



Board of Trustees Meeting

University of North Florida
University Center, Board of Trustees Room
2025-04-23 09:00 - 11:30 EDT

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Board of Trustees Meeting

University of North Florida

Wednesday, April 23, 2025, 9:00 AM to 11:30 AM

University Center, Board of Trustees Room

Agenda

I. Call to Order

II. Public Comment

III. Student Presentation

9:00 AM

Presenter: Damien Jackson, UNF Student

IV. Chair's Remarks

9:15 AM

Presenter: Kevin Hyde, Board Chair

V. President's Remarks

9:25 AM

Presenter: Moez Limayem, President

VI. Faculty Association Update

9:40 AM

Presenter: James Beasley, FA President

VII. Action Items

A. BOT-1: Ratification of Amendments to Collective Bargaining Agreement with Coastal Florida Police Benevolent Association, Inc.

9:55 AM

Presenter: Mike Mattimore, Outside Labor Counsel and Chief Negotiator

B. BOT-2: Revised 2024-25 Fixed Capital Outlay Budget

10:00 AM

Presenter: Scott Bennett, Vice President, Administration & Finance

C. BOT-3: Educational Plant Survey

10:05 AM

Presenter: Scott Bennett, Vice President, Administration & Finance

Working Brunch - Prepare plates and return to seat

10:15 AM

D. BOT-4: 2025 UNF Accountability Plan including Review and Endorsement of the Board of Governors Statement of Free Expression

10:30 AM

Presenter: Abby Willcox, Associate Vice President of Institutional Research

1. Endorsement of the Board of Governors Statement of Free Expression

2. 2025 UNF Accountability Plan

VIII. DISC-1: STRATEGIC DISCUSSION: Alignment of UNF's Strategic Plan and SUS 30 (Discussion Item)

11:00 AM

Presenters: Moez Limayem, President, Paul Eason, VP of Strategy and Innovation

IX. Adjournment

11:30 AM



**UNF Board of Trustees
Full Board Meeting**
April 23, 2025

Subject: Student Presentation – Damien Jackson

Recommended Action:

No action necessary. This item is presented for information purposes.

Background Information:

Damien Jackson, a senior transfer student from FSCJ and a Gilman Scholarship recipient, will share his UNF journey.

Supporting documentation:

1. Damien Jackson Bio
2. PPT

Presenter:

Damien Jackson, UNF Student



**UNF Board of Trustees
Full Board Meeting**
April 23, 2025

Subject: Ratification of Amendments to Collective Bargaining Agreement (“CBA”) with Coastal Florida Police Benevolent Association, Inc. (“PBA”)

Recommended Action:

Ratification of Amendments to Leave and Holiday provisions of CBA with PBA

Background Information:

The University is standardizing the amount of annual leave accruals for all staff positions. UPD officers currently receive less than the new target of 352 hours per year. In order to keep them at parity with other staff, revisions are required to the CBA. The respective UNF and PBA bargaining teams discussed and tentatively agreed to these revisions at their bargaining session on April 17, 2025. Board of Trustees’ ratification is required to implement these changes.

Supporting documentation:

1. Memorandum of Understanding with PBA, including redline changes to current CBA articles.

Presenter:

Michael Mattimore, Outside Counsel & Chief Negotiator



**UNF Board of Trustees
Full Board Meeting**
April 23, 2025

Subject: Revised 2024-25 Fixed Capital Outlay Budget

Recommended Action:

Approval of Revised 2024-25 Fixed Capital Outlay Budget

Background Information:

The 2024-25 Fixed Capital Outlay Budget, which was previously approved at the September 2024 Board meeting, has been revised to reflect the increase in the Arena locker room remodeling project budget (highlighted). The cost for the project came in substantially higher than anticipated. Even with value engineering, scope and fee reductions the project cost is still over the original \$3M budget. Athletics has secured a \$1.5M line of credit through the Foundation to cover the additional costs.

Supporting documentation:

1. 2024-25 UNF FCO Budget Rev 4.23.25

Presenter:

Scott Bennett, Vice President, Administration & Finance



**UNF Board of Trustees
Full Board Meeting
April 23, 2025**

Subject: Educational Plant Survey

Recommended Action:

Approval of UNF's Educational Plant Survey

Background Information:

Pursuant to Section 1013.31, Florida Statutes, an *Educational Plant Survey* (EPS or Survey) is required by all public educational entities; school districts, colleges, and state universities, at least once every five (5) years.

A Survey is statutorily defined as a systematic study of present *Educational Plants* and *Ancillary Plants* (i.e., education and general (E&G) facilities, sites and site improvements) and the determination of future needs to provide an appropriate educational program and services for each student based on projected capital outlay full-time equivalents (FTE's). Put more succinctly; the Survey is an assessment of a university's current inventory of E&G space as well as its projected need for more E&G space.

A Survey must use "*uniform data sources and criteria*" and provide the following:

- An inventory of existing *educational plants* and *ancillary plants*.
- Recommendations for existing educational/ancillary plants (i.e. remodeling and renovation).
- Recommendations for new educational/ancillary plants (i.e. new construction).

Furthermore, with regard to State University System (SUS) institutions, the Survey must:

- Reflect the capacity of existing facilities, as inventoried and validated.
- Project E&G space needs in a manner consistent with standards (for determining space needs) specified by Board of Governors (Board) regulation.
- Utilize projected FTEs consistent with the 5-year planned enrollment cycle for the SUS approved by the Board.

An EPS is undertaken collaboratively by a 'Survey Team' consisting of staff of the university being surveyed, Board staff, and volunteer staff from other SUS universities. The final report must be approved by the university's board of trustees (UBOT) and the Board.

A Survey may be amended at the request of the UBOT, if conditions warrant and support amending the original report. Each amended Survey (as well as each new Survey) supersedes previous reports.

Overall, the EPS is a statutorily driven process to help ensure that State resources (namely legislative appropriations; PECO dollars, etc.) are directed toward actual/assessed needs for educational buildings and space.



Board of Trustees

Supporting documentation:

1. University of North Florida EPS 2025-30.pdf

Presenter:

John Hale, Associate VP of Administration and Finance



**UNF Board of Trustees
Full Board Meeting
*April 23, 2025***

Subject: Endorsement of the Florida Board of Governors' Statement of Free Expression

Recommended Action:

Endorsement of the Florida Board of Governors' Statement of Free Expression and commit to the principles of civil discourse.

Background Information:

The Board of Governors recommends that each university's Accountability Plan and Strategic Plan include an endorsement of the Board's Statement of Free Expression, along with a clear expectation for open-minded and tolerant civil discourse throughout the campus community.

Additionally, the Board of Governors Civil Discourse Final Report, adopted in January 2022, advises that the leadership of each university's board of trustees annually review and endorse the Board's Statement of Free Expression and commit to the principles of civil discourse.

Supporting documentation:

1. State University System Free Expression Statement
2. Board of Governors Civil Discourse Final Report

Presenter:

Dr. Abby Willcox, Associate VP of Institutional Research



**UNF Board of Trustees
Full Board Meeting**
April 23, 2025

Subject: 2025 UNF Accountability Plan

Recommended Action:

Approval of the University of North Florida 2025 Accountability Plan

Background Information:

The University Accountability Plan outlines the university's top priorities, strategic direction, and specific actions for achieving those priorities as well as progress towards previously approved institutional and system-wide goals. BOG Regulation 2.002(2)(3), University Accountability Plans, stipulates that each university board of trustees prepares an annual accountability plan and submits updates on an annual basis for consideration by the Board of Governors.

The University Accountability Plan contains five major sections including Strategy, Performance-Based Funding Metrics, Key Performance Indicators, Enrollment Planning, and Academic Program Coordination.

In accordance with the Board of Governor's requirements for submitting BOT-approved University Accountability Plans, University of North Florida's final plan must be submitted by May 1, 2025. The Accountability Plan will be submitted for approval by the Board of Governors at their next full meeting, which will be held June 17-18, 2025.

Supporting documentation:

1. 2025 UNF Accountability Plan

Presenter:

Moez Limayem, President

Abby Willcox, Associate Vice President of Institutional Research & Performance



**UNF Board of Trustees
Full Board Meeting
April 23, 2025**

Subject: Alignment of UNF's Strategic Plan with SUS 30

Recommended Action:

No action necessary. This is presented for information purposes.

Background Information

The Florida Board of Governors 2025 strategic plan, SUS 30, was approved in January 2025. The plan outlines the State University System of Florida's (SUS) mission, values, and priorities for the next five years. The plan's goals are to improve education, increase research, and promote economic prosperity. The BOG strategic plan contains five priorities:

1. One System: The State University System of Florida (SUS) is comprised of 12 distinct universities, each with renowned areas of expertise, all collaborating as one System.
2. Elevating Student Success: Our System serves as a national model of excellence for student success while providing high-quality education that is affordable and accessible.
3. Operational Excellence: Our System is committed to being exceptional stewards of state resources and upholding the highest standards of integrity by continually identifying best practices and areas for improvement.
4. World-Class Talent: Our System boasts top-tier faculty who relentlessly pursue knowledge and produce world-class graduates who secure positions at iconic companies around the globe.
5. Innovative Research & Economic Development: Our System conducts innovative research that tackles crucial, life-altering challenges, transforms communities, and serves as an economic driver for our state.

The Board will review UNF's alignment with SUS 30, examining how the university's strategic initiatives support the broader goals of the Board of Governors. Discussion will focus on opportunities for collaboration, areas for enhancement, and strategies to further UNF's contributions to the SUS mission.

Supporting documentation:

1. SUS 30 Florida Board of Governors 2025-2030 Strategic Plan
2. UNF 2023-2028 Strategic Plan
3. SUS 30 Metrics
4. BOG Strategic Plan Comm Presentation 3.26.25



Board of Trustees

Presenter:

Moez Limayem, President

Paul Eason, Vice President of Strategy and Innovation