



BOT Meeting
University of North Florida
Virtual
2026-08-07 1:00 - 1:30 EDT

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Board of Trustees Meeting

University of North Florida

Friday, August 7, 2026 at 1:00 PM to 1:30 PM

Virtual

Agenda

I. Call to Order

II. Roll Call

III. Public Comment

IV. President's Remarks

1:00 PM

Presenter: Dr. Angela Falconetti, Interim President

V. Action Items:

A. BOT-1: Ratification of Collective Bargaining Agreement with Police Benevolent Association (PBA)

1:05 PM

Presenter: Mike Mattimore, Outside Counsel and Chief Negotiator

B. BOT-2: LINE Funding Proposal

1:10 PM

Presenter: Dr. Mei Zhao, Dean of Brooks College of Health

1. Baptist Health

2. HCA Healthcare South Atlantic Division

VI. Adjournment

1:30 PM



**UNF Board of Trustees
Board Meeting
August 7, 2026**

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

Recommended Action:

Ratification of 3-Year CBA with PBA.

Background Information:

The University has been engaged in full-book negotiations with the PBA, who represent employees in the University Police Department. We are happy to report that after two sessions, we have reached agreement on all outstanding issues. The updated CBA contains valuable benefits for in-unit UPD employees:

- A 3% wage increase and clarification of longevity pay additives;
- Access to paid parental leave;
- Reimbursement for distance learning course fees for in-unit employees and their dependents for those courses for which they had a tuition waiver. These classes have been free, but there was a small surcharge for distance learning.

The agreement also updates the drug testing policy, which is important because marijuana has recently been given a different federal classification level. The updated CBA indicates that marijuana use is a violation of policy. As required under the Americans with Disabilities Act, it also outlines how to request a reasonable accommodation to this policy, though it notes that requests for medical marijuana may be denied for impairing performance of the essential functions of in-unit positions and/or presenting a direct threat of significant risk of harm to self or others.

The respective UNF and PBA bargaining teams discussed and tentatively agreed to these revisions at their bargaining session on August 3, 2026. The Board of Trustees’ ratification is required to implement these changes.

Supporting documentation:

1. Redline version of the updated articles. Note that for the wage article, the redlined wage amounts look larger than 3%, but that is because there have been three years of 10% raises since the last CBA was ratified.

Presenter:

Michael Mattimore, Outside Counsel & Chief Negotiator



**UNF Board of Trustees
Full Board Meeting
August 7, 2026**

Subject: LINE Proposal / Baptist Health and UNF

Recommended Action:

Approval of LINE Proposal between Baptist Health and UNF

Background Information:

Recognizing the “persistent and growing nursing shortage” in the State of Florida, the Linking Industry to Nursing Education (LINE) Fund was established in 2022 (1009.8962 Florida Statutes) “to address this critical workforce need by incentivizing collaboration between nursing education programs and health care partners.” The LINE program is administered for the State University System (SUS) by the Florida Board of Governors (BOG) (Regulation 8.008, Nursing Education). Each year, SUS institutions are asked to submit proposals for eligible healthcare workforce partnerships to the BOG for approval and disbursement of matching funds from the LINE Fund. Per 1009.8962 section (6)(a) F.S., proposals may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. All proposals must be approved by the institution’s board of trustees (BOT) prior to submission to the BOG. This year, the BOG submission deadline is Monday, August 10, 2026.

For the 2026-27 fiscal year, if approved by the BOT, UNF will submit two proposals:

- Baptist Health, \$105,000
- HCA Healthcare South Atlantic Division, \$195,000.

This item concerns the Baptist Health proposal.

Purpose of Funding

This proposal represents a strategic partnership between the University of North Florida (UNF) School of Nursing and Baptist Health to strengthen the pipeline of nurse leaders in Northeast Florida. Baptist Health identified the need to prepare current and emerging nurse leaders through the UNF Master of Science in Nursing (MSN) Leadership program, which equips nurses with advanced competencies in leadership, healthcare finance, organizational management, strategic decision-making, and quality improvement.

Baptist Health will contribute \$52,500 annually over two years (\$105,000 total), which will be matched dollar-for-dollar through the Florida LINE Fund for a total investment of \$210,000.



Board of Trustees

- 1) \$175,000 will provide scholarships for 10 Baptist Health nurses pursuing the MSN in Leadership, reducing financial barriers to graduate education.
- 2) \$35,000 will support faculty efforts to develop and deliver a dedicated Baptist Health leadership cohort.

Supporting documentation:

1. LINE Proposal between Baptist Health and UNF
2. PPT

Presenter:

Mei Zhao, Dean, Brooks College of Health



**UNF Board of Trustees
Full Board Meeting
August 7, 2026**

Subject: LINE Proposal / HCA Healthcare South Atlantic Division and UNF

Recommended Action:

Approval of LINE Proposal between HCA Healthcare South Atlantic Division and UNF

Background Information:

Recognizing the “persistent and growing nursing shortage” in the State of Florida, the Linking Industry to Nursing Education (LINE) Fund was established in 2022 (1009.8962 Florida Statutes) “to address this critical workforce need by incentivizing collaboration between nursing education programs and health care partners.” The LINE program is administered for the State University System (SUS) by the Florida Board of Governors (BOG) (Regulation 8.008, Nursing Education). Each year, SUS institutions are asked to submit proposals for eligible healthcare workforce partnerships to the BOG for approval and disbursement of matching funds from the LINE Fund. Per 1009.8962 section (6)(a) F.S., proposals may be used for student scholarships, recruitment of additional faculty, equipment, and simulation centers to advance high-quality nursing education programs throughout the state. Funds may not be used for the construction of new buildings. All proposals must be approved by the institution’s board of trustees (BOT) prior to submission to the BOG. This year, the BOG submission deadline is Monday, August 10, 2026.

For the 2026-27 fiscal year, if approved by the BOT, UNF will submit two proposals:

- Baptist Health, \$105,000
- HCA Healthcare South Atlantic Division, \$195,000.

This item concerns the HCA proposal.

Purpose of Funding

1. Student Scholarships: Building on the success of the 2024 HCA Nurse Anesthesiology Fellowship Program, HCA H-SADiv seeks to expand its investment by providing a \$10,000 scholarship to each student in the University of North Florida's Nurse Anesthesiology Program (NAP) cohort (33 students total) to help offset program tuition and fees, totaling \$330,000.
2. Simulation Equipment/Resources: To support the maintenance and enhancement of simulation equipment and instructional supplies essential to student training, a funding request of \$20,000 is included to ensure students have access to high-quality, hands-on learning experiences that strengthen clinical skills, support competency development, and enhance readiness for anesthesia practice.



3. Student Academic and Professional Development Support: In addition to tuition assistance, each NAP student requires resources that extend beyond the classroom to support academic success and professional readiness. \$40,000 of this funding will assist with travel and registration costs for professional conferences such as the American Association of Nurse Anesthesiology (AANA) Annual Congress and the Florida Association of Nurse Anesthesiology (FANA) Annual Conference, as well as board examination preparation materials and related credentialing expenses.

Supporting documentation:

1. LINE Proposal between HCA Healthcare South Atlantic Division and UNF
2. PPT

Presenter:

Mei Zhao, Dean, Brooks College of Health