



BOT Quarterly Meeting
University of North Florida
MedNexus
2024-09-30 09:00 - 13:00 EDT

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BOT Quarterly Meeting

University of North Florida

Monday, September 30, 2024 at 9:00 AM EDT to 1:00 PM EDT

MedNexus

Agenda

I. Call to Order

II. Public Comment 9:00 AM

III. Student Presentation 9:10 AM

Presenter: Katie Lewis, UNF nursing Student

IV. Chair's Remarks 9:20 AM

V. President's Remarks and Update 9:25 AM

VI. Welcome and MedNexus Update 9:55 AM

Presenter: Dr. Julie Merten, Associate Dean of MedNexus

VII. Update on Brand Strategy Work (For Information Only) 10:15 AM

Presented by Andrea Jones, Vice President of Marketing and Communications

VIII. Action Items

A. BOT-1: Ratification of Collective Bargaining Agreement - PBA 10:45 AM

Presenter: Michael Mattimore, outside labor counsel

*****BREAK***** 10:55 AM

B. BOT-2: Annual Presidential Evaluation 11:10 AM

Presenter: Kevin Hyde, Chair UNF BOT

C. BOT-3: Consideration of Incentive Compensation and Review of Compensation 11:40 AM

Presenter: Kevin Hyde, Chair UNF BOT

IX. Discussion / Informational Items

A. Student Government Presentation on SG Initiatives 11:55 AM

Presenters: Michael "Mikey" Barcal, President of SG and Ashlyn Davidson, VP of SG.

B. Enrollment Update 12:10 PM

Presenter: Glen Besterfield, Dean of Enrollment and Abby Willcox, Associate Vice President of Institutional Research & Performance

C. Committee Reports 12:30 PM

- **Academic and Student Affairs Committee**

BOT Quarterly Meeting

University of North Florida

Monday, September 30, 2024 at 9:00 AM EDT to 1:00 PM EDT

MedNexus

The committee met on September 23, 2024. Chair Korman Shelton will provide a report to the Board.

- **Audit and Compliance Committee**

The committee met on September 16, 2024. Chair McElroy will provide a report to the Board.

- **Finance and Facilities Committee**

The committee met on September 23, 2024 Chair Gol will provide a report to the Board.

X. Consent Agenda - Action Item

12:35 PM

A. From the Academic and Student Affairs Committee

- Draft June 10, 2024 Academic and Student Affairs Committee
- Self-supporting and Market Tuition Rate College-Credit Programs Annual Report, 2023-2024
- Textbook and Instructional Materials Affordability Report (August 2023-July 2024)
- Foreign Influence Annual Report (July 2023-June 2024)
- General Education Approval

B. From the Audit and Compliance Committee

- Draft June 6, 2024 Audit and Compliance Committee Meeting Minutes
- Office of Internal Auditing Charter Revisions

C. From the Finance and Facilities Committee

- Draft June 10, 2024, Finance and Facilities Committee Meeting Minutes
- Proposed Amended Regulation - 7.0040R Freedom of Expression in Outdoor Areas of Campus
- Capital Improvement Trust Fund (CITF) Budget Reallocation
- Fiscal Year 2024-2025 Carryforward and Fixed Capital Outlay Budget
- Fiscal Year 2023-2024 Accounts Receivable and Write-Offs Reports
- Annual Review of Fiscal Year 2024 Bonuses

XI. Review of FY25 Board of Trustee Annual Work Plan

12:40 PM

Presenter: President Limayem

XII. Review of BOT Self Assessment Results

12:50 PM

Presenter: President Limayem

XIII. Roundtable discussion (for discussion only, working lunch)

1:05 PM

XIV. Adjournment

BOT Quarterly Meeting

University of North Florida

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MedNexus

XV. Tour of facility and demo of simulator



Board of Trustees

**UNF Board of Trustees
Board Meeting**

**Item # V
Information Item**

September 30, 2024

Subject: Student Presentation by Katie Lewis

Recommended Action:

No action is necessary.

Background Information:

Katie Lewis is a senior at UNF, pursuing a degree in Nursing with minors in Psychology and Religion will share her UNF journey.

Supporting documentation:

1. PPT by Katie Lewis

Presenter:

Katie Lewis, UNF student



Board of Trustees

Item # IX
Information Item

UNF Board of Trustees
Board Meeting

September 30, 2024

Subject: Update on Brand Strategy Work

Recommended Action:

No action necessary. This is presented for informational purposes.

Background Information:

Andrea Jones, Vice President of Marketing and Communications, will present UNF's new brand strategy and expression. She will also outline the integrated, omni-channel marketing plan set to launch on October 1.

Supporting documentation:

1. PPT of Brand Strategy Work

Presenter:

Andrea Jones, Vice President of Marketing and Communications



Board of Trustees

Item # X
Information Item

UNF Board of Trustees
Board Meeting

September 30, 2024

Subject: Student Government Presentation

Recommended Action:

No action is necessary.

Background Information:

Michael "Mikey" Barcal, Student Body President, and Ashlyn Davidson, Student Body Vice President, will present their platform and key areas of focus for their current term. They will detail specific plans and actions for each priority area, with the goal of creating a positive and impactful experience for all students.

Michael Barcal Bio:

Michael "Mikey" Barcal is the Student Body President and head of the Executive Branch of Student Government at the University of North Florida. He has previously served as the Student Body Treasurer for the past two years.

Mr. Barcal has formerly served as Chair of the Student Government Scholarship Committee and the Club Funding Board. He previously participated as a member of the Parking Advisory Council, Student Union Advisory Board, and Student Fee Assessment Committee and was an active alternate in the University of North Florida's Constitution Convention Committee.

Other involvements at the University of North Florida included the Vice President of Health and Safety and the former Vice President of the Kappa Gamma Chapter of Theta Chi Fraternity. Mr. Barcal also served as the chapter's Interfraternity Council delegate, representing Theta Chi within the Interfraternity community. He is an active member of the Construction Management community at the University of North Florida, and in his free time, he enjoys surfing.

Ashley Davidson Bio:

Ashlyn Davidson is the Student Body Vice President and oversees the Executive Agencies at the University of North Florida. She coordinates with the Executive Staff and Cabinet members to accomplish executive goals and initiatives. For the past two years, she served as Student Government's

Osprey Involvement Center (OIC) Director, overseeing OIC's staff members and managing 200+ on-campus clubs/organizations to promote and enhance student engagement.

Ms. Davidson has formerly served on the General Education Council and Club Funding Board and has been the Vice Chair for the Student Union Advisory Board.

Other involvements at the University of North Florida include being an active Honors student and an Honors facilitator in an Honors first-year experience course. She has proudly served as a Student Conduct Board member and is the President of Between the Lines. In her free time, she enjoys reading, painting, and spending time with her cat Bean!

Supporting documentation:

1. PPT

Presenter:

Michael "Mikey" Barcal, Student Body President, and
Ashlyn Davidson, Student Body Vice President



UNF Board of Trustees
Full Board Meeting
September 30, 2024

Subject: Enrollment Update

Recommended Action:

No action necessary.

Background Information:

Dr. Besterfield will provide an enrollment update of UNF's student enrollment based on current data.

Supporting documentation:

1. PPT

Presenter:

Dr. Glen Besterfield, Dean of Enrollment



Board of Trustees

Item # XII BOT-1
Information Item

**UNF Board of Trustees
Board Meeting**

September 30, 2024

Subject: Collective Bargaining Agreement with the Coastal Florida Police Benevolent Association, Inc. (PBA)

Recommended Action:

Ratification of the 2024 Revisions to the UNF-PBA Collective Bargaining Agreement

Background Information:

The University is now in the second year of the three-year term of the current Collective Bargaining Agreement with the PBA. Each year, a small number of articles are revisited. This year, two articles were updated. PBA members have ratified these changes. Here is a summary of the changes:

Article 11 – Work Period / Overtime

- Added a 4% shift differential for in-unit officers who are assigned to the night shift.
- A one-time lump sum payment will be made to in-unit officers assigned to the night shift. This payment will account for the shift differential they would have earned from July 1, 2024 (the start of this contract cycle) to mid-October, when the new system will be in place to handle the payments going forward.

Article 18 – Uniforms and Equipment

- The maintenance amount has been increased from \$500 to \$1,000 for employees who have been furnished a uniform by the University, and from \$600 to \$1,100 for plain clothes positions.

Supporting documentation:

1. Articles 11 & 18 and Signature Page.

Presenter:

Michael Mattimore, Outside Labor Counsel



Board of Trustees

**Item # XIII BOT-2
Action Item**

**UNF Board of Trustees
Board Meeting**

September 30, 2024

Subject: 2023-2024 Annual Presidential Evaluation

Recommended Action:

The Board of Trustees will conduct an annual evaluation of President Moez Limayem.

Background Information:

Kevin Hyde, Chair of the UNF Board of Trustees (BOT), will lead the review of President Limayem's performance for the period from July 1, 2023, to June 30, 2024.

In accordance with Florida Board of Governors Regulation 1.001(5)(g), each board of trustees shall conduct an annual evaluation of the president. The chair of the board of trustees shall request input from the Chair of the Board of Governors, who may involve the Chancellor, during the annual evaluation process pertaining to responsiveness to the Board of Governors' strategic goals and priorities, and compliance with systemwide regulations.

President Limayem submitted his self-evaluation for the 2024 reporting year, which was sent to the Board on August 27, 2024. Following the Board of Governors regulation, the Chair discussed the president's performance with the Chair of the Board of Governors. The Chair then prepared an initial draft performance evaluation, which was shared with the trustees before the September 30 meeting.

Supporting documentation:

1. President's Self-Evaluation for July 1, 2023, to June 30, 2024
2. President Limayem's DRAFT Performance Evaluation for July 1, 2023, to June 30, 2024
3. UNF Presidential Evaluation Policy
4. Presidential Evaluation Timeline

Presenter:

Kevin Hyde, Chair of UNF Board of Trustees



Board of Trustees

**Item # XIV BOT-3
Action Item**

**UNF Board of Trustees
Board Meeting**

September 30, 2024

Subject: Consideration of Incentive Compensation and Review of Compensation

Recommended Action:

Board of Trustees will review President Limayem's annual compensation and consider an incentive compensation award for the President, in accordance with the President Limayem's Employment Agreement.

Background Information:

The President shall be eligible for an annual award of incentive compensation upon completion of each contract year. The award of incentive compensation shall be considered in connection with the Board's annual evaluation of the President and shall be based on the Board's assessment of the President's achievement of mutually agreed upon performance measures and goals. The President is eligible for an annual award of incentive compensation not to exceed \$100,000.00. The award of incentive compensation, including the amount, is solely at the discretion of the Board. In addition, per Section 4.1 of President Limayem's Employment Agreement, the President's base salary can be adjusted annually.

Supporting documentation:

1. President's Self-Evaluation for July 1, 2023, to June 30, 2024

Presenter:

Kevin Hyde, Chair of UNF Board of Trustees



Board of Trustees

Item # XV
Information Item

UNF Board of Trustees
Full Board Meeting

September 30, 2024

Subject: Board of Trustees FY25 Annual Work Plan

Recommended Action:

No action is necessary. This item is for discussion only.

Background Information:

The BOT Work Plan serves as a roadmap for the Board's activities, ensuring that all necessary approvals are noted and that the Board is regularly informed of important developments.

The FY25 BOT Work Plan outlines the strategic items that the Board will review throughout this fiscal year. This plan includes a list of approval and informational items, ensuring that the Board remains informed and engaged in its work.

Supporting documentation:

1. FY25 BOT Annual Work Plan

Presenter:

Dr. Moez Limayem, President of UNF



Board of Trustees

**Item # XVI
Information Item**

**UNF Board of Trustees
Board Meeting**

September 30, 2024

Subject: Review of Board Self-Assessment Results

Recommended Action:

No action necessary. Presented for discussion purposes.

Background Information:

According to the Association of Governing Boards (AGB), a high-functioning board is composed of members who make service to the institution and its effectiveness in fulfilling its public mission their top priority. Willingness to engage in a regular Board self-assessment is a sign of commitment to this fiduciary standard.

Every two years the Board will engage in a comprehensive, Board self-assessment process. The Board will review the results of the Board Self-assessment tool administered in June 2024.

Supporting documentation:

1. Self-assessment tool
2. Summary of self-assessment results

Presenter:

Kevin Hyde, Chair of UNF Board of Trustees
Dr. Moez Limayem, President of UNF