



BOT Quarterly Meeting
University of North Florida
Adam W. Herbert University Center
2025-09-25 09:00 - 1:00 EDT

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Board of Trustees Quarterly Meeting

University of North Florida

Thursday, September 25, 2025 at 9:00 AM EDT to 1:00 PM EDT

Adam W. Herbert University Center

Agenda

I. Call to Order

II. Public Comment

9:00 AM

III. Student Presentation

9:10 AM

Presenters: Nick Cochran, UNF Student and Veteran

Bill Cousins, Colonel, US Army Retired, Director of Military and Veteran Success

IV. Student Government Presentation on SG Initiatives

9:25 AM

Presenters: Amelia Dyal, Student Government President

Vevvy Summerall, Student Body Vice President

V. Chair's Remarks

9:40 AM

VI. Committee Reports

9:45 AM

A. Academic and Student Affairs Committee Report

Presenter: Ali Korman Shelton, Academic and Student Affairs Committee Chair

B. Finance and Facilities Committee Report

Presenter: John Gol, Finance and Facilities Committee Chair

C. Governance Committee Report

Presenter: Kevin Hyde, BOT and Governance Committee Chair

D. Audit and Compliance Committee Report

Presenter: Paul McElroy, Audit and Compliance Committee Chair

VII. Consent Agenda (Action Item)

From the Academic and Student Affairs Committee

- Draft June 12, 2025 Academic and Student Affairs Committee
- Proposed Amended Regulation: 1.0050R - Sexual Misconduct and Title IX Sexual Harassment
- Self-supporting and Market Tuition Rate College-Credit Programs Annual Report, 2024-2025
- Textbook and Instructional Materials Affordability Report (August 2024-July 2025)
- Foreign Influence Annual Report (July 2024-June 2025)

From the Finance and Facilities Committee

- Draft June 12, 2025, Finance and Facilities Committee Meeting Minutes
- Proposed Amended Regulation: 1.0050R - Sexual Misconduct and Title IX Sexual Harassment



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Adam W. Herbert University Center

- Proposed Amended Regulation: 4.0170R - Conflicts of Interest
- Former ADT Building Use Permit Between TSI and UNF
- Fiscal Year 2025-2026 Carryforward and Fixed Capital Outlay Budget
- Fiscal Year 2024-2025 Accounts Receivable and Write-Offs Reports
- Annual Review of Fiscal Year 2025 Bonuses

From the Governance Committee

- Draft June 11, 2025, Governance Committee Meeting Minutes
- Newly Appointed and Reappointed Board Members for UNF Direct Support Organizations (MOCA)

VIII. President's Remarks and Update **9:50 AM**

*****WORKING BRUNCH***** **10:20 AM**

IX. Presidential Evaluation and Compensation

A. Presidential Peer Review Report **10:40 AM**

Presenters: Paul McElroy, Trustee

Dr. Melody Rose, WittKieffer Consultant

B. Annual Presidential Evaluation (Action Item) **11:10 AM**

Presenter: Kevin Hyde, Chair UNF BOT

C. Consideration of Incentive Compensation (Action Item) **11:40 AM**

Presenter: Kevin Hyde, Chair UNF BOT

D. Presentation of Executive Compensation Study **11:55 AM**

Presenters: Paul McElroy, Trustee

Jason Adwin, Segal Group

E. President Compensation Review (Action Item) **12:25 PM**

Presenter: Kevin Hyde, Chair UNF BOT

X. Adjournment **1:00 PM**



UNF Board of Trustees
Full Board Meeting
September 25, 2025

Subject: Student Presentation – Nick Cochran

Recommended Action:

No action necessary. Presented for informational purposes.

Background Information:

Nick Cochran, a United States Navy veteran who served from 2014 to 2022, is currently pursuing a degree in Mechanical Engineering at UNF. He will share his UNF journey, his military service experience, and his role as a student assistant with UNF's Military and Veterans Resource Center.

Also, Bill Cousins, Colonel (U.S. Army, Retired) and Director of Military and Veteran Success, will provide an update on UNF's Military and Veterans Resource Center.

Strategic Plan Alignment:

The Military and Veterans Resource Center supports **student success** by helping veterans and military-affiliated students navigate their academic journey and achieve their goals. It also fosters **community and industry connections**, preparing students for careers and strengthening UNF's engagement with the broader military and professional community.

Supporting documentation:

1. PPT

Presenter:

Nick Cochran, Student

Bill Cousins, Colonel (U.S. Army, Retired) and Director of Military and Veteran Success



UNF Board of Trustees
Full Board Meeting
September 25, 2025

Subject: Student Government Presentation

Recommended Action:

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

Background Information:

Amelia Dyal, Student Body President, and Vevvy Summerall, 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.

Amelia Dyal Bio:

Amelia Dyal is the Student Body President and head of the Executive Branch of Student Government at the University of North Florida. She has previously served in the Legislative Branch first as a Senator then as the Senate President Pro-Tempore and the chair of the Rules and Oversight Committee, where she oversaw all intergovernmental affairs of Student Government.

Ms. Dyal has formerly served on the Food Services Advisory Council. Other involvements at the University of North Florida include being an active member of the Public Health community at the University of North Florida. Ms. Dyal is a member of the Alpha Gamma Chapter of Eta Sigma Gamma health education honorary and she is also involved in the Talon Health and Service Alliance. In her free time, she enjoys going to the beach, hiking, and spending time with her friends and family!

Ms. Dyal was appointed to the UNF Board of Trustees upon swearing in as Student Body President on April 11, 2025, for a term ending on April 10, 2026.

Vevvy Summerall Bio:

Vevvy Summerall is the Student Body Vice President of the Executive Branch of Student Government at the University of North Florida. She has previously served in the Legislative Branch as a Senator and the Vice Chair of the Rules and Oversight Committee.

Ms. Summerall formerly served on the Bookstore Advisory Council and the University Academic Appeal Committee. Other involvements include being an active member of the Political Science community and campus at the University of North Florida. Ms. Summerall is a member of the Spanish program and the Pre-Law program. Ms. Summerall is a part of the National Association for the Advancement of Colored People (NAACP), Swoop Law:0L Ospreys (Pre-Law Club), The Black Student Union, and For a Black Girl. In addition, Ms. Summerall is a founding member, and the Secretary of the Black Thought Club, while also serving as the Secretary of the Powerlifting Club. In her free time, she enjoys watching her favorite show Criminal minds and listening to music!



Strategic Plan Alignment:

Student Government sharing their platform directly advances the University of North Florida's strategic plan by promoting student engagement, leadership development, and community involvement. UNF's strategic plan highlights the importance of an inclusive, participatory campus environment where students are empowered to actively contribute to decision-making and institutional priorities.

Supporting documentation:

1. PPT

Presenter:

Amelia Dyal, Student Body President

Vevvy Summerall, Student Body Vice President



**UNF Board of Trustees
Full Board Meeting
*September 25, 2025***

Subject: Committee Report - Academic and Student Affairs Committee

Recommended Action:

No action necessary. Presented for informational purposes.

Background Information:

The committee met on September 18, 2025. Chair Korman Shelton will provide a report to the Board.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. ASA Committee Report for Sept. 18, 2025

Presenter:

Ali Korman Shelton, ASA Committee Chair



**UNF Board of Trustees
Full Board Meeting
*September 25, 2025***

Subject: Committee Report – Finance and Facilities Committee

Recommended Action:

No action required. This item is for information purposes.

Background Information:

The committee met on September 18, 2025. Chair Gol will provide a report to the Board.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. FF Committee Report for Sept. 18, 2025

Presenter:

John Gol, FF Committee Chair



**UNF Board of Trustees
Full Board Meeting
*September 25, 2025***

Subject: Committee Report - Governance Committee

Recommended Action:

No action required. This item is for information purposes.

Background Information:

The committee met on September 16, 2025. Chair Hyde will provide a report to the Board.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. Governance Committee Report for Sept. 16, 2025

Presenter:

Kevin Hyde, BOT Chair



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: Office of Internal Auditing FY25 Annual Report

Recommended Action:

No action necessary. This item is for information purposes.

Background Information:

Audit and Compliance Committee was emailed the FY25 Office of Internal Auditing Annual Report. The report includes the offices' completed FY25 audits, metrics, and resources, as requested in BOG regulation 4.002.

The FY25 Office of Internal Auditing Annual Report includes Executive Summary, Introduction, Personnel/Proficiency/Professional Development, Resources – Allocation, Goals and a Vision for the Road Ahead, FY25 Audit Project Details, Outstanding Issues & Follow-Up, UNF Ethics Hotline & Investigations, Quality Assurance & Improvement and Mandatory Disclosures.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. FY25 Internal Audit Annual Report

Presenter:

Paul McElroy, Chair of Audit and Compliance Committee



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: Presidential Peer Assessment Report

Recommended Action:

No action necessary. This is presented for information purposes.

Background Information:

As outlined in the University of North Florida's Presidential Evaluation Policy, beginning in 2025 and every third year thereafter, or at an interval deemed appropriate by the Board of Trustees, the Board will engage an external consultant to design and conduct a comprehensive peer review assessment of the university and its President. This process reflects best practices in higher education governance and is intended to provide an in-depth evaluation that goes beyond the scope of the annual performance review.

The purpose of this assessment is to deliver objective insights into the President's leadership and effectiveness in advancing the university's mission, vision, and strategic priorities, while also providing constructive feedback to support ongoing growth and development.

The peer review process includes gathering confidential feedback from faculty, staff, students, and community stakeholders. This assessment is intended to supplement, not replace, the annual performance evaluation of the President.

Dr. Melody Rose of WittKieffer designed and conducted the peer review process and will facilitate a discussion of the findings with the Board.

Strategic Plan Alignment:

The peer review assessment supports UNF's strategic plan by promoting excellence in leadership and aligning presidential performance with the university's mission, vision, and strategic priorities. It reinforces accountability and transparency, fosters trust among stakeholders, and provides actionable feedback to ensure continuous improvement. By strengthening leadership effectiveness, the process advances institutional excellence, student success, and long-term sustainability.

Supporting documentation:

1. PPT

Presenter:

Paul McElroy, Trustee

Dr. Melody Rose, WittKieffer Consultant



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: 2024-2025 Annual Presidential Evaluation

Recommended Action:

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

Background Information:

The University of North Florida Board of Trustees conducts an annual evaluation of its president in alignment with BOG Regulation 1.001 and the UNF Presidential Evaluation Policy.

By August 1 each year, the president initiates the evaluation process by submitting a self-appraisal addressing performance relative to the prior year's goals to the Board Chair. The Board chair distributes this self-evaluation, along with a summary of current goals, to all Board members, who review the materials and provide input. The chair also requests feedback from the Chair of the Board of Governors, who may involve the Chancellor, particularly regarding responsiveness to BOG strategic priorities and compliance with systemwide regulations.

Within 90 days following the end of each contract year, the Board convenes to discuss the president's performance, based on achievement of mutually agreed goals and other criteria deemed appropriate.

Finally, the chair prepares a written evaluation and meets with the president to review the results. To support the process, the president provides additional oral or written reports as requested by the Board.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. Limayem Self-Evaluation FY25
2. Performance Evaluation DRAFT
3. Presidential Evaluation Policy
4. Presidential Timeline

Presenter:

Kevin Hyde, Chair Board of Trustees



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: Consideration of Incentive 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.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. None

Presenter:

Kevin Hyde, Chair of UNF Board of Trustees



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: Presentation of Executive Compensation Study

Recommended Action:

Review of Executive Compensation Study conducted by The Segal Group.
Informational item only; no action required.

Background Information:

In conjunction with the presidential peer assessment, Chair Hyde appointed Trustee McElroy to facilitate an executive compensation assessment. With guidance from Trustee McElroy, the Board engaged the Segal Group to conduct a market compensation assessment for the University President. The Segal Group conducted a study comparing executive compensation with 45 comparable national institutions and State University System universities.

Jason Adwin of the Segal Group will present the final report.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. Presidential Compensation Assessment Report by Segal Group

Presenter:

Paul McElroy, Trustee
Jason Adwin, Consultant from the Segal Group



**UNF Board of Trustees
Full Board Meeting
September 25, 2025**

Subject: Executive Compensation Review

Recommended Action:

Authorize the Board Chair to work with appropriate staff to present a recommended compensation package for the University President, using the compensation consultant's report, other relevant information and available resources.

Background Information:

President Limayem began his tenure at the University of North Florida on August 1, 2022. At his first performance review, he declined any increase in compensation. In recognition of his leadership and performance, the Board unanimously approved a 5% COLA adjustment to his base salary effective July 1, 2024. Per the terms of his employment agreement, the Board has the authority to increase his base salary and may amend other financial terms of his employment agreement.

This review of the President's compensation is intended to support retention and maintain a total compensation level that is competitive with market benchmarks for years to come.

The Board Chair will present a compensation recommendation at the November 17, 2025 Board of Trustees meeting for Board consideration.

Strategic Plan Alignment:

N/A

Supporting documentation:

1. None

Presenter:

Kevin Hyde, Chair of UNF Board of Trustees