTS AT SCIENTIFIC MEETINGS .................... 18
  4.15. ACADEMIC REQUIREMENTS ..................................................................................... 18
      4.15.1. REGISTRATION .................................................................................................. 18
      4.15.1.1. General Information ....................................................................................... 18
      4.15.1.2. Minimum Credits for Registration ............................................................... 19
1. INTRODUCTION
This publication describes graduate programs and procedures for the School of Natural Resources and Environment (SNRE) at the University of Florida (UF). It is intended to supplement, rather than duplicate, the University Graduate Catalog. Information contained herein is a general guide for both graduate students and faculty involved in graduate programs. This manual is not a legal document; if conflicts arise, the policy stated in the current University Graduate Catalog will prevail.

There is no distinction between graduate students enrolled as on-campus students or distance students. All SNRE graduate policies apply to all students.

1.1. RESPONSIBILITIES OF GRADUATE STUDENTS
Each SNRE graduate student is responsible for becoming familiar with all graduate requirements of the University of Florida Graduate School, the Office of the Registrar, the College of Agricultural and Life Sciences (CALS) or the Institute of Food and Agricultural Sciences (IFAS) and the SNRE. These requirements constitute a contractual agreement between each student and the University. All graduate students are expected to activate, maintain and use their University of Florida email account for all professional communications, as the email account provided by UF is the sole means of written electronic communication between the University, its various entities and the student. It is the responsibility of the student to comply with the deadlines that are e-mailed to the student or published on the official University of Florida websites or in official UF publications and notices.

IMPORTANT: IGNORANCE OF A RULE OR A DEADLINE DOES NOT CONSTITUTE A BASIS FOR WAIVING THAT RULE OR DEADLINE.

1.2. RESPONSIBILITIES OF THE FACULTY ADVISOR AND SUPERVISORY COMMITTEE
The Faculty Advisor serves as the Chair of the student’s Supervisory Committee. This committee is responsible for approving course work, administering exams, and providing guidance and review of the student’s professional development and the research project. The Supervisory Committee has primary responsibility for the quality of each degree program. Faculty Advisors serve as mentors to students, providing guidance in research and professional development, and ensuring that adequate resources are available for the student to complete the proposed research project within the allotted time. Advisors confirm student compliance with departmental requirements by periodically reviewing the Plan of Study with the student and completing an annual evaluation of student performance as part of the student’s Individual Development Plan.

1.3. RESPONSIBILITIES OF THE GRADUATE COORDINATOR
A faculty member in the SNRE is designated by the Chair to coordinate all graduate programs in SWS. General duties and responsibilities of the Graduate Coordinator as published by the Graduate School include assuming primary responsibility for ensuring that graduate programs conform to existing policy and approving programs after students have been counseled by their supervisory committees or other departmental advisers. The Graduate Coordinator also provides a communication link between graduate students, Faculty Advisors, the SNRE Director, the Dean and Associate Deans in the College of Agricultural and Life Sciences, the Dean of the Graduate School
and the Registrar’s Office. The Graduate Coordinator is responsible for informing faculty and students of changes in University and College policies, enforcing written policies and regulations, assigning desk space to students, and assisting students with special problems. She/he also serves on the Academic Programs Committee, assists faculty in recruiting quality students, and processes all on-campus graduate student applications.

2. LEARNING OUTCOMES AND COMPETENCIES
The learning outcomes and expected competencies for SNRE graduate students upon completion of their graduate programs include the following:

The school’s graduate degrees combine (1) coursework in the basic and applied science of ecology and the social, political, and economic sciences with (2) competence in a recognized discipline in one of these fields of study. The former is achieved with a core-course and distribution requirement. The latter is achieved by extra coursework for the master’s and a concentration for the doctoral degree. A thesis or dissertation provides first-hand experience with the creation of reliable knowledge.

These competencies cover the complexity of learning from lower-to-higher levels, including: knowledge, comprehension, application, analysis, synthesis, evaluation, and creation.

3. FINANCIAL SUPPORT
Graduate students enrolled in MS or PhD programs offered by SNRE may be eligible to receive financial support through the following mechanisms.

3.1. ASSISTANTSHIPS
Assistantships provide pay for work as a teaching or research assistant. The School generally funds half-time assistantships that pay the conventional rate paid by the department where the advisor is located. Ordinarily, the assistantship carries a responsibility to work as a research assistant in the student’s first year, and then teaching assistant duties are assigned by the advisor and/or SNRE Director for subsequent semesters. Students appointed on 12-month assistantships must be registered for at least 9 course credit hours each in the Fall and Spring semesters and 6 credit hours in the Summer semester, for a total of 24 credits per year. Students appointed on 9-month assistantships must be registered for at least 9 course credit hours each in the Fall and Spring semesters for a total of 18 credits per year.

Assistantships are awarded on a competitive basis. Stipends for these assistantships are subject to periodic revision as additional funds become available. Continuation of assistantship stipends is contingent upon the maintenance of satisfactory progress toward meeting the requirements of the degree as well as the availability of funds. Each graduate student receiving an assistantship of any form must maintain an average grade point average of 3.0 or higher and enroll for the specified number of credit hours each semester; otherwise, the assistantship is subject to termination.

Assistantships originate from funds provided by state and federal governments, industry, and foundations. When a student has been chosen to fill an assistantship, the Graduate Coordinator
sends the student a letter of appointment. This letter will include the name of the student’s supervisor, the percentage of full-time equivalent (FTE) assigned, the salary and a description of the specific duties for the appointment. In addition, the letter will contain a statement that the student’s signature does not constitute a waiver of the right to process a grievance, as described in the Grievance Procedure section (Article 11) of the Graduate Collective Bargaining Agreement. Copies of this letter should be sent to the faculty member responsible for the assistantship, the SNRE Administrative Specialist and the SNRE Advisor. No salary may be paid, or appointment papers processed, until this letter of appointment is signed by the student and returned to the SNRE, where it will be kept on file.

3.1.1. Minimal work requirement
Graduate assistantships are jobs; therefore, a student is expected to work the time equivalent to his/her full time (40 hour) equivalent (FTE) appointment. For example, a student on a 0.5 FTE assistantship is expected to work a minimum of 20 hours per week (0.5 FTE x 40 hr/week) on activities, such as research and service, which are in compliance with the overall Departmental and/or grant objectives, as determined by the student’s Major Advisor and the Department Chair. Assistantships should be viewed as opportunities to earn wages while students pursue their graduate programs and should not be interpreted as funding to pursue a student’s own research program. Unless otherwise indicated in the Letter of Appointment or a contractual agreement, activities performed with assistantship funding may or may not be in line with the student’s existing or projected research interests. There will often be occasions when students are offered assistantships to perform professional duties that are only indirectly related to their research program plan. When assistantship duties and student’s research goals do not overlap significantly, the student is expected to work with the Major Advisor to delineate specific responsibilities.

3.2. STATE-FUNDED ASSISTANTSHIPS
Many SNRE assistantships are matched (typically 50% of the assistantship) with state funds. Students supported by these funds are required to meet the responsibilities of the matching funds, such as assisting in teaching programs. Assignments for teaching as a part of matching assistantship requirements will be made by the SNRE Director and Major Advisor.

3.3. ASSISTANTSHIPS FROM RESEARCH GRANTS AND FELLOWSHIPS
Some assistantships are funded through grant funds controlled by the faculty researcher. The awarding of these assistantships is controlled by the faculty member or members who have the grant funds. One or more UF Graduate School Funding Awards (GSFA) are granted each year to PhD applicants on a competitive basis. Applicants are nominated for the GSFA by faculty and selected based on evaluation by a committee appointed for the purpose.

3.4. OTHER FINANCIAL AID
Students admitted without assistantships can often find part-time employment with departmental faculty on other funds. Short- and long-term loans are also available through the Student Financial Services Office. In addition, the Graduate School maintains a list of various scholarships, loans and awards available to graduate students. Special fellowships for minority students and women are available on a competitive basis. The following websites may be helpful in identifying potential
scholarships:
- CALS Graduate Student Awards
- UF Office for Student Financial Affairs
- UF Graduate School Funding Opportunities
- School of Natural Resources and Environment, Financial Support for Graduate Students

3.5. TRAVEL GRANTS

3.5.1. SNRE Travel Grants
SNRE provides competitive travel awards to students presenting a poster or paper at a national or international meeting. To be eligible, the following applies:

- Students must present original research conducted for the Interdisciplinary Ecology degree at a conference.
- Students do not need to wait for notification of acceptance to the conference before applying for a travel grant.
- Students must be registered as SNRE graduates during the entire time of travel. If your travel is during the summer term and you are not registered for summer, you must be registered during the preceding spring semester AND following fall semester.
- Students must be in good academic standing, as outlined in the graduate catalog, by the application deadline.
- Students must apply for the IFAS travel grant.
- Students are NOT eligible for a travel grant if they received one the previous year.

If ALL of the above apply to you, then you are eligible to apply for an SNRE travel grant.

Applicants with the following qualifications may be given preference:

- Presenting final research from M.S. or Ph.D.
- Nearing expected graduation date
- First SNRE travel grant during current degree

3.5.2. IFAS/CALS Graduate Student Travel Grant
This program provides matching funds up to $250.00 to each graduate student applicant who is presenting a paper or poster on their original research at a regional, national, or international scientific meeting (one award per fiscal year). This travel grant must be matched 1:1 by funds provided through the student’s department/program or advisor. The grants are reimbursed directly to the department, not the graduate student. Apply: Application

3.5.3. James Davidson Travel Scholarship
The purpose of these grants is to provide funding to help defray travel expenses for graduate students presenting a paper at a national or international professional meeting or conference. These scholarships are named after Dr. James M. Davidson, former Vice President for Agriculture and Natural Resources, Institute of Food and Agricultural Sciences, University of Florida (and former faculty member in the Soil and Water Sciences Department) who established the endowment to
fund these scholarships. Application procedures and deadlines are on the CALS Graduate Student Awards in 3.4 above.

3.5.4. Research and Graduate Programs Travel Grant
Travel to conferences, symposia, and special research opportunities are essential for the professional development of advanced research students. The University also benefits by being represented at such events. The Office of Research and Graduate Programs (RGP) has therefore established a program to supplement student travel when other funding sources are insufficient. RGP guidelines for travel funding cap awards at $300 per trip and require 1:1 matching funds from the department and/or college. These funds are primarily for assistance with the cost of travel, particularly airfare. These grants are one-time awards to graduate students. RGP cannot provide any retroactive reimbursements. Application procedures and deadlines are on the CALS Graduate Student Awards, Travel Grants and Fellowships website.

3.5.5. Graduate Student Council Grants
Students may also be eligible for travel funds from the UF Graduate Student Council. Apply online at the UF GSC Grants website. For more information, visit the website or email gscgrants@gmail.com.

3.6. TUITION WAIVERS
All Graduate Assistants on a minimum of .25 FTE are issued tuition waivers covering in-state tuition, according to their Letter of Appointment. Tuition for all graduate assistants on appointment converts to in-state tuition automatically. UF charges activity fees per credit hour, which are not covered by tuition waiver. Each student is responsible for paying their own fees. Detailed information on current tuition and fees can be found on the Bursar’s website.

If students meet the state’s eligibility requirements for Florida residency status, students will be expected to apply for Florida residency as soon as eligible. Detailed information on applying for Florida residency can be found on the Registrar’s website.

3.7. HEALTH INSURANCE
The University of Florida has a mandatory health insurance requirement for all newly admitted students who are enrolled at least half time in a degree-seeking program and are attending any campus of the University of Florida. Students are required to show proof of adequate health insurance as a condition of enrollment. It is important that students check ONE.UF to review the mandatory health insurance requirement hold on their academic records and read and agree to the policy. More information including insurance coverage guidelines, frequently asked questions, how to submit one's insurance information and more, can be found on the Student Health Care website.

As Graduate Assistants with an appointment of .25 FTE or greater, students are eligible to enroll in the GatorGradCare health insurance plan. There is a nominal monthly premium of $10.00 for your individual coverage. This premium will be collected through payroll deduction. GatorGradCare enrollees who include coverage for their dependent(s) on their online enrollment are responsible
for the dependent premium.

Enrollment in GatorGradCare is not automatic. To participate, students must submit GatorGradCare enrollment during the designated enrollment periods and must re-enroll in GatorGradCare each academic year to continue coverage. The enrollment period for annual/fall coverage is June through September 14. The enrollment period for spring/summer coverage is October through January 30. The enrollment period for summer only coverage is March through May 16. Information about the GatorGradCare plan and the link to the online enrollment can be found on the Benefits website.

4. PROGRAM PLANNING AND DEVELOPMENT

4.1. SELECTION OF DEGREE PROGRAM

Three graduate programs are open to students in SNRE: Master of Science (MS thesis and non-thesis), Doctor of Philosophy (PhD), and Combined Bachelor’s and Master’s (BS/MS).

4.1.1. Master of Science (Thesis)

The MS thesis program is designed for those interested in a research degree, culminating in a thesis.

The requirements for fulfilling the MS thesis degree are:

- Minimum of 36 credit hours (More details here)
- Up to 6 credit hours of 6971 (Master’s Research) can be counted towards the degree. As described in the Registration for Final Term section below, during the term of the student’s final examination and during the term the degree is awarded a minimum of 3 credit hours of 6971 are required (2 credit hours if during summer). These credit hours are not letter-graded.
- Each graduate student must register for the IE Seminar, EVR 6933 (1 credit hour), for one semester and attend for an additional semester for no credit (it can be for 1 credit hour or as a unregistered student, meaning you just attend the seminar by checking in on the sign-in sheet). IE seminars from previous MS work do not count for students continuing in their PhD.
- Up to 6 credits of 3000-4000 level courses may count towards our degree program under the following conditions:
  - Must be UF courses
  - Courses must have been taken as a graduate student. Non-degree undergraduate-level credits will not count towards the MS thesis. Approval needs to also come from the SNRE.
- Up to 9 credits may be transferred from another institution that is approved by the Graduate School. Transfer credits are not letter-graded.
- Courses at the 1000-2000 level may be taken, as required, for foundation to provide a properly balanced program, but such courses will not count toward the minimum total credits required for this degree.
• All course requirements must be completed within the 7 years immediately preceding the degree award date.
• Overall and Major GPA must be at least 3.0 for degree to be certified.
• A final oral or written examination is required (see Examinations below).
• A Thesis is required (see Theses (MS) and Dissertations (PhD) below).

See TRANSFER OF CREDITS (below) for more information regarding credit transfers both within UF and from other institutions.

4.1.2. Non-Thesis Master of Science
The non-thesis MS degree was created to provide an opportunity for students to undertake an intensive course program in SNRE and related fields to prepare for employment in regulatory agencies, consultancies, natural resource management agencies, and related organizations. A thesis is not required for this degree but a project or technical paper are required. The program does not prohibit the student from seeking a PhD in SNRE or any other subject. Students are encouraged to engage in research.

The requirements for the non-thesis MS degree are:
• Minimum of 38 credit hours
  o In the defense term, student must take 2 hours of 6905 for Summer C graduation. If the student defends in Fall or Spring, they must take a minimum of 3 hours of 6905.
• Each graduate student must register for the IE Seminar, EVR 6933 (1 credit hour), for one semester and attend for an additional semester for no credit (it can be for 1 credit hour or as a unregistered student, meaning you just attend the seminar by checking in on the sign-in sheet). IE seminars from previous MS work do not count for students continuing in their PhD.
• A major paper on a topic in interdisciplinary ecology is required for this degree. Topic and extent of major paper will be agreed upon by the student and the Supervisory Committee Chair.
• Up to 6 credits of 3000-4000 level courses may count toward the 30 credit hours on the following conditions:
  o Must be UF courses
  o Courses must have been taken as a graduate student. Non-degree undergraduate-level credits will not count towards the non-thesis MS.
• Students are required to pass a written and/or oral comprehensive exam administered by the Supervisory Committee Chair.
• All course requirements must be completed within the 7 years immediately preceding the degree award date.
• Overall and Major GPA must be at least 3.0 for degree to be certified.
4.1.3. Doctor of Philosophy (PhD)

The doctoral program is for graduate students who have had a preliminary research experience in a master's program or as an advanced undergraduate. Students use their prior experience to identify research areas in which they excel and to refine the kinds of research questions or problems they want to develop as their signature intellectual endeavor prior to employment. Students ordinarily complete the doctoral degree in four to five years after completion of the master's degree. By including a concentration in the interdisciplinary curriculum, students acquire a "T-shaped" view with depth in one area and breadth in many. Although every degree will look different, a sample plan of study has been included for your convenience.

General requirements for the PhD are as follows:

- Minimum of 90 credit hours beyond the bachelor’s degree.
  - Up to 30 credits hours may be transferred from a previous MS degree with demonstrated relevance to the PhD program. Only graduate-level work with a grade of B or better is eligible for transfer of credit. Up to an additional 15 credit hours of work beyond the master’s degree may be transferred, provided that the courses were taken at an institution offering the doctoral degree. The maximum number of credit hours that may be transferred is 45. If you have a MS degree in SNRE from the University of Florida and are now pursuing a PhD degree in SNRE from the University of Florida, please see section 4.6 Transfer of Credit for further information.

- Each graduate student must register for the IE Seminar, EVR 6933 (1 credit hour), for one semester and attend for an additional semester for no credit (it can be for 1 credit hour or as a unregistered student, meaning you just attend the seminar by checking in on the sign-in sheet). IE seminars from previous MS work do not count for students continuing in their PhD.

- Up to 6 credit hours of 3000-4000 level courses may count toward the remaining 60 credit hours on the following conditions:
  - Must be UF courses
  - Courses must have been taken as a graduate student. Non-degree undergraduate-level credits will not count toward the PhD. Approval also needs to come from the SNRE.

- Courses at the 1000-2000 level may be taken, as required, for foundation to provide a properly balanced program, but such courses will not count toward the minimum total credit hours required for this degree.

- A Qualifying Examination and a Final Examination are required (see Examinations below).

- A Dissertation is required (see Theses (MS) and Dissertations (PhD) below).

- Overall and Major GPA must be at a least 3.0 for degree to be certified.

- A maximum of 5 years is permitted between the date of the qualifying exam and the fulfillment of the PhD requirements, or the qualifying exam must be retaken. After the qualifying exam is passed, students should register for 7980 (Doctoral Research).
(Advanced Research) is for PhD students who have not taken and passed the qualifying exam.

Graduate Catalog Requirements for Doctoral Degrees

The University of Florida has numerous RECs that offer excellent opportunities to conduct interdisciplinary ecology research. A student may reside at a REC, the Gainesville main campus, or both, depending on research requirements and objectives, to fulfill residency requirements. Information about statewide programs and facilities at RECs with SNRE faculty can be accessed via Research Centers.

See TRANSFER OF CREDITS (below) for more information regarding credit transfers both within UF and from other institutions.

4.1.4. Combined Bachelor of Science (BS) / Master of Science (MS) Degree
The Combined BS/MS degree program allows qualified undergraduates to double-count graduate level courses toward both a bachelor’s and master’s degree. Application normally occurs in the junior or senior year (requirements are 3.3 GPA and GRE score of at least 300). Students who meet the combined-degree application requirements can enroll in 12 credits of graduate courses during the junior and senior years. These credits will satisfy the undergraduate degree requirements and, if admitted to graduate school at UF, the 12 credits also will satisfy graduate degree requirements if they are completed with grades of “B” or better. A Transfer of Credit form must be submitted during the first semester of graduate study for any credits taken as an undergraduate. Qualified students can pursue the graduate degree outside the undergraduate major or department. Admission into the graduate portion of the degree program occurs the semester after the bachelor’s degree is awarded. Once the student has entered the graduate program, all degree requirements are as stated in the master’s sections above.

4.2. CHANGING DEGREE PROGRAMS
Students may change the degree program during the course of study with the approval of the Supervisory Committee. To change majors (same or different college), the student must contact SNRE’s Academic Advisor for the major they are interested in changing to for their required procedures, as well as inform their Major Advisor a minimum of 2 months prior to changing major. To change the degree program from MS thesis to MS non-thesis, contact the SNRE Academic Advisor stating the intentions of the student and confirming the approval of all members of the Supervisory Committee. The student will also be required to prepare a new plan of study for the professional MS non-thesis degree program, have it signed by supervisory committee, and submit it to the SNRE Academic Advisor. Please note the differences in degree requirements for the two MS degrees; research credits (6971) will not count toward the non-thesis MS. If necessary, the student must take additional letter-graded courses to meet the requirements of the non-thesis MS degree.
4.3. CERTIFICATES AND CONCENTRATIONS

4.3.1. Concentrations

The Graduate Catalog defines a concentration as a subprogram of courses offered within a graduate major. The School faculty established a concentration within the major to enable students to claim mastery of a traditional discipline in addition to the interdisciplinary major.

The concentration in the Interdisciplinary Ecology major comprises 6 credit hours for the master's (optional) or 12 credit hours for the doctorate (required). Note: 7979 and/or 7980 hours cannot count toward a concentration. Master's coursework cannot be applied to PhD concentration hours.

Concentrations are audited according to their departmental degree program codes or concentration codes and thus are formally identified on the student's transcript. When planning your program of study, be sure that the courses intended for the concentration are all in one department's curriculum or else in an Interdisciplinary Concentration approved by the Graduate School. The approved concentrations within the Interdisciplinary Ecology major are:

Agricultural and Biological Engineering
Agricultural Education and Communication
Agronomy
Anthropology
Architecture
Biochemistry and Molecular Biology
Botany
Business Administration
Chemistry
Civil Engineering
Coastal and Oceanographic Engineering
Economics
English
Entomology and Nematology
Environmental Engineering Sciences
Family Youth and Community Sciences
Farming Systems
Fisheries and Aquatic Sciences
Food and Resource Economics
Food Science and Human Nutrition
Forest Resources and Conservation
Foundations of Education
Geography
Geological Sciences
Health and Human Performance
Horticultural Science
Landscape Architecture
Mathematics
Microbiology and Cell Science
Nuclear Engineering Sciences
Philosophy
Political Science
Religion
Sociology - take SYD 6517 and one (MS) or three (PhD) others from this course list: Environmental Governance, Environmental Inequality and Justice, Population Migration and Environment, Design and Methods of Research in Latin American Studies, Sociology of Development in Latin America.
Soil and Water Science
Statistics
Urban and Regional Planning
Veterinary Medical Sciences
Wildlife Ecology and Conservation
Zoology

Concentrations that require additional hours
- Climate Science (see Graduate Catalog and http://climateconcentration.program.ufl.edu/)
- Geographical Information Systems (Interdisciplinary Concentration--see Graduate Catalog and http://web.uflib.ufl.edu/icgis/)
- Hydrological Sciences (Interdisciplinary Concentration--see Graduate Catalog and http://hydrology.ufl.edu/)
- Tropical Conservation and Development (15 credits required--see Graduate Catalog and http://uftcd.org/academics/certificate/)
- Wetlands (Interdisciplinary Concentration, for PhD only--see Graduate Catalog and https://cfw.essie.ufl.edu/wetlands_certificate/)
- Women's and Gender Studies (Interdisciplinary Concentration, for PhD only--see Graduate Catalog and http://wst.ufl.edu/graduate-studies/graduate-certificates/)

4.3.2. SNRE Graduate Certificates

Any graduate student at UF can apply for a graduate certificate, and can apply to finish a graduate certificate. Once the graduate certificate is completed, it will be posted on the student’s UF transcript. At this time, the graduate course will satisfy the students Plan of Study.

Graduate certificates may be earned as a non-degree seeking student or concurrently with a SNRE MS or PhD degree. The certificates are offered in on-campus and online mode. Each certificate has specific core and elective courses and a competency exam based on the required core courses. Completion of a certificate program is noted on the student’s UF transcript. Students can find the list of Graduate Certificates at the UF Graduate Catalog.

4.4. TRANSFER OF CREDITS

Only graduate-level (5000-7999) work with a grade of B or better is eligible for transfer of credit.
Doctoral students may transfer up to 30 credits from a previous master’s degree; up to 15 credits of additional work beyond the master’s degree may be transferred, provided the courses were taken at an institution offering the doctoral degree. The maximum number of credits that may be transferred into a Doctoral program is 45. Credits transferred from other universities are applied toward the degree requirements, but grades earned are not computed in the student’s GPA (i.e., transfer credits are not letter-graded). Acceptance of transfer of credit requires approval of the student’s Supervisory Committee and the Dean of the Graduate School. Petitions for transfer of credit must be made during the student’s first term of enrollment in the Graduate School. Note: If you have a MS degree in IE from the University of Florida and are now pursuing a PhD in IE at the University of Florida, all eligible credits from MS degree program will automatically count towards the PhD degree program.

4.5. SELECTION OF SUPERVISORY COMMITTEE CHAIR (FACULTY ADVISOR)
Prior to admission, each graduate student must secure a Faculty Advisor who becomes the Chair of the student’s Supervisory Committee. A faculty member may be appointed as Co-chair of a student’s Supervisory Committee. It is the policy of the Graduate School that Supervisory Committees may have both a Chair and a Co-chair, but not two equal Co-chairs. If two members are listed as Co-chairs, the Graduate School will consider the first person listed as the Chair and the second to be the Co-chair. Affiliate faculty may serve as either chair or co-chair of graduate committees. Applicants to chair graduate committees must have demonstrated prior involvement in graduate student education, such as participation on graduate committees and/or serving as co-chair of a student’s committee. They are otherwise restricted to the role of Co-Chair. “Special appointment” (non-UF) faculty may not serve as Chair or Co-chair on a student’s committee.

4.6. SELECTION OF GRADUATE SUPERVISORY COMMITTEE
Each graduate student must have a Supervisory Committee, whose responsibility it is to aid the student in planning and facilitating the graduate program goals. The Supervisory Committee: (i) carefully reviews and evaluates past education; (ii) identifies academic deficiencies; (iii) advises and selects course work, (iv) advises on development of the thesis or dissertation proposal; (v) reviews, evaluates, and approves Major Paper or thesis (MS) or dissertation (PhD); and (vi) conducts exams. Advising on the student’s research is primarily the responsibility of the Graduate Advisor, but research must ultimately be approved by all members of the Supervisory Committee.

Qualified faculty members who serve on the Supervisory Committee are chosen by both the advisor and student. The Supervisory Committee must be appointed by the end of the second term of graduate study. Failure to do this will result in the student’s record being flagged and the student will not be allowed to register for the third semester. All members of the Supervisory Committee must be notified by the Faculty Advisor of any pending changes in the student’s program or Committee membership.

The Supervisory Committee for the MS program will be composed of a minimum of two IE-affiliated Graduate Faculty members. Students can have a special committee member, but they are not counted toward the minimum two graduate faculty required for the supervisory committee. In addition, special members/appointments are not counted toward the minimum graduate faculty
requirements for the supervisory committee. Note: SNRE prefers three committee members.

For an IE non-thesis student, a committee chair who is IE-affiliated is required. If the student prefers to have more than a chair, they are allowed to.

The Supervisory Committee for a PhD program will be composed of at least three members: the Faculty Advisor (committee chair) and at least two additional IE-affiliated members with Graduate Faculty status at the University of Florida. All three members have to be IE-affiliated faculty. In addition, special members/appointments are not counted toward the minimum graduate faculty requirements for the supervisory committee. Note: SNRE prefers four committee members.

The MS or PhD Supervisory Committee must meet to evaluate and discuss the thesis/dissertation proposal. The Committee reviews procedures, progress, and expected results and makes suggestions for the completion of the research project. The student informs the Supervisory Committee in the form of a face-to-face or online meeting on course work and research at a minimum of once a year. These meetings serve to review progress and address questions related to the research. For both thesis and non-thesis MS and PhD degrees, the oral portion of the final exam and qualifying exam (only PhD students) must be attended by the entire committee. These exams can be conducted using distance technology. It is required that the student and chair or co-chair be in the same physical location. All other members may participate from remote sites via distance technology.

Special circumstances occasionally require that the Major Advisor (Chair), Co-Advisor (Co-Chair), or members of the supervisory committee be changed. To change the Chair or Co-Chair of the supervisory committee, the student or Chair/Co-Chair must contact the SNRE Director. A change in Chair and/or Co-Chair may only be approved once during the course of studies. Additional requests to change Chair and/or Co-Chair require that the student reapply to re-enter the graduate program and identify a new Major Advisor (Chair of committee). The Graduate Coordinator will only approve changes in Major Advisors (and Co-Advisors) if an alternative Major Advisor in the SNRE has been found. At no point in time during the course of studies in SNRE programs can a student be without a Major Advisor. While the practice is discouraged, members of the supervisory committee may be changed at any point up to the semester prior to the comprehensive (MS) or qualifying (PhD) exam; subsequent committee membership changes must be approved by either the SNRE Director. No changes to the Supervisory Committee are permitted after the student has made the first submission of the thesis or dissertation, or the mid-point of the graduating semester, in the case of non-thesis MS students.

Students are encouraged to develop a close working relationship with their advisors and Supervisory Committee members and to communicate academic and departmental interests and concerns to them. Each student should schedule meetings with his/her Faculty Advisor at least once each month to ensure adequate communication and should meet at least twice yearly with his/her Supervisory Committee. Each student should also meet with his/her Graduate Advisor at least once a year to discuss the student’s Individual Development Plan (see section 5.9).
Problems that develop between a student and member(s) of his/her Supervisory Committee can be arbitrated on a confidential basis by the SNRE Director (on-campus students). In case the student does not resolve the problem within the Department, he/she should follow the University Grievance Procedure. That procedure can be found in the UF Graduate Student Handbook.

4.7. PLAN OF STUDY FORMS
An effective graduate degree program requires that course work, research, and assistantship duties reinforce the student's educational objectives. To facilitate this coordination, a comprehensive plan of study should be formulated as soon as practical. The graduate student and the Faculty Advisor are expected to develop a plan of study during the student's first term in Graduate School. The plan includes a proposed program of courses for the degree, as conveyed via the “Proposed Plan of Study” form. It should be finalized by the end of the second semester for MS students and PhD students. If the plan is not formalized by this time, the student’s records will be flagged and the student will not be allowed to register for the following semester until the form is turned in with all signatures.

The Proposed Plan of Study is submitted successively to the student’s Supervisory Committee and the SNRE Academic Advisor for approval. The student is expected to conform his/her course choices to the Plan of Study approved by these parties. At the end of the degree program, before the student is cleared for graduation, a Final Plan of Study form (reflecting all courses actually taken by the student) must be signed and turned in to Student Services along with the Final Exam Form. It is recommended that this form be prepared in advance and brought to the Final Exam for the sake of convenience on the part of the Supervisory Committee. Any discrepancies between the Proposed and Final Plan of Study forms must be justified and approved by all members of the Committee before the student may graduate.

4.8. WRITTEN PROPOSAL FOR RESEARCH PROJECT
Each MS and PhD student is expected to complete and present a research project proposal (thesis/dissertation option) or major paper proposal (non-thesis option) to his/her Supervisory Committee. The proposal should be submitted as early as possible in the student’s program. The approved proposal will serve as a guideline for initiation of the student's research. Copies should be prepared for each member of the Supervisory Committee. Proposals for MS and PhD research typically include the following (see section 5.13 for Major Paper proposals):

- Proposed thesis or dissertation title -- Title should be brief and clear.
- Introduction / Significance and Rationale -- What pertinent question or questions are you addressing with this research? Why do these questions need answers?
- Literature Review -- What specific scientific information has been obtained by previous investigators on the subject of your research? What information is needed to provide improved understanding of mechanisms and processes involved? Briefly describe your research proposal. In what way will your research contribute to improved understanding?
- Hypotheses -- What hypotheses do you plan to test through the proposed research?
- Objectives -- What are the specific objectives for the proposed research? In other words,
what do you plan to accomplish?

- Plan of Work -- What data do you plan to collect? What methods do you propose to use to analyze data? Describe, in detail, how you plan to perform this research. What is the sequence of steps? How much time do you estimate that each step will require? What special equipment or techniques will you use in your research?

- Research Results -- In what form will you report your results? How will these results be used to draw conclusions from your research? In what ways do you anticipate that your results will contribute to scientific knowledge?

- Novelty of Research -- Describe how your research will advance science.

SNRE graduate students are expected to think and act as independently as possible while developing and completing their research projects. Each student is expected to exert initiative and assume responsibility for developing quality scientific research. In addition, each student is expected to communicate openly and frequently with his/her Major Advisor and Supervisory Committee. Communication--both verbal and written--is a vital part of the graduate student training process. Each student is expected to become familiar with published literature that relates to the topic of his or her research. A thorough literature review should be performed early in the student's graduate program and updated regularly during the student’s tenure.

4.9. INDIVIDUAL DEVELOPMENT PLAN

All SNRE graduate students must develop an Individual Development Plan (IDP) with input from their major professor. The Graduate School policy explains the rationale for this requirement. The IDP serves as a means whereby students can: 1) reflect on their values, interests and professional goals, 2) self-assess their competency in important professional skills, 3) develop plans to enhance those skills with input from their supervisor and other mentors, 4) work through the plan utilizing resources provided by advisors, the department, college, university or other sources, and 5) review and revise the plan annually. It is intended to be a student-initiated process. Instructions will be provided during the new student orientation each fall semester. Annual re-evaluations of the plan are due to the SNRE Academic Advisor at the end of the academic year of the start of the degree program. The template can be downloaded from UF Graduate School website. Only the progress summary (last page with signatures) need be submitted.

4.10. EXAMINATIONS

4.10.1. Master of Science (MS)

A final oral or written examination is required. It is required that the student and Chair or Co-chair be in the same physical location. All other members may participate from remote sites via distance technology. This examination is usually oral, but the nature is not specified by the Graduate School and is the prerogative of the Supervisory Committee. Students should tell the SNRE Academic Advisor the date of the examination at least two weeks prior in order to create final exam forms. The examination evaluates the student's proficiency and general knowledge in at least the major field of study and, in particular, evaluates the thesis and the student's comprehension thereof. Students prepare for this exam through course work. In the exam the student demonstrates
proficiency in the following categories: knowledge, skills, and professional behavior. This examination may not be scheduled earlier than six months before the degree is to be conferred.

4.10.2. Master of Science (Non-thesis MS)
The student is required to pass a written and/or oral comprehensive exam administered by the advisory committee chair no more than six months before the degree is to be conferred. This exam is comprehensive, covering all aspects of soil, water, and environmental sciences. Students prepare for this exam through course work. In the exam the student demonstrates proficiency in the following categories: knowledge, skills, and professional behavior. Students should tell the SNRE Academic Advisor the date of the examination at least two weeks prior in order to create final exam forms.

4.10.3. Doctor of Philosophy (PhD)
Qualifying and Final Examinations are required. It is required that the student and Chair or Co-chair be in the same physical location. All other members may participate from remote sites via teleconferencing. The Qualifying Exam may be taken as early as the third semester of graduate study beyond the master’s degree and must be completed at least two terms prior to graduation. The term in which the qualifying examination is passed is counted if the examination occurs before the midpoint of the term. The Qualifying Exam is both written and oral, covering the major area of study. The Qualifying Exam provides an evaluation of the knowledge and preparation to enter candidacy for a PhD. The student should apply for admission to candidacy as soon as the qualifying exam is passed and a dissertation topic is approved. Students should tell the SNRE Academic Advisor the date of the examination at least two weeks prior in order to create final exam forms.

Graduate faculty and students may receive permission from the Faculty Advisor to attend the oral portion of the Qualifying Exam. Graduate faculty members who are not members of the student’s Supervisory Committee are not permitted to vote with the Committee.

The PhD Final Exam provides an evaluation of the dissertation as well as the student’s comprehension thereof. The final oral examination is open to all interested faculty. Students defending their thesis or dissertation should be well-prepared and should have appropriate visual aids to effectively present their data, results, and interpretation. Students prepare for this exam through course work. In the exam the student demonstrates proficiency in the following categories: knowledge, skills, and professional behavior.

4.11. TECHNICAL PAPER/PROJECT (6905) (MS Non-Thesis)
A Technical Paper/Project on a topic in interdisciplinary ecology is required for this degree, which represents work sufficient for at least 2 credits of 6905. The Technical Paper/Project is similar to a MS thesis, but much smaller in scope. For the Technical Paper/Project, a student demonstrates knowledge and understanding of a select topic in the interdisciplinary ecology discipline.

4.12. THESES (MS) and DISSERTATIONS (PHD)
The Graduate School has a useful guide for preparing Theses and Dissertations. Students are encouraged to read this guide carefully. Copies should also be prepared for members of the
Supervisory Committee who desire a copy. Copying expenses are the responsibility of the student. Copies may not be made on Departmental copy machines.

The thesis or dissertation is to be developed by the student with the supervision, recommendations, and critique of the Faculty Advisor. The student and the Faculty Advisor should thoroughly review the thesis/dissertation before submitting it to the Supervisory Committee. When the Faculty Advisor is satisfied that the document is ready for review by the Supervisory Committee, the advisor will authorize disbursement. The student should be prepared to receive suggestions for major changes and corrections in the thesis or dissertation, as required by the Supervisory Committee. Therefore, the student must allow sufficient time to make such changes. The student should plan to present the thesis or dissertation to members of the Supervisory Committee at least three weeks prior to the date of the final exam. This will allow approximately two weeks for review, and the student will have at least one week for preparing the corrected copy to be presented at the final exam. The submitted draft should be complete in every respect—including figures, tables, and bibliography. Formatting guidelines of the ETD office must be observed. Deadlines for the First and Final submissions of signed original theses and dissertations are published by the Graduate School each term and can also be obtained by contacting the SNRE Academic Advisor. The Department uses the deadline for submission of signed theses and dissertations as the deadline for obtaining committee members’ signatures on the final document. In all cases, the student must schedule the oral examination sufficiently ahead of the deadlines to allow for corrections, since corrections are to be completed before final signatures are collected.

Students are required to submit their theses and dissertations electronically (also called ETD). Workshops are offered by the Editorial Office and the Center for Instructional and Research Computing Activities. Information is available online at the Application Support Center of the UF Computing Help Desk.

4.13. PUBLICATION OF RESEARCH
Graduate students are strongly encouraged to submit manuscripts of their findings for publication. Expectations are that PhD and MS students strive towards high quality in their research and publish their work in peer-reviewed journals. Faculty Advisor and supervisory committees outline their own expectations regarding publications to students. University policy allows the thesis/dissertation chapters to be published as articles, and students are encouraged to take this approach. However, the thesis/dissertation must comply with the editorial UF standards and guidelines. Students are also encouraged to prepare and submit papers for publication before graduation. Students are responsible for complying with all copyright requirements.

4.13.1. What do I need to know about signing agreements with publishers?
When your research is published as part of a conference, journal or book, you usually sign some sort of agreement with the publisher. Read that agreement carefully before signing: make sure you understand and agree with its terms and conditions. If you don’t agree with them, you may want to negotiate to change it with the publisher or seek legal or other counsel as to what to do. The agreement should be explicit about what future rights you will keep for use of your work.
4.13.2. What if I want to use a journal article as a chapter in my ETD?

You have a number of options if you have published an article (or articles) before turning in your ETD and want to incorporate them into it. Discuss them with your Supervisory Committee and your publisher. First, you can simply cite that publication in your references. Second, if the publisher has the publication online, you can put a hyperlink to it in your ETD (with the permission of the publisher, who usually has some sort of website protection, allowing only paying customers or subscribers access to it). Third, if the publisher gives you a signed release, you can include the publication in your ETD, as allowed by that release and described in "Chapter 4: Articles as Part of Thesis or Dissertation" in the Graduate School’s Guide for Preparing Theses and Dissertations.

If your ETD delves into your research in a very different way than the published article, permission would not be necessary, since articles are typically short, and your ETD may be the only place where all the details, data, tables and other aspects of your research are presented in full. See additional information from the UF Editorial Office.

4.14. PRESENTATION OF RESEARCH RESULTS AT SCIENTIFIC MEETINGS

All graduate students are strongly encouraged to actively participate in the SNRE Graduate Student Research Symposium in spring every year, as well as, in their Faculty Advisor’s departmental research presentations. These forums provide opportunities to interact with fellow students and faculty and present research as oral or poster papers. As a part of their professional development, students should seek opportunities to present their discoveries at scientific meetings at state, national, and international levels. Though the SNRE cannot ensure financial support for out-of-pocket expenses, partial assistance may be provided to students when funds are available. Frequently, transportation to the meetings may be provided for students presenting papers. Grant funds are often used to provide partial travel support as well. Students are strongly encouraged to seek travel funding in consultation with their mentors. Travel assistance for meetings is discussed above in the Financial Assistance section.

4.15. ACADEMIC REQUIREMENTS

Course requirements for each graduate student are determined by the Supervisory Committee but must meet standards as set forth by the Graduate School. Courses will vary with the degree sought, with each graduate program being designed to fit the needs and objectives of the student. Most graduate students will find that their bachelor's degree program did not completely prepare them for graduate study. Consequently, additional foundation courses are often required.

4.15.1. REGISTRATION

4.15.1.1. General Information

All graduate students are required to register each semester during the specified periods established by the Office of the University Registrar. All course section numbers should be carefully checked. When "Departmentally Controlled" appears in place of a section number, this indicates that the course is controlled by the department offering the course. In this case, the student should contact the specific department and the instructor for registration.
Graduate students on assistantship or fellowship must be registered for the appropriate number of hours, based on their appointment (see below), in order to qualify for the assistantship/fellowship funding and tuition waiver. If the student leaves the assistantship or fellowship during a semester, the tuition waiver does not apply and the student must pay tuition and fees for that semester. If the student registers for more than the required number of credits, the student must pay the balance of tuition not covered by the assistantship.

4.15.1.2. Minimum Credits for Registration

Minimum registration requirements (credits) are as follows:

<table>
<thead>
<tr>
<th>Assistantship Type</th>
<th>Fall/Spring</th>
<th>Summer A/B/C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time students (non-assistants)</td>
<td>9</td>
<td>4/4/8</td>
</tr>
<tr>
<td>Students on fellowship</td>
<td>12</td>
<td>4/4/8</td>
</tr>
<tr>
<td>Assistants on .01 to .24 FTE</td>
<td>12</td>
<td>4/4/8</td>
</tr>
<tr>
<td>Assistants on .25 to .74 FTE</td>
<td>9</td>
<td>3/3/6</td>
</tr>
<tr>
<td>Assistants on .75 to .99 FTE</td>
<td>6</td>
<td>2/2/4</td>
</tr>
<tr>
<td>Full time Assistants</td>
<td>3</td>
<td>varies</td>
</tr>
<tr>
<td>Part-time students</td>
<td>3</td>
<td>2 total</td>
</tr>
</tbody>
</table>

For students on appointment for the full summer, registration must total that specified for the C term, and students must be registered during each term on appointment. A student must not have three consecutive semesters (as of Fall 2019) when s/he is not registered for the minimum credits, or the student must submit a Readmission Application to UF Admissions.

4.15.1.3. Seminar Policy

All MS thesis students and PhD students are asked to give an exit seminar in fulfillment of their degree requirements. MS non-thesis students are not required to present a seminar but have the option to give a seminar to present their Technical Paper/Project. Students are required to get approval of their Faculty Advisor before giving the exit seminar to ensure that the seminar content is ready for presentation.

4.15.1.4. Registration for Final Term

Students who have completed all course requirements but need to finalize their thesis/dissertation, or non-thesis students who need to complete final exam and final project report, must register for at least 3 credit hours during the fall or spring terms or 2 hours for the summer term. All thesis and doctoral degree candidates must be registered for at least the minimum number of credits for 6971 or 7980 during the term that the final examination is given and the term the degree is conferred. All non-thesis candidates must be registered for at least the minimum number of credits that count toward the degree program during the term the final examination is given and the term the degree is conferred.

4.15.1.5. Cleared Prior Status

Clearing prior is a possibility only for Thesis and Dissertation students who have met all published
deadlines for the current term except Final Clearance from the Graduate Editorial Office. No other students are eligible. Clear Prior permits students to be exempt from registration for the term in which the degree will be awarded. A student requesting to clear prior must meet ALL the following criteria:

- Student has successfully submitted a degree application for the current term within the published deadlines, as confirmed by print screen available from ONE.UF.

- Student has appropriately satisfied the current term registration requirement.

- Student has successfully met the current term first submission deadlines for the thesis or dissertation, as confirmed by the Editorial Office via a confirmation email to the student and Supervisory Committee chair.

- Student has successfully met all other degree and administrative requirements within the published deadlines for the current term.

- Student is in the process of finalizing the thesis or dissertation with the Graduate School Editorial Office.

- Student has filed a Graduation Date Change Form at the Registrar’s Office by the last day of classes of the current term.

4.16. UNSATISFACTORY ACADEMIC PROGRESS

Students pursuing the MS or PhD degrees are expected to complete at least the minimum hourly requirement each term and to maintain an acceptable academic grade point average. "Acceptable" is understood to mean a cumulative GPA of 3.00, as well as a 3.00 in all courses. Students who fall below these standards will be placed on academic probation and may lose their assistantship. For the third and subsequent semesters of enrollment, students who demonstrate less-than-adequate academic progress will be subject to the following actions:

<table>
<thead>
<tr>
<th>Category</th>
<th>Cumulative GPA</th>
<th>Action to be taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>2.9 to 3.0</td>
<td>Students who fall in this range for the first time will be given 2 semesters to correct the deficiency. Students who fall in this range for the second time will be given 1 semester to correct.</td>
</tr>
<tr>
<td>B</td>
<td>2.7 to 2.89</td>
<td>Students who fall in this range for the first time will be given 2 semesters to correct this deficiency. Students who fall in this range for the second time may be dismissed.</td>
</tr>
<tr>
<td>C</td>
<td>less than 2.7</td>
<td>The student's graduate program may be immediately terminated.</td>
</tr>
</tbody>
</table>

Students who wish to request a waiver of this policy or any portion thereof must do so in writing to the SNRE Director. Exceptions to this policy will require legitimate reasons to substantiate any request for a waiver.
Upon notification by the Graduate School of graduate students having a cumulative GPA of <3.0, the Academic Advisor will send letters to each student and to the student's Faculty Advisor informing each of Departmental policy toward unsatisfactory academic progress.

New graduate students who demonstrate less-than-adequate progress at the end of their first semester will be subject to the following actions:

<table>
<thead>
<tr>
<th>Category</th>
<th>Cumulative GPA</th>
<th>Action to be taken</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>2.9 to 3.0</td>
<td>Conditionally admitted students will be given one semester to correct this deficiency. Directly admitted students will be given two semesters to correct this deficiency. If at the end of a conditionally admitted student's second semester the cumulative GPA remains &lt;3.0, the student’s graduate program may be terminated.</td>
</tr>
<tr>
<td>B</td>
<td>2.7 to 2.89</td>
<td>Conditionally admitted students may be terminated; directly admitted students will be given one semester to correct this deficiency.</td>
</tr>
<tr>
<td>C</td>
<td>less than 2.7</td>
<td>Possible termination of graduate program.</td>
</tr>
</tbody>
</table>

4.17. EXIT INTERVIEW
The SNRE Academic Advisor will send a short survey to all students on the degree list for that semester, asking information such as job or post-doctoral fellowship placement.

5. ADMINISTRATIVE AND ACADEMIC POLICIES

5.1. PETITIONS REGARDING GRADUATE REQUIREMENTS
Petitions regarding waivers or alterations of any departmental requirement must be submitted to the SNRE Director. Petitions regarding waivers or alterations of any Graduate School requirement must be submitted to the CALS Deans Office, who then will submit it the Graduate School.

5.2. DESK SPACE ASSIGNMENT
Office space is assigned to graduate students on a space-available basis, with assignments being made by the SNRE Administrative Specialist. Most office space, at present, is in conventional offices shared by other graduate students. In order to request office space, please see the SNRE Administrative Specialist.

5.3. COMPUTER FACILITIES AND RESOURCES
Financial support for computer use for thesis or dissertation research activities and other work-related assignments will normally be available through the student’s Faculty Advisor. Computer support available for research from the Faculty Advisor is not to be used for course work assignments. Computer time for course work is available through the instructor teaching the course or through a special Departmental teaching allocation. Students should have their own computers for class work and personal use. All students must have a GatorLink account, which will be the...
primary method of communication via email. It is important that students check their GatorLink email frequently!

The CALS Computer Teaching Laboratory (3086 McCarty Hall B) is currently available to students and faculty on a no-cost basis and can be accessed for computer-based work. The Virtual Machines (VMs) serve as a virtual desktop computer lab, providing students with remote access to software (Office Suite, ArcGIS, statistical and geostatistical software, etc.) and secure workspace for work on research projects, course work or thesis/dissertation projects. See the CALS Computer Lab and Classroom Resources to review the list of equipment, virtual labs and applications, hours of the lab and reservations of classroom resources. Review additional software and access many software applications from any computing device through UF Apps.

5.4. FINANCIAL SUPPORT FOR RESEARCH

Materials, supplies, equipment, travel, and support services graphical and technical)—as required for the performance of research contributing to a Departmental research program—will be supported through the Department with State and Federal funds and extramural grants and contracts to the extent that funds are available. Requests for services and support are to be channeled through the student's Faculty Advisor. Such services are not available for activities related to course work, thesis, or dissertation preparation unless allowed by grant funds. Students are encouraged to participate with faculty in the preparation of grant proposals to obtain necessary support for research activities.

All purchases made for extension, research, and teaching activities—whether related to thesis research or not—must receive prior approval of the student's Faculty Advisor. Details for making purchases are available from the Department's Administrative Services Specialist.

Students have full access to the e-library and the library facilities on the main campus of the University of Florida. To use library services such as computerized literature searches, billed copying services, etc., the student must obtain the approval of his/her Faculty Advisor and use the appropriate account number for each library.

Expenses for thesis and dissertation preparation—typing, drafting, paper, photocopying and covers—are considered personal expenses and are borne by the student, not the Department. On the other hand, expenses related to the preparation of required reports or publications derived from theses and dissertations are legitimate Departmental requests.

5.5. LEAVE (UF GAU-CONTRACT – ARTICLE 8)

8.1 An employee shall not be required to perform assigned duties when:

(a) Disabled or otherwise unable to perform them because of injury, illness (physical or mental), jury duty, required U.S. military service, or when unable to so perform because the employee's presence is required elsewhere because of injury, illness, or death in the immediate family. Immediate family shall consist of mother, father, spouse, sister, brother, child, domestic partner, a person in a legal dependent relationship with the employee, or other relative living in the
employee’s household. The employee shall notify the supervisor of the inability to serve as soon as possible.

(b) The university is closed for a state holiday or a declared emergency, unless the special conditions of the appointment require the employee to perform duties at these times. These days shall not be held against the employee with regard to permitted days of leave pursuant to Section 8.2.

(c) Taking examinations for professional licensing related to the degree or qualifying examinations required by the university. These days shall not be held against the employee with regard to permitted days of leave pursuant to Section 8.2.

(d) Traveling to conferences or other events for professional development. UFBOT and the UFF-UF-GAU encourage supervisors to facilitate professional development and approval of attendance at such events shall not be unreasonably denied. These days shall not be held against the employee with regard to permitted days of leave pursuant to Section 8.2.

8.2 Personal time under this Article shall be with pay for up to five (5) days per semester appointment. Each employee shall be credited with such five (5) days at the beginning of each semester and shall use leave in increments of not less than one (1) day. For example, an employee scheduled to work six (6) hours on Monday and three (3) hours on Tuesday, who is unable to perform assigned duties on these days for any of the reasons described above, would be charged with two (2) days of personal time, regardless of FTE appointment, or number of work hours scheduled. The personal time provided under this article shall not be cumulative.

SNRE: The employee shall notify the supervisor of the need for personal time as soon as possible. Time-off must be mutually agreed upon by the student and the Faculty Advisor.

8.3 Unpaid Leave.

(a) Graduate assistants shall be entitled to six (6) weeks of unpaid leave during any 12-month period for one or more of the following reasons:

1. The birth of a child and in order to care for that child;

2. The placement of a child with a graduate assistant for adoption or foster care;

3. The care of a spouse, domestic partner, mother, father, brother, sister, child, legal dependent, or a relative living in the graduate assistant's household;

4. A serious health condition of the graduate assistant that makes the GA unable to perform his or her duties.

(b) The graduate assistant shall provide the University with written notice not less than thirty (30) days prior to the date of the requested leave, if practicable. In the case of emergency, the graduate assistant must give verbal notice within twenty-four (24) hours of taking leave. In case
of a serious health condition, the University may request medical verification from a health care provider. The University may also require the GA to see a health care provider of the University's choice and at the University's expense.

(c) The graduate assistant may request an extension of the leave, which the University, at its sole discretion, may provide.

(d) The GA is entitled to return to the same or similar position at the conclusion of the leave. This return provision does not apply if the return date is after the completion of an employment contract.

(e) The University shall continue to pay the health care premiums during the duration of the GA's leave. If applicable, the University tuition waiver shall be maintained.

(f) A GA must be in at least a second semester of employment as a graduate assistant to be eligible for this leave provision.

5.6. OUTSIDE EMPLOYMENT
Outside employment or other activities that the University can show interfere with an employee's obligation to the University or that constitute a conflict of interest is prohibited. No employee who engages in outside employment or other activity shall claim to be an official University representative in connection with an outside employment or other activity. No employee may use University personnel, equipment, or facilities in connection with the outside employment or activity without prior approval of the University. Approval for the use of University facilities, equipment, or services may be conditioned upon reimbursement for the use thereof.

Report of Outside Activity. Any employee who proposes to engage in any outside activity or who has a financial interest which the employee should reasonably conclude may create a conflict of interest, shall report to the employee's supervisor, in writing, the details of such proposed activity prior to engaging therein. The report shall include, where applicable, the name of the employer or other recipient of services; the funding source; the location where such activity shall be performed, and the nature and extent of the activity.

5.7. GRIEVANCES
Policies and procedures for pursuing grievances, when informal resolution has not proven effective, are listed in Article 22 of the Collective Bargaining Agreement between the Board of Regents and Graduate Assistants United, United Faculty of Florida. All attempts should be made to resolve all problems, first at the department level through the Faculty Advisor and then through the SNRE Director, and finally to the CALS Deans Office, in that order.

5.8. HONOR CODE AND PLAGIARISM
All students, staff and faculty members, and administrators in the SNRE follow the honor code of academic honesty as outlined by the UF Dean of Students Office.
Preamble: In adopting this honor code, UF students recognize that academic honesty and integrity are fundamental values of the university community. Students who enroll at the University commit to holding themselves and their peers to the high standard of honor required by the honor code. Any individual who becomes aware of a violation of the honor code is bound by honor to take corrective action. The quality of a University of Florida education depends on community acceptance and enforcement of the honor code.

The Honor Code: We, the members of the University of Florida community, pledge to hold ourselves and our peers to the highest standards of honesty and integrity.

On all work submitted for credit by students at the University, the following pledge is either required or implied: "On my honor, I have neither given nor received unauthorized aid in doing this assignment."

The University requires all members of its community to be honest in all endeavors. A fundamental principle is that the whole process of learning and pursuit of knowledge is diminished by cheating, plagiarism and other acts of academic dishonesty. In addition, every dishonest act in the academic environment affects other students adversely, from the skewing of the grading curve to giving unfair advantage for honors or for professional or graduate school admission. Therefore, the University will take severe action against dishonest students. Similarly, measures will be taken against faculty, staff and administrators who practice dishonest or demeaning behavior.

Student responsibility: Students should report any condition that facilitates dishonesty to the instructor, department chair, college dean, or Student Honor Court.

Faculty responsibility: Faculty members have a duty to promote honest behavior and to avoid practices and environments that foster cheating in their classes. Teachers should encourage students to bring negative conditions or incidents of dishonesty to their attention. In their own work, teachers should practice the same high standards they expect from their students.

Administration responsibility: As highly visible members of our academic community, administrators should be ever vigilant to promote academic honesty and conduct their lives in an ethically exemplary manner.

Student Conduct Code
Students enjoy the rights and privileges that accrue to membership in a university community and are subject to the responsibilities that accompany that membership. For a system of effective campus governance, it is incumbent upon all members of the campus community to notify appropriate officials of any violations of regulations and to assist in their enforcement. The University's conduct regulations, available to all students in the UF Student Guide, are set forth in Florida Administrative Code. Questions can be directed to the Dean of Students Office.

Librarians at Marston Science Library have created a resource guide on Responsible Conduct of STEM Research.
Any violations of the honor code, in particular plagiarism in research documents, theses, dissertations, manuscripts, publications, presentations, and course work, will be rigorously addressed following steps outlined by the judicial process for honor code violations. A Faculty/Student Resolution Form will be completed and forwarded to Student Conduct and Conflict Resolution, 202 Peabody Hall. This results in a student disciplinary file for the student as a violation of the Student Honor Code and in worst case, expulsion from the UF.

6. CONTACT INFORMATION

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**Dr. Joel Brendemuhl**
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P.O. Box 110270

**Graduate Student Records**
352.392.4643
1st Floor, Grinter Hall
P.O. Box 115500

**Graduate Editorial Office: Theses/Dissertations**
352.392.6622
164 Grinter Hall
P.O. Box 115500

**Registrar and Admissions Office**
352.392.1374
222 Criser Hall
P.O. Box 114000

**Student Health Care Center**
352.392.1161
Infirmary Building
280 Fletcher Drive

**Student Financial Affairs**
352.392.0181
S-107 Criser Hall
P.O. Box 114025

**UFIC (international center)**
352.392.5323
170 HUB
PO Box 113225
APPENDIX A GRADUATION CHECKLIST

Time tables for meeting all deadlines are published by the Graduate School each semester in the UF Graduate Catalog.

- **The semester before you plan to graduate**, check with the Academic Program Specialist to ensure that you have completed all requirements and resolved any issues before graduation. Graduate students cannot graduate with “I,” “N,” or “H” grades on the transcript. A 3.0 GPA overall and in your major is also required to graduate.

- For the final term, registration for the minimum hours of 6971 is required for MS thesis students and the minimum hours of 7980 are required for PhD students, unless the student has obtained “cleared prior” status. Non-thesis students must register for at least the minimum hours of course work that can be counted toward the degree. (See *Registration for Final Term* section)

- Fill out an online degree application (through One.UF) for the correct degree and submit it to the Office of the University Registrar by the UF deadline.

- Schedule the thesis or dissertation defense/final examination and notify Student Services no later than 10 business days ahead of time. Final Exam Form, ETD Signature Page, and Publishing Agreement forms must be generated in the system for all students, and an announcement of examinations must be made.

- The Final Plan of Study form must be signed and turned in to Student Services along with the Final Exam Form, ETD Signature Page, and Publishing Agreement. Any discrepancies between the Proposed and Final Plan of Study forms must be approved by all members of the Committee at the defense/final examination before the student may graduate.

- Review the checklists below and the Graduate School Graduation Checklists to ensure you meet all Thesis and Dissertation submission requirements and deadlines.
APPENDIX B CHECKLIST FOR STUDENTS AND FACULTY MEMBERS

(1) Admission into the graduate program; a SNRE faculty member must agree to serve as Faculty Advisor before a student can be admitted to the graduate program.

(2) First semester:

(i) SNRE develops draft Plan of Study with students and Faculty Advisor.

(ii) Graduate student orientation and SNRE orientation.

(iii) Register for graduate-level courses.

(iv) Students and Faculty Advisor discuss ideas for research (MS-thesis and PhD) or Technical Paper/Project (MS-Non-thesis).

(v) Student develops research proposal under supervision of Faculty Advisor.

(vi) Initial steps to form a Supervisory Committee.

(3) Second semester:

(i) Continue course work (all graduate students); and research (PhD and MS students).

(ii) Form Supervisory Committee.

(iii) Share Plan of Study with Supervisory Committee and modify according to recommendations by faculty members.

(iv) Approve Plan of Study (signatures by student and committee members) – required by the end of second semester.

(v) Continue to develop research proposal (MS and PhD student).
(4) Third semester:

(i) Continue course work (all graduate students); and research (PhD and MS thesis students).

(ii) MS thesis students: Finalize research proposal and present it to the Supervisory Committee.

(iii) Meeting of Supervisory Committee (at least once a year).

(5) Fourth semester:

(i) Continue course work (all graduate students); and research (PhD and MS thesis students).

(ii) MS professional students: Start to work on Technical Paper/Project.

(iii) PhD students: Finalize research proposal and present it to the Supervisory Committee.

(6) Fifth semester:

(i) Continue course work (all graduate students); and research (PhD and MS thesis students).

(ii) MS students: Schedule examination. The examination may not be scheduled earlier than six months before the degree is to be conferred.

(7) Sixth semester:

(i) MS non-thesis students: Complete Technical Paper/Project – after approval by committee the paper is archived in the SNRE; written OR oral comprehensive exam administered by Supervisory Committee; complete SNRE learning outcomes survey; graduation

(ii) MS thesis students: Complete thesis and present thesis to Supervisory Committee – after approval by committee the thesis can be submitted to ETD office; final oral OR written examination administered by Supervisory Committee; exit seminar; complete SNRE learning outcomes survey; graduation; publish research results jointly with faculty advisors.

(iii) PhD students: Qualifying Examination - The exam may be taken as early as the third semester of graduate study beyond the master’s degree and must be completed at least two terms prior to graduation. Commonly the qualifying exam is taken after major course work has been completed. Note: PhD students should meet at least once a year with supervisory committee to provide update on progress of research.

(8) Seventh .... following semesters (PhD students):

(i) Continue course work and research.

(ii) Meet at least once a year with supervisory committee to provide update on progress of
research. Discuss research questions. Refine research according to suggestions by committee.

(iii) Start writing manuscripts as soon as research evolves and submit for publication in peer-reviewed journals.

(9) Final semester (PhD students):

(i) Complete dissertation.

(ii) Defend the dissertation (oral) in front of Supervisory Committee.

(iii) Refine dissertation according to suggestions by committee.

(iv) Present at SNRE seminar.

(v) Submit the final revised version of dissertation to Supervisory Committee and seek faculty approval (signatures).

(vi) After approval by committee, submit dissertation to ETD office.

(vii) Return office keys and other related materials to the department / Faculty Advisor.

(viii) Finalize manuscripts and submit them to peer-reviewed journals.

(ix) Graduation.

*Congratulations to all graduate students!*