# Attendance

## Trustees Present:

Kevin Hyde (ex officio), Jason Barrett (virtual), James Beasley, Jack Boyle, Jill Davis, Jay Demetree, Amelia Dyal, Allison Korman Shelton, Chris Lazzara (virtual), Paul McElroy (virtual), Steve Moore, Nik Patel

## Trustees Absent:

John Gol

# Minutes

## Call to Order

Chair Hyde called the meeting to order at 9:04 AM and confirmed a quorum.

## Public Comment

Chair Hyde confirmed that there were no requests for public comment.

## Student Presentation

Zara Siassi, Women’s Soccer Student Athlete, shared her UNF journey. Siassi started her career on the UNF Women’s soccer team in 2020 an concluded Fall 2024. She grew up in West Palm Beach, Florida, and played multiple sports before focusing on soccer. She was drawn to the creativity and team dynamics of the game and credited her coaches and mentors for nurturing her passion. From a young age, she was determined to play Division I college soccer and remained focused on that goal.

She described feeling overlooked during the recruiting process but was advised to choose a school where she would be valued. That led her to UNF, where she felt supported by both athletic and academic staff. She began college during the pandemic and reflected on the unique experience of training and studying in isolation.

Siassi started and played in all 82 games of her college career, setting program records for appearances and minutes played. She highlighted the team’s 2024 season, which included a 10-game unbeaten streak and a historic win over Miami. She emphasized the importance of team camaraderie and shared personal milestones, including breaking the program record for starts and scoring a penalty kick in that game.

She noted that her initial goal at UNF was simply to give her best each day, and that mindset led to unexpected honors, including All-American recognition. She also spoke about her academic achievements, graduating with a degree in kinesiology and a 4.0 GPA, and completing internships in physical therapy and clinical research.

Siassi announced that she signed a professional contract with Sporting Club Jacksonville in the USL Super League and will play home games at Hodges Stadium. She concluded by reflecting on her journey and expressing pride in how far she has come, encouraging others to give their best in everything they do.

Chair Hyde asked about how the transition from South Florida to Jacksonville had been. Siassi responded that Jacksonville felt like a different kind of Florida and expressed how much she had grown to love it. She highlighted the abundance of opportunities, outdoor activities, and the variety of neighborhoods as reasons she enjoys living there.

Trustee Patel thanked Zara and her teammates for their exceptional fan engagement. He shared that when attending games with his children, the players were especially kind and interactive—unlike at many large schools where athletes remain distant. He commended the team for creating a welcoming and memorable experience.

President thanked Zara for her contributions and shared that he had seen her play many times. He stated that she not only made her coaches proud but made everyone proud. He added that the UNF community would continue to cheer her on as she played at Hodges Stadium and wished her the best of luck.

Chair Hyde inquired about the scheduled date for the first home game at Hodges Stadium. Siassi stated it is scheduled for August 23.

Trustee Korman Shelton asked if there was anything the board could do to support the team moving forward, beyond purchasing tickets. She also inquired whether there was anything that could have been done better to improve the student-athlete experience at UNF.

Siassi emphasized that college athletics is evolving and that UNF is no longer a hidden gem, particularly in athletics. She noted the university’s growing national recognition and highlighted the importance of continued investment in facilities, locker rooms, and fields to support the student-athlete experience. She acknowledged that while funding requests are common, hearing athletes’ stories underscores the unique value of investing in programs—especially women’s sports—and encouraged greater support moving forward.

## Welcome and Update from Athletics

Nick Morrow, Director of Athletics, thanked the Board for the opportunity to host the meeting at the UNF Arena. He shared a video message from All-American athlete Smilla Kolbe, who recently returned to Germany following another standout season. Kolbe reflected on a successful season, highlighting milestones such as her first NCAA appearance, breaking the two-minute barrier, and being selected to represent Germany and UNF at the World University Games and European Championships. She expressed gratitude for the support from coaches and staff and shared that she would return in August to complete her degree.

Nick Morrow highlighted Kolbe’s recent performance in Oregon, where she competed with the UNF brand featured on national television. She finished sixth, earning First Team All-American honors for the second time this year—a significant achievement.

Athletics Director Morrow shared the 2024-2025 year in review for athletics. Fall 2024 Department GPA was 3.53 with 196 student-athletes on the Dean’s List and 48 student-athletes with a 4.0 GPA. Spring 2025 Department GPA was 3.49 with 186 student-athletes on the Dean’s List and 52 student-athletes with a 4.0 GPA. 90 Student-Athletes graduated in Fall 2024 and Spring 2025. A 997 single-year APR was recorded, along with a school-record 11 programs ranked in the top 10% nationally, including 14 perfect single-year scores. UNF Athletics achieved the ASUN Academic Cup Champion for the second year in a row, with the highest overall APR for the third year in a row. Athletics established Total Osprey: Student-Athlete Digital Badge – structured programming around leadership, career resources, life skills.

UNF is a Division I institution committed to winning, and the past year was marked by continued competitive success. Athletics Director Morrow shared UNF’s competitive success for the 2024-2025 year.

* 5 Team ASUN Championships
* 9 Individual ASUN Champions
* 8 Team and individual NCAA Championship Appearances
* Retained the River City Rumble barrel for the 12th time in 14 years
* 4 ASUN Players of the Year
* 4 ASUN Scholar-Athletes of the Year
* 26 ASUN All-Academic Honors
* 71 All-Conference Honors
* 9 All-American Honors by 3 student-athletes
* 98 Team and Individual Program Records

Athletics Director Morrow also highlighted the three UNF student-athletes who achieved All-American Honors and their other accolades:

1. **Zara Siassi** – ASUN Defensive Player of the Year, Women’s Soccer All-American & Academic All-American
2. **Allison Benning** – ASUN Scholar-Athlete of the Year, ASUN Pitcher of the Year, ASUN Player of the Year, Mid-Major Player of the Year, All-American & Academic All-American
3. **Smilla Kolbe** – ASUN Scholar-Athlete of the Year, ASUN Most Outstanding Women’s Track Performer, 1st Team All-American (Indoor Track), 1st Team All-American (Outdoor Track)

Competing at the Division I level allows the university to increase visibility and leverage its athletics program as a powerful marketing tool. Athletics Director Morrow shared UNF Athletics’ impact numbers in 2024-2025:

* Hosted nearly 200 events spanning 166 days, attracting over 120,000 visitors to campus
* 2.8+ million views on [unfospreys.com](https://unfospreys.com/)
* 143,315 hours watched & 268,669 unique viewers on ESPN+
* 22,000 page likes on Facebook
* 174,000 combined followers on X (formerly Twitter) and Instagram
* 2,167 hours of community service, $75,396 economic impact

Athletics Director Morrow presented the vision for UNF athletics facilities for the next year:

* UNF Arena locker room project
* Baseball Project, Phase 1
* Soccer Grass Practice Fields
* Hodges Stadium Renovation

Morrow issued a call to action regarding ongoing athletics projects, noting the presence of a fundraising gap. He highlighted opportunities for naming rights and sponsorships, emphasizing the potential for significant economic impact and increased visibility through events and facility use.

In February, Athletics Director Morrow gave a presentation on the NCAA House Settlement, outlining its national implications and specific impact on UNF. The settlement was officially approved on Friday, June 6, at 9:28 PM. UNF will see a reduction of approximately $285,000 annually from its NCAA distribution to cover back payments owed to student-athletes who competed from 2016 to 2024.

Moving forward, the settlement allows for direct payments to student-athletes for their name, image, and likeness (NIL), with a revenue-sharing cap of $20.5 million—well above UNF’s current operating budget. The most significant change involves scholarship flexibility. With the introduction of the “designated student-athlete” category, UNF can now opt into the new system without cutting athletes to meet roster limits. This enables expanded scholarship opportunities across sports like men’s golf, beach volleyball, and indoor volleyball.

Additionally, a new oversight body, the *College Sports Commission*, will govern NIL deals and enforce settlement terms, replacing the NCAA in this role. All NIL deals over $600 must now be submitted through a system called NIL Go, which evaluates fair market value and compliance.

UNF plans to opt into the new system starting July 1, leveraging these changes to enhance recruitment and program development.

Chair Hyde reported that the City Council passed a resolution honoring UNF’s women athletes. The resolution echoed points previously raised by Athletics Director Morrow and includes a formal recognition scheduled for August at City Hall. He expressed appreciation for the continued support of UNF.

Trustee Boyle asked whether the University had seen any impact from the ASUN Conference’s move to Jacksonville. Athletics Director Morrow noted that having the ASUN Conference based in Jacksonville has been beneficial. He highlighted the ease of access to conference leadership, the increase in championships being hosted locally, and the likelihood that the basketball tournament would not have come to Jacksonville without the move. Athletics Director Morrow expressed optimism about continued benefits in the future. President Limayem added that the ASUN Conference has begun hiring UNF students as interns.

Chair Hyde raised a question for VP Bennett regarding Board of Governors regulation 9.013 that passed last week, which allows for up to $22.5 million in funding from non-athletic auxiliary funds to support athletics in response to the financial implications of the House v. NCAA settlement. While it was acknowledged that UNF is unlikely to spend the full amount, the question focused on whether the regulation would have any impact on the University. VP Bennett confirmed that the regulation impacts UNF that permitting non-athletic auxiliary funds for athletics is a major change. He noted that there are numerous caveats and procedural requirements, including approvals from the Board of Trustees, the Board of Governors, and potentially the Division of Bond Finance, depending on the type of auxiliary funds used.

Trustee Korman Shelton noted that the regulation primarily applies to student fees and that institutions have until the end of June 2027 to opt in or opt out. VP Bennett clarified that the new regulation permits the use of non-athletic auxiliary funds to support athletics for a limited period—believed to be three years. While the regulation includes language about student fees, it is not restricted to them. He explained that student fees and auxiliaries are treated similarly, but if student fees are used, additional requirements apply, such as notifying students. He emphasized that many auxiliaries—such as parking, housing, bookstore, food service, and the University Center—do not involve student fees and could be used under this authority.

Trustee Korman Shelton suggested that if the University were to pursue this funding pathway to support athletics, it might require an increase in student fees—despite current restrictions on raising those fees. VP Bennett confirmed that the University is not permitted to increase student fees and stated that the University would likely avoid using student fees and instead rely on other auxiliary sources, such as food service and bookstore revenues.

Trustee Korman Shelton asked whether the University would need to generate additional revenue if auxiliary funds were redirected to support athletics. VP Bennett noted that many auxiliary sources currently have fund balances, and the University could potentially draw from those reserves to support athletics. VP Bennett stated that he and Athletics Director Morrow are in ongoing discussions about how to address the regulation and what funding options may be available.

Chair Hyde noted that the regulation was a topic of significant discussion at the recent Board of Governors meeting. He acknowledged that the policy was largely driven by institutions operating at a larger scale than UNF, but, as VP Bennett pointed out, it could still have implications for the University. He stated that the administration would continue to monitor developments closely.

## Chair's Remarks

Chair Hyde reported that the Board of Governors meeting was held the previous week and featured a presentation on performance-based funding and accountability plans. He noted that the discussion allowed for a review of individual metrics.

UNF was recognized in two or three metrics as being among the top three performers, which reflected positively on overall performance. Chair Hyde stated that UNF earned more points than the previous year, attributing the improvement to a full embrace of the metrics and a strong, consistent effort to meet them—something the Board fully recognized and that had not always been the case in the past.

He added that other topics from the meeting included a proposed regulation related to athletic funding, which generated significant discussion, and a continued emphasis on workforce development, a theme addressed by every presenting institution.

Chair Hyde reported that two weeks prior, university and state college board chairs and presidents attended the Annual Commissioner’s Summit in Miami—Commissioner Diaz’s final summit. Governor DeSantis spoke for about 30 minutes, emphasizing workforce development and the role of higher education, particularly at the state college level but also recognizing universities’ involvement.

Attendees later met with the incoming Commissioner of Education, formerly the Governor’s Deputy Chief of Staff, who reinforced the administration’s priorities: workforce development and operational efficiencies.

He concluded by sharing that Florida was again ranked the No. 1 higher education system by U.S. News & World Report for the ninth consecutive year.

## President's Remarks and Update on Presidential Goals

President Moez Limayem began his update by congratulating Dr. Brian Verkamp, Vice President and Chief Information Officer, on successfully defending his dissertation and earning his Ed.D.

President Limayem emphasized several recent accomplishments at UNF, noting a record-breaking theme.

Teresa Nichols, Vice President of University Development and Alumni Engagement, and her team exceeded the fundraising goal of $33M. UNF saw a record high Academic Progress Rate (Retention with a 2.0 or higher) at 83% for the Fall 2023 Full-time FTIC returning to Fall 2024. President Limayem stated that this is the foundation of student success.

President Limayem emphasized the institution’s strong focus on workforce development. He noted that during his recent visit to Washington, D.C., he met with the Secretary of Education to present initiatives in workforce development, badging, business partnerships, and experiential learning. President Limayem stated that infrastructure was being established to ensure every student would have at least one internship or similar experience starting next fall. He acknowledged Trustee Moore’s consistent advocacy for internships and cited research showing that about 90% of students with such experience secure employment at or shortly after graduation with competitive salaries.

Dr. Karen Patterson, Provost and Vice President, added that faculty played a critical role by voting to support making experiential learning a graduation requirement. President Limayem thanked the faculty and highlighted Trustee Beasley’s leadership in advancing this initiative and improving the Academic Progress Rate (APR) outcomes.

President Limayem reaffirmed that accreditation remains a top institutional priority and is non-negotiable. He explained that losing accreditation would jeopardize students’ access to federal financial aid, deter employers and faculty, and damage the institution’s reputation. He noted that the Board of Trustees had approved the transition to Higher Learning Commission, with the first phase completed successfully and the second phase underway. He also reported that the SACSCOC fifth-year interim report was accepted with no requests for additional information or comments—an outcome which is exceptionally rare.

Athletics achieved a 3.49 GPA in the spring semester, with 52 student-athletes earning a 4.0 and 186 earning over a 3.5 GPA. UNF won the ASUN Conference’s highest overall APR and the Presidents’ Academic Cup for the second consecutive year. President Limayem praised Athletic Director Morrow and his team for their outstanding work supporting student-athletes academically and athletically, noting that their performance metrics reflect their continued success.

Additionally, Smilla Kolbe placed 6th in the NCAA Track & Field Championships, earning First Team All-American Honors. The UNF softball team won the ASUN Tournament Championship and earned a berth to the NCAA Tournament. President Limayem praised Smilla for raising the university’s national profile, noting that students, alumni, donors, and community leaders had reached out to express their excitement about seeing her on television. He described the visibility and support as remarkable.

Next, President Limayem shared recent updates.

The President reported strong momentum in enrollment. He noted that summer enrollment was up significantly, with credit hours increasing by 9% and headcount rising by over 1,000 students compared to the previous summer. He credited this growth to intentional efforts made the prior year to strengthen internal processes and ensure student success. He acknowledged the leadership of Dr. Susan Perez and Dr. Glen Besterfield and highlighted that 1,592 First-Time in College (FTIC) students were enrolled, with 874 participating in the Osprey First Summer Pathway—an initiative designed to provide additional mentoring and support to help students succeed in the fall.

President Limayem shared that *ArtsUNF* was created to consolidate and coordinate MOCA, the university’s art galleries, and its art collection into one institute. He noted that the University holds a significant amount of high-quality artwork created by faculty and students, much of which has been stored and underutilized. The consolidation aims to better manage and showcase these assets, strengthen the connection between MOCA and UNF, and expand opportunities for students. He also mentioned ongoing efforts with the Jacksonville Civic Council to deepen the partnership between MOCA and the Cummer Museum, with the broader goal of enhancing Jacksonville’s cultural presence as a world-class city.

President Limayem noted that a comprehensive feasibility study for a future capital campaign was recently completed, with details to be shared soon. He commended the work of Vice President Nichols and her team, highlighting notable progress in alumni engagement. Year-to-date, alumni engagement efforts have generated 3.7 million media impressions and over 150,000 engagements—representing a 33% increase in impressions and a 25% increase in engagements compared to the previous fiscal year. He also recognized Andrea Jones, Vice President of Marketing and Communications, and her team for their strong contributions to this success.

President Limayem reiterated the University’s goal of achieving R1 status and emphasized the need for leadership focused on expanding research activity. He thanked Dr. John Kantner for laying a strong foundation for research at UNF while balancing multiple responsibilities. He went on to announce Dr. Kimberly Mayer would join UNF as our Chief Research Officer beginning August 18. Dr. Mayer previously led the research development team at the University of Virginia and founded the Office of Innovation and Entrepreneurship at the University of Texas at Arlington—institutions with strong R1 credentials. Her expertise includes commercialization, program development, and research strategy. Her first priority will be conducting a comprehensive assessment of the research office to identify opportunities for process improvement and growth.

President Limayem updated the Board on the progress of the 2024-25 Presidential Goals.

**Goal 1: Student Success**

All subgoals were achieved.

1. *Increase retention of first-time in college students.*
* Achieved a record high Academic Progress Rate of 83% for Fall 2023 FTIC returning to Fall 2024.
1. *Increase institutional focus on transfer student success.*
	* Achieved a 65% 3-Year Graduation Rate for the Fall 2021 Florida College System Associate of Arts Transfer Cohort.
2. *Ensure robust career opportunities for graduates.*
	* 73% of 2022-23 bachelor’s degree completers were employed full-time making $40,000 or more annually or continuing their education.
3. *Increase high impact practices for undergraduates.*
	* Instituted a new experiential learning graduation requirement for all undergraduate students.

**Goal 2: Research and Innovation**

Two out of three subgoals were achieved.

1. *Increase contract and grant submissions for research by 25%.*
	* Achieved a 12.8% increase in submissions, facing challenges due to federal funding cuts.

Trustee Demetree asked the president how close he would have been to achieving this goal had the cuts not occurred. President Limayem confirmed and responded that he believed he would have been above the target. Trustee Beasley asked whether there were still only six grants canceled from the last time. The President confirmed that approximately $10 million in grants had been canceled.

1. *Increase internal investments in research by 50%.*
	* Achieved a 469% increase in actual expenditures.
2. *Expand flexible workload guidelines.*
	* Implemented flexible workload procedures for tenure-line faculty.

**Goal 3: Community Engagement**

All subgoals were achieved.

1. *Establish a baseline for community partnerships.*
	* Criteria established for partnerships as follows: Philanthropy, Recruit UNF Interns, Hire UNF graduates, Research Contracts, Professional Development, UNF Advisory Board Service.
2. *Increase the depth and breadth of UNF's partnerships.*
	* Expanded and strengthened partnerships that enhance internships, employment opportunities, research, professional development, and shared learning.
3. *Improve UNF’s presence in the community.*
	* UNF launched a new brand initiative and marketing plan to boost regional awareness, introduced The UNF Impact newsletter, grew LinkedIn engagement, created case studies for the Chronicle of Higher Education, increased social media engagement, and launched new athletics collaborations.
4. *Increase the number of badging and credentialing programs.*
	* Awarded 20,130 badges to date.
5. *Continue the preparation for the renewal of Carnegie Elective Classification for Community Engagement.*
	* The Carnegie Elective Classification for Community Engagement was submitted in March 2025.

**Goal 4: Faculty and Staff Success**

All subgoals were achieved.

1. *Continue regular communication with faculty and staff.*
	* The President prioritized engaging with faculty and staff through various meetings and written updates.
2. *Review and implement recommendations for employee belonging.*
	* The Task Force on the Culture of Belonging's report from June 2024 has led to prioritized action items for 2024-2025. Key accomplishments include salary increases, creation of the Osprey Leadership Initiative, and improved internal award recognition for employees.
3. *Streamline administrative processes.*
	* UNF's implementation of Workday has significantly streamlined hiring, onboarding, procurement, and travel processes. This has led to notable reductions in hiring and onboarding times, enhanced procurement efficiency, and the introduction of an online orientation for employees.

**Goal 5: Funding**

Two out of three subgoals were achieved.

1. *Increase philanthropy to $33M+.*
	* Raised $34.6M in FY25.
2. *Continue securing government funding.*
	* Priorities include strategic growth and building renovations.
3. *Increase Auxiliary Revenues by 3%.*
	* Auxiliary revenues have decreased by 3.4% compared to the same period in FY24. This is primarily due to enrollment declines where fees based on credit hours are down by 6% ($1,472,075). Additionally, other auxiliary revenues have decreased by 2.3% ($1,229,356).

Trustee McElroy commended President Limayem and expressed enthusiasm for hiring a research leader. He suggested a future Board presentation on the University’s research framework, including project selection, risk, resource allocation, commercialization, and trustee engagement. He emphasized the importance of this initiative in advancing strategic goals.

The President acknowledged Trustee McElroy’s comments and emphasized the importance of diversifying research efforts. He stated that one of the chief research officer’s primary tasks in the first year would be to assess institutional strengths and blind spots and to develop a strategic research plan aimed at positioning the University for research preeminence.

Trustee Beasley echoed prior comments and highlighted the *STARS (Scholars Transforming Academic Research Symposium)* research competition as a premier annual faculty event. He shared that he had discussed the idea of inviting recent competition winners to present at a future Board of Trustees meeting. He suggested collaborating with Trustee McElroy to showcase faculty achievements as part of that presentation.

1. **Action Items**
	1. **BOT-1: Presidential Goals for Fiscal Year 2026**

President Moez Limayem presented his proposed annual goals for FY 2026:

#### Goal 1: Student Success

1. Increase retention of first-time in college students to 85.5%.
2. Increase institutional focus on transfer student success by increasing 3-year graduation rate for Fla College System Associate in Arts transfer students to 70%.
3. Increase for credit internships to 5k for undergraduates as we increase all high impact practices to include research and experiential learning
4. Increase annual performance funding points based on 11 state defined measures of student success to achieve 84 total points.

#### Goal 2: Research and Innovation

1. Increase the total number of collaborative Research & Development agreements with external partners by 25% from 36 in FY25 to 45 in FY26.
2. Increase the proportion of UNF articles published in the top 25% of journals as defined by Scopus CiteScore from 55% in FY25 to 65% in FY26.
3. Conduct a thorough assessment of the current support infrastructure for sponsored research and develop a plan for both short-term and long-term improvements needed to achieve R1 Carnegie Classification.

Trustee Korman Shelton stated that MedNexus has evolved into a nursing hub, despite its original broader intent. She acknowledged the recurring state funding and emphasized that MedNexus has the potential to create valuable partnerships with healthcare entities in Jacksonville. She expressed concern and suggested consolidating all nursing programs from main campus to the MedNexus facility to better align with its purpose.

Dr. Paul Eason, Vice President of Strategy and Innovation, responded that MedNexus was originally intended to support both nursing and research, but most funding went to nursing, which continues to thrive. He noted that research received limited funds, and no additional recurring funding was pursued. VP Eason added that faculty innovation grants and lab equipment still attracted external researchers, but new research investment was limited without recurring funds. He stated that healthcare remained a focus area and suggested Dr. Julie Merten, Associate Dean of MedNexus, could report on research activities at a future meeting.

Trustee Korman Shelton highlighted that the initial objective was to establish a distinctive initiative, particularly in areas such as biomedical research, to distinguish the University from its peers.

VP Eason stated that MedNexus was designated as a workforce development and simulation site. He explained that the research component was intentionally focused on the main campus to ensure strong faculty engagement.

President Limayem stated that an update on MedNexus was likely due, as significant progress had been made. He noted that VP Eason had presented a vision nearly two years ago that extended beyond the nursing pipeline. The President emphasized that efforts were underway to build partnerships, support research, and expand student experiential learning. He stated that Dr. Merten will provide an update at a future meeting.

#### Goal 3: Community Engagement

1. Increase participation in on-campus Culture of Care programs by over 30%.
2. Broaden the scope of partnerships by adding at least 10 new community partners, expanding from 58 to 68, and deepen engagement with at least 10 existing partners to strengthen collaborative impact.
3. Strengthen UNF’s community presence by increasing social media shares across platforms by 25%, a metric that measures how content is resonating with audiences. Double the participation in social media advocacy program.

#### Goal 4: Faculty and Staff Success

1. Continue regular and consistent communication with faculty and staﬀ in the form of assemblies, mixers, small group meetings and written updates.
2. Implement additional recommendations from the taskforce on “Enhancing the Culture of Belonging for Employees” under these key strategic categories:
* Leadership
	+ Fully launch the Osprey Leadership Initiative in Fall 2025.
	+ Implement Leadership 360 evaluations for cabinet members.
* Employee Appreciation
	+ Roll out a week of spirit activities (*Feathering the Nest*) for faculty and staﬀ before the start of the fall semester.
* Safe and Healthy Work Environment
	+ Ensure adequate mechanisms are in place that enable faculty and staﬀ to report issues and concerns safely, without fear of retaliation.
	+ Conduct a comprehensive audit of the University’s campus safety controls, encompassing campus safety trainings, prevention and threat assessment activities, a review of emergency operations plans and building security protocols, and veriﬁcation of communication systems and post- incident recovery practices.
* Employee Rewards & Recognition
	+ Replace the current Presidential Awards with a more contemporary model.
	+ Launch a peer-to-peer recognition platform aligned with the preferences and expectations of today’s workforce.
1. Develop a plan to become recognized as a great place to work by an external and objective organization.

Dr. Lorraine Beach, Senior Advisor to the President, shared that planning was underway for a new fall semester kickoff initiative called *Feathering the Nest*. The week would include team-building events for faculty and staff such as a pep rally, group photo, and cookout, aimed at fostering connection and school pride.

#### Goal 5: Funding

1. Increase philanthropy to $35M+.
2. Continue securing federal, state, and local funding.
3. Increase Auxiliary Revenues by 3%.

Chair Hyde offered the opportunity for questions. Hearing none, Chair Hyde asked for a MOTION to approve the 2025-2026 Presidential Goals. Trustee Demetree made a MOTION to APPROVE and Trustee Boyle SECONDED. The Board unanimously approved the 2025-2026 Presidential Goals.

## \*\*\* WORKING BRUNCH \*\*\*

### BOT-2: Fiscal Year 2026 Budget

Vice President Scott Bennett presented the Fiscal Year 2025-2026 proposed budget and noted that the budget has not yet received full approval from the Governor and remains a work in progress. Performance based funding has not been announced; therefore, last year’s amount will be used as a placeholder. Carryforward funds are also not included and will be addressed at the September meeting, along with any updates to the current proposed budget.

VP Bennett expressed appreciation to Heather Duncan, Vice President of Government Relations, and all who contributed to a successful legislative session. UNF secured $8M (million) in non-recurring funds and $14M in PECO funding for the Honors Academic Building. The placeholder for performance funding is at $17M.

The presentation focused on the E&G funding and state appropriations. It excluded Foundation funds, grants, and DSO budgets, which are approved by their respective boards and received final approval at the Finance and Facilities Committee meeting on June 12, 2025.

VP Bennett outlined the budget development process which is initiated by the University Planning and Budget Office (UPB), which provides guidance, and each division establishes its own internal process. Requests are submitted to UPB and reviewed at the executive level with the President, CFO and Provost. The strategic priorities guiding budget decisions include: student success, research, community partnerships, and faculty and staff success.

The total operating budget reflects an overall $10M reduction compared to last fiscal year.

* FY25 E&G allocations were $17.5M; FY26 allocations are $8M.
* Tuition revenue last year was budgeted at $77M, but actuals were $3.5M lower. The state has revised tuition budgeting policies, allowing universities to project anticipated tuition. UNF will maintain the $77M projection.
* Contracts and grants are budgeted at $12.8M (up from $12.7M).
* Financial aid, scholarships, and loans remain at $40 M.
* Auxiliary revenues are projected to increase by 4.63%, from $97M to $102M.
* State appropriations decreased by 5.27%, from $182M to $173M.

Approximately 80% of the $250M budget is allocated to salaries and benefits with 4-5% directed to Plant Operations leaving 20% in discretionary funds. UNF does not use zero-based budgeting; departmental operating budgets are reallocated as needed and reposted. With $10M less to appropriate in FY26, the focus is placed on what is important and follows the strategic plan.

Trustee Demetree asked how the allocation of approximately 80% of the $250M budget to salaries and benefits compared to other institutions in the state. VP Bennett responded that the allocation was consistent across institutions. He noted that he and other CFOs had recently presented to both the House and Senate Higher Education Appropriations Committees, confirming that this distribution was standard statewide.

Key FY26 allocations aligned with strategic goals include:

* $8M – Adjuncts, visitors, and overloads
* $5.5M – Financial aid
* $1.3M – Software (contractual increases and infrastructure costs)
* $1.3M – Faculty and staff salaries (promotions, tenure, minimum wage, reclassifications)
* $1.1M – Student recruitment and success initiatives
* $1M – Research
* $748K – Faculty and staff positions (new lines to support growth)
* $588K – Student support positions (orientation leaders, PhD stipends, tutors)
* $510K – Faculty support

Trustee Patel asked how financial aid for student success would remain the same as the previous year despite an increase in incoming students. VP Bennett responded that the University worked with Dr. Glen Besterfield, Dean of Enrollment Management, and the Enrollment Services department to project scholarship needs each year and aimed to align funding accordingly. VP Bennett noted improvements in how scholarships were awarded, ensuring funds were used effectively. He acknowledged that as enrollment grows, financial aid support would need to expand.

VP Bennett presented a breakdown of the $250M E&G budget by division and college categorized by salaries and operating expenses.

Trustee Beasley asked for clarification on the specificity of the $748,176 faculty and staff position allocation. VP Bennett explained that the University used standard estimates for faculty and staff positions, including fringe benefits, which resulted in specific-looking figures. He added that some Academic Affairs requests for new positions or increases likely used those same estimates. Trustee Beasley stated that there are many English faculty. VP Bennett stated that decisions regarding faculty distribution were deferred to Academic Affairs based on their assessment of institutional needs.

Chair Hyde stated that if there were any material variations after the budget was finalized, the updated materials would be brought back to the Finance and Facilities Committee for review in a special meeting.

VP Bennett informed the Board that the approval being requested was for the $250M operating budget. This included the E&G portion, detailed by division and by college.

Chair Hyde requested a motion to APPROVE the FY 2025-2026 Operating Budget. Trustee Demetree made a MOTION to APPROVE and Trustee Patel SECONDED. The FY 2025-2026 Operating Budget was unanimously approved by the Board.

## Discussion Items

### DISC-1: Legislative Update

Heather Duncan, Vice President of Government Relations, reported that the upcoming legislative session would begin earlier than usual, with committee weeks starting in the fall and the session itself beginning in January or February.

### DISC-2: Update on Presidential Peer Assessment

Trustee McElroy provided an update on the Presidential peer assessment process. He expressed appreciation to the trustees, faculty, and community leaders who participated and shared feedback. The process remained on schedule, with final conversations continuing with select members of the UNF community. Strong engagement was noted in response to the participation request. Over the next six to eight weeks, data analysis and synthesis would continue in collaboration with the consulting firm. Trustee McElroy affirmed that the project remained on track for completion, and presentation to the Board is expected in early fall.

Chair Hyde reminded the Board that the Presidential peer assessment was a commitment made at the time of the President’s hiring. He noted that the process remained ongoing and would be completed as outlined by Trustee McElroy. Coordination with the Board of Governors would follow. Chair Hyde thanked all participants for their engagement in the process.

### DISC-3: Presentation on Artificial Intelligence

Trustee Boyle shared that President Limayem and Dr. Brian Verkamp, Vice President and Chief Information Officer, asked him to present a practical example of how AI is used at Fanatics. He noted that the timing aligned well with a presentation recently delivered to the Fanatics board, approximately 60 days prior.

Trustee Boyle provided background on Fanatics, noting that the company is headquartered in Jacksonville and has grown from under $1 billion in revenue a decade ago to a current valuation of $25 billion. He explained that Fanatics has evolved from an e-commerce company into a global enterprise involved in merchandise, betting and gaming, trading cards, and live events. Trustee Boyle emphasized that the presentation focused on current, practical uses of AI at Fanatics, intended to spark discussion on how AI can enhance educational practices. He clarified that while he is not an AI expert, he and his team actively use AI in their work.

Trustee Boyle introduced the first slide of the presentation as a summary of Fanatics’ current AI applications, noting it would also appear at the end. He explained that the slide was dense but would be supported by interactive and animated content throughout the presentation. He outlined four key AI use cases: customer support, digital experience, research and development, and enablement.

#### Customer Support

Trustee Boyle highlighted the use of both voice and chat AI, which had improved customer experience through faster resolution and increased contact containment, while also enhancing productivity by reducing low-level workload. He noted that some use cases impacted both customer experience and productivity, while others affected only one area.

Trustee Demetree asked whether customers are aware that they are interacting with AI during their support experience. Trustee Boyle stated that he would let the Board decide for themselves by providing an example. He explained that the next slide would feature a demonstration of an AI agent interacting in both English and Spanish, allowing members to assess whether the interaction was distinguishable from a human.

#### Digital Experience

Trustee Boyle explained that Fanatics operates over 900 websites and uses AI extensively in digital marketing and customer engagement. He noted that this area has broad impacts on both customer experience and productivity. Key applications include personalized search, audit and accuracy, SEO (Search Engine Optimization) and marketing content generation, and AI-generated product descriptions.

#### Research & Development

Trustee Boyle stated that AI had been a game changer for developers at Fanatics. He explained that while AI did not replace developers, it significantly increased their productivity by providing a strong starting point when writing code.

#### Enablement

Trustee Boyle highlighted that enablement through AI has had a significant impact on unit economics, directly benefiting the company’s profit and loss performance. He noted that AI is used to optimize pricing and promotions, detect anomalies and outliers for product audits, and improve internal enterprise search to help customers find the right products more efficiently.

An audio demonstration of an AI agent handling a live customer interaction was presented. Trustee Boyle noted that the AI agent had no prior context about the customer’s issue but was able to access the database and resolve the inquiry quickly. The demonstration included both English and Spanish examples to illustrate the AI’s multilingual capabilities of up to 17 languages. Trustee Boyle stated that chat represents the majority of customer interactions and is fully integrated with AI.

Trustee Boyle noted that the AI agent demonstration was both fast and efficient. He referenced the the company’s Net Promoter Score (NPS), and stated that it was higher for AI agents than for live agents. He then asked Trustee Demetree if he had recognized the voice as an AI agent. Trustee Demetree responded that while the voice was recognizable as AI, the system likely accessed the necessary information much quicker than a human agent.

Trustee Boyle described how AI is used to generate personalized content for Fanatics’ social media, e-commerce homepages, and email campaigns. He explained that AI models tailor content based on complex data and algorithms, ensuring fans receive imagery and messaging aligned with their home teams. He emphasized the importance of accuracy in visual content, such as displaying the correct team merchandise. Using AI, Fanatics can efficiently personalize content for over 900 teams, drawing from a database of 110 million fans. He noted that this approach has significantly improved both the effectiveness and efficiency of their marketing efforts.

A live example of how AI audits images and copy was presented. Trustee Boyle explained that Fanatics currently manages a catalog of over one million unique items. When new items are added to the website, they must be audited for both images and copy. He noted that AI performs this auditing process and also generates product copy.

AI now generates product descriptions for the Fanatics’ catalog of over one million unique items. Trustee Boyle emphasized that writing product descriptions for e-commerce is a robust process, as these descriptions serve multiple purposes: enhancing SEO, supporting SEM (Search Engine Marketing) strategies, and informing customers about product details. Trustee Boyle noted that the descriptions often include information such as country of origin, material composition, care instructions, and more. He pointed out that this work was previously done manually by highly paid professionals.

Examples of AI-generated product images were shared, and Trustee Boyle noted that the majority of current product imagery now features AI models. He explained that these models allow for adjustments to attributes such as age, body type, and fit.

Trustee Boyle emphasized the scale of the operation, highlighting that with over one million unique products, traditional live photography had been time-consuming, costly, and prone to errors. He stated that until just 12 months ago, all product photography was done manually. Now, the team uses an infinite library of AI models to streamline the process. Trustee Boyle added that this capability also supports personalization, allowing tailored content to appear in fan gear promotions across social feeds, emails, and homepage displays.

Fanatics replaced their previous custom-built product search bar with an AI-powered search algorithm. Trustee Boyle stated that the new system significantly improved the accuracy and relevance of search results, which led to a 2% increase in overall revenue. He emphasized that no other operational changes were made, and the improvement came solely from updating the search functionality. The change also boosted conversion rates, increased revenue per visitor year over year, and enhanced the overall fan experience. He noted that this update had a meaningful impact on the business.

A demonstration showing how AI is used to analyze business performance was presented. Trustee Boyle explained that this type of analysis typically involves complex analytics, algorithms, and teams of people. Given the scale of the business, it is difficult for humans to manually assess factors like pricing adjustments, inventory levels, and product placement.

Fanatics’ business is influenced by unpredictable elements in sports, such as team records, injuries, and trades. Trustee Boyle emphasized that AI continuously learns and analyzes these dynamics to make recommendations on pricing, inventory, and content placement across the website, emails, and other channels. The tool used for this process is called Trading Tower. Trustee Boyle explained that the AI system now enables detailed business analysis that was previously out of reach. He noted that the tool not only identifies insights but also takes direct action on the e-commerce website based on those findings. This capability has led to significant improvements in profitability and has enhanced the overall fan experience.

Trustee Demetree asked if the system operates in real time. Trustee Boyle confirmed that the system operates continuously, analyzing data 24/7. He explained that the AI responds dynamically to real-world events. In such cases, the system might reduce promotional discounts, increase inventory, or adjust product placement on the e-commerce site. The AI is constantly learning and adapting to changing conditions to optimize business performance.

Trustee Demetree inquired if the AI can make decisions automatically. Trustee Boyle explained that while some decisions are automated, many are still reviewed by people. He added that as the system improves, more decisions will shift to full automation.

President Limayem asked whether the system completes its analysis and, once approved, automatically updates the website. Trustee Boyle confirmed and emphasized that automation plays a major role throughout the entire customer experience, globally.

An example of the Fanatics’ AI system detecting an spelling error on a custom-printed product was presented. Trustee Boyle explained that approximately 15% of the business involves customized products, which are more prone to manual entry errors. He described how AI is used in the quality assurance process to audit these custom items after production. The AI system scans each product using a camera and checks for issues such as incorrect names, numbers, or team assignments. If an error is detected, the item is flagged and reprocessed before shipment. This automated auditing has significantly reduced the defect rate for custom orders.

Trustee Davis asked whether the AI system used for auditing customized products was an internal functionality or something visible to the customer. Trustee Boyle confirmed it was internal and explained that the system operates during the final production stage, scanning each item as it passes through. If an error is detected, the item is rejected and immediately remade. He added that the system also sends signals identifying who made the item and the nature of the error, which helps improve processes earlier in the workflow.

Trustee Demetree asked whether the system checks spelling before production. Trustee Boyle confirmed and clarified that the error resulted from human input and emphasized that the AI provides a critical quality control step prior to shipment.

Trustee Boyle emphasized that while Fanatics prioritizes fan experience over productivity, the AI technology also brings significant gains in efficiency and profitability. He noted that they were still in the early stages of implementation and expected AI to have a growing impact. He stated that these developments in AI will benefit students, staff, the University's brand, and budget.

President Limayem expressed appreciation to Trustee Boyle and described the presentation as insightful and forward-looking. He emphasized its relevance to UNF’s goals, particularly in becoming a leader in operational excellence through AI. He noted that while many universities focus on teaching AI, UNF is also committed to applying it across functions such as marketing, budgeting, admissions, and procurement. He highlighted the importance of preparing students for a job market where AI is prevalent and shared that UNF has established an AI Council and a strategic plan co-led by Dr. Verkamp and Dr. Chip Klostermeyer, Dean, College of Computing, Engineering, and Construction.

The President stressed the importance of embedding AI across all curricula and mentioned the implementation of an AI badge required for all students. He reiterated that while AI does not replace humans, students must learn to use these systems effectively to remain competitive.

Trustee Boyle reflected on the early days of the internet in the business world, noting that students today may not remember that transition. He recalled concerns at the time about whether the internet would replace jobs but emphasized that it ultimately changed how people worked and enhanced productivity. He drew a parallel to AI, suggesting it has the same potential to transform work. He described AI as a tool that, if implemented thoughtfully, can enhance rather than threaten roles, and encouraged embracing it as a new way of working.

Dr. Verkamp explained that in the spring, Provost Patterson asked the team to begin exploring AI-powered bots and agents for phone and chat functions. Since then, several options have been reviewed. He emphasized the rapid pace of development and the potential for AI to handle operational tasks more efficiently. As an example, he mentioned using AI to identify students with unpaid bills and automate outreach, which would significantly reduce manual workload. He also highlighted opportunities in recruitment and parent engagement, noting that AI could help manage high-volume touchpoints. He expressed appreciation for the Provost’s initiative and affirmed that this direction aligns with the future of university operations.

Trustee Patel explained that the next major development is Agentic AI. He described how current AI systems provide suggestions—such as recommending a flight—but require the user to take action. In contrast, Agentic AI will be capable of completing tasks independently. He noted that this will lead to more specialized AI systems, each designed to perform specific roles, such as a travel assistant, and emphasized that the term “Agentic AI” will become increasingly common.

Chair Hyde thanked Trustee Boyle for the presentation, and he emphasized the importance of embracing AI. He shared how Foley & Lardner is requiring all 1,200 of its attorneys—from junior associates to senior partners—to undergo AI training. He explained that this is necessary because AI is already being used in legal practice, and it is essential to understand how courts are permitting its use.

Andrea Jones, Vice President of Marketing and Communications, shared that Dr. Verkamp provided AI training to the marketing and communications team, resulting in full adoption of Copilot. She noted the team is now using AI to personalize their work in line with student expectations and is exploring ways to enhance their strategies.

### DISC-4: Committee Reports

#### Academic and Student Affairs Committee Meeting

Trustee Korman Shelton, Chair of Academic and Student Affairs Committee, presented the June 12, 2025 Academic and Student Affairs Committee Meeting Report. After approving the meeting minutes from the March 3 meeting, Provost Karen Patterson presented the faculty tenure recommendations for the 2024–2025 academic year. She reviewed the six-level tenure review process and confirmed that faculty must serve at least three years before becoming eligible to apply. We are pleased to share that all 18 candidates were unanimously endorsed at every level, with no dissent. The Committee unanimously approved the motion to grant tenure.

Dr. Steve Dittmore introduced a tenure upon hire recommendation for Dr. Lyle McKinney, the top candidate for the Educational Leadership Program and the Andrew A. Robinson Eminent Scholar Chair. Dr. McKinney, a distinguished scholar in community college leadership, joins UNF from the University of Houston. He has secured over $3.5 million in grants and published 18 peer-reviewed articles since 2018. His expertise will enhance UNF’s R1 aspirations and strengthen the Ed.D. program. The Committee unanimously approved the motion to grant tenure upon hire.

Dr. John Kantner presented a proposal to establish a standalone B.S. in Kinesiology, currently offered as a concentration within the B.S. in Health. The new degree aims to improve visibility, recruitment, and student outcomes without requiring new resources. The Committee unanimously approved the new degree.

Dr. John Kantner then presented three proposed sets of new majors, all set to launch in Fall 2025 under existing degree programs. All proposals repurpose existing resources and were shared for information purposes.

* + Astronomy (B.S. in Physics): A new major focused on planetary science and space phenomena. It emphasizes data analytics, AI, and statistics, and positions UNF as only the second Florida university to offer an astronomy major.
	+ Accounting and Data Analytics (M.S. in Business Analytics): This graduate major integrates accounting with data science to meet industry demand for CPAs skilled in analytics. It responds to declining enrollment in traditional accounting programs and fosters interdisciplinary collaboration.
	+ Public Relations, Multimedia Journalism, Advertising, and Digital Video Production (B.S. in Communication): These four new majors replace existing concentrations to improve visibility on transcripts and in recruitment. They share foundational courses and internship opportunities, with strong support from industry partners.

Robyn Blank, Associate Vice President and Chief Compliance Officer, presented two amended regulations for Board approval:

* + Regulation 5.0020R – Anti-Hazing Regulation: Updated in response to the Federal Stop Campus Hazing Act (2024), the regulation now aligns with federal and state definitions of hazing, includes reporting requirements under the Clery Act, and outlines investigative and adjudication procedures. The title was also updated to "Anti-Hazing Regulation." The Committee unanimously approved the amendment.
	+ Regulation 1.0040R – Nondiscrimination and Equal Opportunity: Reflects updated legal standards and university structure. The revisions clarify definitions, align terminology with state and federal guidance, and update office names, including the transition of EOI to the Office of Title IX and Civil Rights. The list of protected classes was also reviewed and updated. The Committee unanimously approved the amendment.

Dr. Kaveri Subrahmanyam, Dean of the College of Arts and Sciences, presented UNF’s General Education Core Course Report in compliance with Senate Bill 266 (2023), which requires annual Board approval of general education standards. The 2026–27 course list remains largely unchanged except for two technical updates. The Committee unanimously approved the general education course requirements.

Lastly, Provost Patterson presented the 2024–2025 Post-Tenure Review (PTR) results, highlighting the process that evaluates tenured faculty on teaching, research, and service across four review levels. Of 30 reviewed faculty, 25 received “Exceeds Expectations” ratings, and 5 received “Meets Expectations.” No faculty were rated as “Does Not Meet Expectations” or “Unsatisfactory.” Faculty meeting or exceeding expectations received salary increases or bonuses accordingly.

The meeting adjourned at 12:44 pm.

#### Audit and Compliance Committee Meeting

Trustee McElroy, Chair of Audit and Compliance Committee, presented the June 11, 2025 Audit and Compliance Committee Meeting Report. There were three items for approval: February 19, 2025 minutes, reaffirmation of the Audit and Compliance Committee charter, and an update to the 2025-2026 Audit and Compliance Committee workplan. The update to the workplan included an audit and analysis of campus safety.

There were reports on activity from the Office of Internal Auditing, as well as the Office of Compliance and Ethics. All activities are proceeding to plan with no exceptions noted.

A final update on the FY 2023-2024 Financial Statements was provided, which the Auditor General released in its final form.

Preliminaries of the last quarter were reviewed with no changes, no exceptions noted, and no adjustments to the final numbers.

The meeting adjourned at 12:20 PM.

#### Finance and Facilities Committee Meeting

Chair Hyde presented the June 12, 2025 Finance and Facilities Committee Meeting Report on behalf of John Gol.

After approval of the consent agenda which included the March 3, 2025 minutes, Scott Bennett, VP of Administration & Finance, presented a proposed amendment to the Finance and Facilities Committee Charter, clarifying that the university budget may be presented to either the full Board or the Committee. The amendment was unanimously approved.

VP Bennett presented the proposed Five-Year Capital Improvement Plan (CIP) for FY2026–2031, outlining UNF’s prioritized list of construction projects submitted annually to the Board of Governors. Project priorities include the Mathews Computer Science Building remodel, Hicks Honors College, and several research and academic facility upgrades. The committee unanimously approved.

VP Bennett presented an overview of the FY26 budgets for UNF’s four Direct Support Organizations (DSOs), each of which had been approved by their respective boards. Highlights included a projected $1.9M FY25 profit for TSI, continued strength in IPTM, and the end of ADT rental income in August 2025. UDAE and MOCA submitted flat budgets of $3.9M and $2.6M, respectively, with MOCA transitioning to operate independently under “Arts UNF.” The Financing Corporation, which manages bond debt, reported $80K in revenues and $74K in expenses. The committee unanimously approved the FY26 DSO budgets.

VP Scott Bennett presented proposed updates to Regulation 11.0010R Schedule of Tuition and Fees, clarifying that undergraduates taking graduate courses in non-standard rate programs will continue to be charged the non-standard rate. He also noted an increase in the repeat course surcharge from $197.47 to $261.06 per credit hour, effective on a student’s third attempt. The committee unanimously approved the amended regulation.

AVP Robyn Blank presented three proposed amended regulations.

* Updates to Regulation 2.0960R Educational Sites replaced references to specific accreditors with general language to support UNF’s transition away from SACSCOC.
* Revised Regulation 10.003R Prohibited Uses of Motorized Vehicles to address the growing use of e-scooters and other micro-mobility devices, aligning their rules with those for bikes and skateboards, including enforcement and $25 UPD citations for non-roadway violations.
* Updated Regulation 10.0040R Prohibited Uses of Non-Motorized Vehicles with minor clarifications on non-motorized vehicles and authorized UPD citations, though enforcement remains primarily educational. Each regulation was unanimously approved by the committee.

Lastly, Robyn Blank presented Regulation 1.0040R – Nondiscrimination and Equal Opportunity. This item was also presented and approved at the Academic and Student Affairs Committee meeting. The changes reflect updated legal standards and university structure. The revisions clarify definitions, align terminology with state and federal guidance, and update office names, including the transition of EOI to the Office of Title IX and Civil Rights. The list of protected classes was also reviewed and updated. The committee unanimously approved the amendment.

The meeting adjourned at 1:06 PM.

#### Governance Committee Meeting

Chair Hyde, Chair of Governance Committee, presented the June 11, 2025 Governance Committee Meeting Report. After approving the February 19, 2025 minutes, the Committee considered new and reappointed members to several of UNF’s Direct Support Organization (DSO) boards.

For the UNF Foundation, five individuals were approved for new appointments and fourteen for reappointment. Each will serve a three-year term beginning July 1, 2025, through June 30, 2028. With these additions, the Foundation Board will have a total of 43 members. The UNF Financing Corporation had one member approved for reappointment to a two-year term running from July 1, 2025, to June 30, 2027. For MOCA Jacksonville, two new members were approved, along with two one-year term extensions for current members. Terms for these appointments will begin on July 1, 2025. There were no appointments for TSI. All appointments and reappointments were unanimously approved by the committee.

Provost Karen Patterson gave an update on UNF’s move to the Higher Learning Commission (HLC) for accreditation. We finished the first step in April and are now working on the second, which involves writing detailed narratives for peer review. A committee is helping pull everything together and hopes to finish this phase by September. If all goes as planned, HLC will visit campus in March 2026, with a final decision expected that November. While other SUS schools had to pause due to possible changes at the state level, UNF is cleared to keep moving forward.

Karen Stone provided an update on the annual progress of the 2023–2026 UNF Board of Trustees Action Plan for Continuing Performance Improvement. The plan is all about strengthening how the Board works and keeping trustees actively involved in moving the University’s Strategic Plan forward.

We continue to meet all key elements of the plan, including planning meetings to focus on strategic items, regular review of governing documents, and ongoing collaboration with trustees to support engagement. She highlighted trustees’ active participation in presenting Accountability Plan metrics and contributing to strategic discussions.

Meeting adjourned at 12:42 pm.

## BOT-3: Consent Agenda (Action Item)

### From Audit and Compliance Committee

* February 19, 2025 Audit and Compliance Committee Draft Meeting Minutes
* Reaffirmation of Audit and Compliance Charter
* Update to FY2025- 2026 Audit Work Plan

### From Governance Committee

* February 19, 2025 Governance Committee Draft Meeting Minutes
* Newly Appointed and Reappointed Board Members for UNF Direct Support Organizations (DSOs)

### From Academic and Student Affairs Committee

* March 5, 2025 Academic and Student Affairs Committee Draft Meeting Minutes
* Faculty Tenure Recommendations
* Tenure Upon Hire - Dr. Lyle McKinney
* Proposed New Degree: BS in Kinesiology
* Proposed Amended Regulation: 5.0020R - Prohibition Against Hazing
* Proposed Amended Regulation: 1.0040R Nondiscrimination and Equal Opportunity
* General Education Core Courses

### From Finance and Facilities Committee

* March 5, 2025 Finance and Facilities Committee Draft Meeting Minutes
* Proposed Amendment to Finance and Facilities Committee Charter
* Five-Year Capital Improvement Plan (CIP) for FY 2026- FY2031
* Review of Direct Support Organizations FY26 Budgets
* Proposed Amended Regulation: 11.0010R Schedule of Tuition and Fees
* Proposed Amended Regulation: 2.0960 Educational Sites: Establishment, Reclassification, Relocation and Closing
* Proposed Amended Regulation:  10.0030R Prohibited Uses of Motorized Vehicles
* Proposed Amended Regulation:  10.0040R Prohibited Uses of Non-Motorized Vehicles
* Proposed Amended Regulation: 1.0040R Nondiscrimination and Equal Opportunity

Chair Hyde asked if there were any questions about any of the items on the consent agenda or if any of the trustees wanted to pull any of the items for discussion. There being no questions, Trustee Beasley made a MOTION to APPROVE the consent agenda, and Trustee Boyle SECONDED. The consent agenda was unanimously approved by the Board.

## BOT Roundtable Discussion

At the Chair’s discretion, Chair Hyde removed this item from the agenda.

## Adjournment

Chair Hyde reminded trustees to submit their Form 1 by July 1, and he asked that internal conflict of interest forms be returned. A short virtual meeting will be held on July 24 for approval of the LBR and the draft campus master plan. Chair Hyde referenced an opportunity on July 23 to serve as a panelist for the *Transforming Spaces, Elevating Minds* public art collaboration and asked interested trustees to contact Dr. Merten. He added that Athletics Director Morrow has offered to lead a tour of the locker room for those interested.

Chair Hyde adjourned the meeting at 12:23 PM.