

**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
ADMINISTRATION & ATHLETICS COMMITTEE**

MONDAY, 4 DECEMBER 2006

2:00 P.M.

FLORIDA INTERNATIONAL UNIVERSITY  
GRAHAM CENTER CONFERENCE ROOM 243

UNIVERSITY PARK CAMPUS

MIAMI, FL

**MEMBERSHIP**

ALBERT DOTSON, *CHAIR*

PATRICIA FROST, *VICE CHAIR*

BETSY ATKINS

ALFONSO LEON

CLAUDIA PUIG

LARRY KAHN,

*FIU FOUNDATION BOARD OF DIRECTORS CHAIRMAN*

**AGENDA**

- |   |                       |
|---|-----------------------|
| <b>I. CALL TO ORDER</b>                         | <b>ALBERT DOTSON</b>  |
| <b>II. APPROVAL OF MINUTES</b>                  | <b>ALBERT DOTSON</b>  |
| <b>III. CHAIR'S REMARKS</b>                     | <b>ALBERT DOTSON</b>  |
| <b>IV. ITEMS FOR COMMITTEE REVIEW</b>           |                       |
| <b>A. ACTION ITEM</b>                           |                       |
| <b>1. TUITION WAIVER PROGRAM POLICY</b>         | <b>VIVIAN SANCHEZ</b> |
| <b>B. REPORTS</b> ( <i>NO ACTION REQUIRED</i> ) |                       |
| <b>2. ADMINISTRATION UPDATE</b>                 | <b>VIVIAN SANCHEZ</b> |
| <b>3. ATHLETICS UPDATE</b>                      | <b>MARCOS PEREZ</b>   |

**V. OTHER BUSINESS** (*IF ANY*)

**ALBERT DOTSON**

**VI. ADJOURNMENT**

**ALBERT DOTSON**

**NEXT ADMINISTRATION & ATHLETICS COMMITTEE MEETING  
IS SCHEDULED FOR 15 FEBRUARY 2007**

**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
ADMINISTRATION AND ATHLETICS COMMITTEE**

**4 DECEMBER 2006**

**SUBJECT: ADMINISTRATION AND ATHLETICS COMMITTEE MEETING MINUTES, 28  
SEPTEMBER 2006**

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**PROPOSED COMMITTEE ACTION:**

Adopt the following Resolution:

RESOLVED that the minutes of the meeting of the Florida International University Board of Trustees' Administration and Athletics Committee held on 28 September 2006, attached to this Resolution as Exhibit "A," are hereby approved.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- EXHIBIT "A": 28 SEPTEMBER 2006  
ADMINISTRATION AND ATHLETICS  
COMMITTEE MEETING MINUTES.

**FACILITATOR/PRESENTER:**

- COMMITTEE CHAIR ALBERT DOTSON

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**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES**



**ADMINISTRATION AND ATHLETICS COMMITTEE  
MINUTES  
THURSDAY, 28 SEPTEMBER 2006**

**I. CALL TO ORDER**

The Florida International University Board of Trustees' Administration and Athletics Committee meeting was called to order on Thursday, 28 September 2006 by Committee Chair Albert Dotson at 2:13 pm, in the University Park Graham Center Ballrooms, Miami, Florida.

The following attendance was recorded:

***Present:***

Albert Dotson, *Chairperson*  
Claudia Puig  
Alfonso Leon

***Excused:***

Betsy Atkins  
Patricia Frost

Trustee Bruce Hauptli was also in attendance.

**II. APPROVAL OF MINUTES**

Committee Chair Albert Dotson asked if there were any additions or corrections to the minutes of the 13 June 2006, Administration and Athletics Committee meeting. Hearing none, the Committee adopted the following:

RESOLVED that the minutes of the 13 June 2006 meeting of the Administration and Athletics Committee held on, attached to this Resolution as Exhibit "A," are hereby approved.

**III. CHAIRMAN'S REMARKS**

Committee Chair Dotson welcomed everyone in attendance to the Administration and Athletics Committee meeting. He also welcomed President Maidique to the meeting, noting that he would present the University's accomplishments for 2005-2006 and the 2006-2007 University Goals for Committee review.

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Committee Chair Dotson noted that on September 22<sup>nd</sup>, 2006 the Board convened to ratify a new contract between the American Federation of State, County, and Municipal Employees (AFSCME) and the University's Board of Trustees. He added that the contract was approved by the union membership with a 92.3% majority and with a unanimous vote of the Board of Trustees. He congratulated the University President, the administration and the negotiating teams for their hard work, which helped to ensure a successful outcome.

Committee Chair Dotson welcomed newly-appointed Vice President for Research and Dean of the University Graduate School Dr. George Walker.

Committee Chair Dotson congratulated Dr. Maidique on the series of articles featured in the Miami Herald. Trustee Claudia Puig noted that the "world class" advertising campaign facilitated by *The Miami Herald* was very effective and commendable.

#### **IV. ITEMS FOR COMMITTEE ACTION AND REVIEW**

##### **1. University Student Support Complex and Expansion of Football Stadium**

Vice President for External Relations Marcos Perez and University Treasurer Alex Zyne presented the University Student Support Complex and the Expansion of the Football Stadium for Committee review. VP Perez highlighted the project scope, rationale and objectives. University Treasurer Zyne described the project's process, methodology and financial summary.

After discussion, the Committee recommended Board adoption of the following Resolution:

**WHEREAS**, in order to support the mission of Florida International University ("University") and the needs of the University's students, the University desires to develop a student support complex and an expanded football stadium on the University campus (the Project");

**WHEREAS**, the Project will be developed in two Phases. Phase I of the Project will include the construction and installation of an expansion to the existing football stadium and related infrastructure (the "Football Stadium"), and Phase II of the Project will include the construction and installation of a student support complex and related infrastructure;

**WHEREAS**, in order to undertake the financing of the construction and installation of the expansion to the existing Football Stadium, the University desires to establish the FIU Athletics Finance Corporation, a Florida not-for-profit corporation (the "Corporation"), and designate the Corporation as a direct support organization of the University; and

**WHEREAS**, it is anticipated that in order to finance the cost of constructing the expansion to the existing Football Stadium, the Corporation will issue one or more series of Capital Improvement Revenue Bonds in an aggregate par amount not to exceed \$35,000,000

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pursuant to a trust indenture with a corporate trustee to be secured by revenues generated by the Football Stadium, fund raising activities related to the Football Stadium, and a portion of the athletic fees collected by the University; and

**WHEREAS**, based on the presentation from staff regarding the estimated costs of the Football Stadium and the projected expenses and revenues related thereto, the University finds and determines that the construction and financing of the Football Stadium is a purpose consistent with the mission of the University; and

**WHEREAS**, the Corporation will enter into a management and use agreement with the University pursuant to which the University, through its Athletic Department, will agree to be responsible for the day to day operations of the Football Stadium, and pursuant to which the University will grant a limited pledge of a portion of the athletic fees in an amount which does not exceed 5 percent of the annual collection of such fees.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of Florida International University (the "Board of Trustees") as follows:

1. The Board of Trustees hereby (i) approves the development of the Project; (ii) authorizes the construction and installation of the Football Stadium, which will constitute Phase I of the Project; (iii) authorizes the establishment of the Corporation; (iv) authorizes the Corporation to issue one or more series of its Capital Improvement Revenue Bonds in order to finance the costs of construction and installation of the Football Stadium; and (v) authorizes the limited pledge of the University's athletic fees.
2. The Board of Trustees hereby authorizes the board of directors of the Corporation to adopt a financing plan to finance Phase I of the Project with the proceeds of the Capital Improvement Revenue Bonds which may be issued so long as the following parameters have been satisfied: (i) the financing plan adopted by the board of directors complies with the debt management policy adopted by the Florida Board of Governors, or is otherwise approved by the Florida Board of Governors and the provisions of Section 1010.62, Florida Statutes have been satisfied, (ii) the aggregate principal amount of the Capital Improvement Revenue Bonds may not exceed \$35,000,000, and (iii) if issued with a fixed rate of interest, the interest rate may not exceed 6% per annum. If the Capital Improvement Bonds are issued as variable rate obligations, the exposure to changes in the interest rate may be hedged, in whole or in part, by the Corporation entering into an interest rate swap agreement pursuant to which the Corporation agrees to pay a rate of interest not to exceed 5% per annum.
3. The Board of Trustees hereby authorizes University staff to assist in the preparation of an offering document that will be used by the underwriting firm or firms to be retained by the Corporation to purchase and sell the Capital Improvement Revenue Bonds (the "Preliminary Official Statement") The President, or his designee, is

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hereby authorized to deem such document final and deliver a "deemed final" certificate with respect to the Preliminary Official Statement in accordance with the provisions of SEC Rule 15(c)2-12.

4. Upon the sale of the Capital Improvement Bonds to the underwriting firm or firms, the Preliminary Official Statement will need to be finalized and the Board of Trustees hereby authorizes the use and distribution of a Final Official Statement relating to the Capital Improvement Revenue Bonds by one or more underwriting firms to be selected by the Corporation related to the sale of the Capital Improvement Revenue Bonds. The form, terms and provisions of the Final Official Statement shall be substantially as set forth in the Preliminary Official Statement. The President, or his designee, is hereby authorized and directed to execute and deliver the Final Official Statement in the name and on behalf of the University, and thereupon to cause such Final Official Statement to be delivered to the underwriters with such changes, amendments, modifications, omissions and additions as may be approved by the President, or his designee. The Final Official Statement, including any such changes, amendments, modifications, omissions and additions as approved by the President, or his designee, and the information contained therein are hereby authorized to be used in connection with the sale of the Capital Improvement Revenue Bonds to the public. Execution by the President, or his designee, of the Final Official Statement shall be deemed to be conclusive evidence of approval of such changes.
5. The Board of Trustees hereby authorizes and directs the President, or his designee, to do all acts and things required of them by this Resolution or desirable or consistent with the requirements and limitations of this Resolution, the Indenture, the Debt Management Guidelines of the State of Florida Board of Governors and any related agreements, such as any management and use agreement and any required fund raising agreement that may be required to effectuate the approvals contained in this Resolution. The President or his designee will keep the Board informed as to the progress of the Football Stadium, and the Project.
6. The Board of Trustees hereby authorizes University staff to request the approval of the issuance of the Capital Improvement Revenue Bonds by the Florida Board of Governors at the January, 2007 or at the first possible Florida Board of Governors meeting thereafter.

Trustee Alfonso Leon noted that the proposal for a University Student Support Complex and the expansion of the Football Stadium was overwhelming supported and highly anticipated by the student body.

Trustee Hauptli noted that this was a well prepared and studied proposal.



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Committee Chair Dotson thanked the team for the hard work and dedication put forth in the completion of the business plan for this endeavor.

## **2. Athletics Update**

VP Perez presented an overview of the University's Athletic programs.

## **3. Human Resources Report**

CFO and Senior Vice President of Administration Vivian Sanchez reported that the University had recently spearheaded a new initiative, which translated into higher-paying jobs and full state benefits to a number of custodial workers currently working at the University.

CFO Sanchez also reported that the Division of Human Resources announced early in August a multi-phase plan to offer full University benefits to eligible temporary employees. She added that the benefits plan, which was approved in June by the University's Board of Trustees, would offer eligible employees a slate of University benefits.

CFO Sanchez also reported that the University's payroll system conversion project was behind schedule due to data conversion issues but that the implications would be best understood once testing began. She noted that she will give a better assessment at the next Administration and Athletics Committee meeting keeping Trustee Dotson apprised of any issues. She also noted that the project has not incurred any unforeseen costs.

## **4. President's Management Report, 2005-2006**

President Maidique presented a report on his accomplishments for 2005-2006.

## **5. Consultant's Management Review Report and Committee Discussion**

Committee Chair Dotson asked members of the Administration who wished to leave to do so. Committee Chair Dotson reported on the findings of the A.T. Kearney consultant hired by the Board to conduct a survey of Trustees for use as part of the annual President's review.

## **6. President's Management Review, 2005-2006**

Committee Chair Dotson presented the President's Management Review, 2005-2006 for Committee review.

After discussion, the Committee recommended the Board adopt the following Resolution:

WHEREAS, the Florida International University Board of Trustees ("the Board") has been statutorily charged with annually evaluating the University President; and

WHEREAS, the Board conducted the performance evaluation of President Modesto A. Maidique for the 2005-2006 fiscal year; and

WHEREAS, the Board must submit the evaluation to the Florida Board of Governors for review;

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THEREFORE, BE IT RESOLVED, that the Board grants a “**Superior**” Performance rating to President Modesto A. Maidique in his leadership of Florida International University during fiscal year 2005-2006, including the achievement of the employment equity program goals as established by F.S. 1012.95 and the accountability goals established pursuant to F.S. 1008.46;

BE IT FURTHER RESOLVED, that the Board authorizes the Senior Vice President for Administration to submit the evaluation of the President to the Florida Board of Governors;

BE IT FURTHER RESOLVED, that the Senior Vice President for Administration is authorized to take all actions necessary to give effect to this Resolution.

#### **7. University Goals 2006-2007**

President Maidique presented the University’s Goals for 2006-2007.

After discussion, the Committee recommended the Board adopt the following Resolution:

BE IT RESOLVED, that the Florida International University Board of Trustees approves the University Goals for the 2006-2007 fiscal year as presented by President Maidique; and

BE IT FURTHER RESOLVED, that the Board approves the President’s Objectives as presented by President Maidique. These approved objectives will be one component of the President’s Performance Review by the Board for 2006-2007.

#### **V. OTHER BUSINESS**

No other business was raised.

#### **VI. ADJOURNMENT**

With no other business, the meeting of the Florida International University Board of Trustees’ Administration and Athletics Committee was adjourned on Thursday, 28 September 2006, at 4:20 p.m.

*Attachments: Exhibits “A”.*

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*Trustee requests:  
There were no Trustee requests.*

*MEB/mb  
10/11/06*

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**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
ADMINISTRATION & ATHLETICS COMMITTEE**

**4 DECEMBER 2006**

**SUBJECT: ADOPTION OF PERSONNEL POLICIES FOR NON-BARGAINING UNIT  
PERSONNEL**

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**PROPOSED COMMITTEE ACTION:**

Recommend Board adoption of the following Resolution:

WHEREAS, the Board of Trustees (“BOT”) is the public employer of all employees of the University and has the power and duty to adopt personnel policies for all University employees;

WHEREAS, the BOT adopted personnel policies for all University employees, including a Tuition Waiver Policy (the “Policy”);

WHEREAS, the Policy should be amended to expand the benefit provided so as to include online courses as courses which qualify for in state tuition waivers;

NOW, THEREFORE BE IT RESOLVED, that the BOT approves the amendment to the Policy attached hereto as Exhibit “B”;

BE IT FURTHER RESOLVED, that the policy attached hereto as Exhibit “B” shall be effective immediately solely for all non-bargaining unit personnel;

BE IT FURTHER RESOLVED, that the University Administration takes all actions necessary to give effect to this Resolution.

**LEGAL AUTHORITY:**

**Resolution of the Florida Board of Governors, dated January 7, 2003. Resolution delegating and delineating powers of local boards of trustees provides in pertinent part:**

19. Each board of trustees shall establish the personnel program for all employees of the university, including the president, pursuant to the

provisions of chapter 1012 and, in accordance with rules and guidelines of the Board of Governors, including: compensation and other conditions of employment, recruitment and selection, nonreappointment, standards for performance and conduct, evaluation, benefits and hours of work, leave policies, recognition and awards, inventions and works, travel, learning opportunities, exchange programs, academic freedom and responsibility, promotion, assignment, demotion, transfer, tenure and permanent status, ethical obligations and conflicts of interest, restrictive covenants, disciplinary actions, complaints, appeals and grievance procedures, and separation and termination from employment. No rule of the Board of Governors shall be considered to in any way contravene the responsibility of each of the university board of trustees to act as the sole public employer with regard to all public employees of its universities for the purposes of collective bargaining in accordance with chapter 447, Florida Statutes.

**Explanation for Proposed Board Action:**

The Human Resources division is proposing an amendment to one of the personnel policies adopted by the Board for non-bargaining unit personnel in order to expand the Tuition Waiver Benefit to cover online courses.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- EXHIBIT “B”: DIVISION OF HUMAN RESOURCES – AMENDED TUITION WAIVER POLICY

**FACILITATOR/PRESENTER:**

- VIVIAN SANCHEZ

## Tuition Waiver Program

### **Purpose:**

To facilitate eligible employees an opportunity to enhance their education by attending classes at the University with the intent of receiving a college degree or attend classes that are related to their job assignment. Also, in the event that an employee does not enroll for 6 credits hours in a given semester, to allow a member(s) of the employee's immediate family the opportunity to enhance their education by attending classes at the University with the intent of receiving an undergraduate degree.

### **Policy:**

Full time employees who have completed six months of continuous service in an established position at the University are eligible to participate in the Tuition Waiver Program.

Eligible employees, employees' spouse, employee's same-sex domestic partner, or employees' dependent children under the age of twenty five (25) may enroll for up to a combined maximum of six (6) credit hours of FIU instruction each semester without payment of the registration fee. Only in-state tuition is covered.

Employees must be admitted as a degree seeking undergraduate students, or admitted by a graduate program. If approved by their supervisor, the employee may enroll as a special student and take courses that are specifically related to their job assignment.

The employee may register in regular lecture and laboratory courses excluding courses in the College of Law, Executive Cohort programs, undergraduate limited access programs, thesis, directed individual study, directed research courses, internships, CAPS Professional Development offerings (continuing education courses), or other one to one instructional courses.

The program will cover up to six (6) credit hours per semester for employees admitted to doctoral programs to pay for dissertation courses (7980 – 7989). A maximum of thirty (30) credits will be covered.

Special laboratory or other required student fees must be paid by the individual.

Employees attending classes with the intent of attaining an undergraduate or graduate degree must receive a grade of not less than a "B" for courses taken; a lower grade will result in the employee being charged for the course(s). For employees taking more than six (6) credit hours, the "B" grade eligibility will be applied to any six (6) hours receiving a minimum of a "B" grade.

Employees are to discuss with their supervisor their intent to take classes and should schedule classes during off-duty hours whenever possible. When a desired class cannot be scheduled during off-duty hours, the supervisor may adjust the employee's work schedule, or allow the employee to use annual leave, accumulated compensatory time, or leave without

## Exhibit "B"

pay based on the department's business necessity. The same rule applies if the employee is attending classes for Professional Development that are related to their job assignment.

In the event that the eligible employee does not enroll for six (6) credit hours in a given semester, the employee's eligible family members may enroll for the credit hours not being used by the employee, not to exceed a combined total of six (6) credit hours in-state tuition each semester for employee and family members.

Eligible family members must be admitted to FIU as degree seeking undergraduate student(s). A verification letter from the Registrar's Office must be provided at the time of application for the Tuition Waiver Program.

Family members may register in regular lecture and laboratory courses needed to attain their undergraduate degree. This will exclude courses in the College of Law, Executive Cohort programs, undergraduate limited access programs, directed individual study, directed research courses, internships, , CAPS Professional Development offerings (continuing education courses), or other one to one instructional courses.

Special laboratory or other required students fees must be paid by the individual.

Family members must receive a grade of not less than a "B" for courses taken; a lower grade will result in the employee being charged for the course(s). For family members taking more than six (6) credit hours, the "B" grade eligibility will be applied to any six (6) hours receiving a minimum of a "B" grade for the individual family member.

Employees will be responsible for paying tuition for any courses dropped by the employee or the employee's family member after the official Drop/Add period during the first week of classes.

Eligibility will be established by the Division of Human Resources.



**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
ADMINISTRATION & ATHLETICS COMMITTEE**

**4 DECEMBER 2006**

**SUBJECT: ADMINISTRATION UPDATE**

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**PROPOSED COMMITTEE ACTION:**

None. Discussion item.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- ADMINISTRATION UPDATE

**FACILITATOR/PRESENTER:**

- VIVIAN SANCHEZ

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# Administration Update

## **DEPARTMENT OF PARKING AND TRANSPORTATION- IMPLEMENTATION OF E-BUSINESS**

On August 1, 2006, Parking and Transportation implemented its E-Business process for the university community. The centerpiece of the entire program is that students can obtain their new parking decals via the web, eliminating the need to come to one of the parking offices and stand in line. To effectively communicate this service, we distributed flyers, placed a two week ad in The Beacon during the first weeks of the Fall Semester, conducted student forums, and sent a university-wide email. Our initial launch goal was to distribute 50% of total decals online. As of 10/24/06, our office has processed a total of 20,457 student decals with 10,213 of them distributed via the web. We are very pleased that we have met the current goal and that these 10,000+ students have not had to stand in lines. We expect that the web distribution will be greater for the Spring Semester.

Faculty and staff will be able to obtain their decals online after the ADP payroll implementation. Their information will then be in the PantherSoft system, allowing access to the records required for online purchases. Next Fall Semester, they will also be able to use payroll deduction when buying their decals on line.

## **FOOD SERVICES UPDATE**

Approximately two years ago, we embarked on a strategy to improve our food services operation. For the Fall Semester, we introduced new retail concepts including:

- Camille's sidewalk café (Recreation Center)
- Einstein Brothers Bagels (GC Atrium)
- Bene Pizzeria (GC Atrium)
- Burger King (Graham Center)
- AFC Sushi (Graham Center)

In addition to providing additional food service outlets, we have renovated and/or enhanced existing operations, specifically by adding new point of sale registers, purchasing new cooking equipment, remerchandising to offer improved selections and remodeling space. The beneficiaries of these changes include Fresh Food Company (Graham Center), Gracie's Grill (Graham Center), Breezeway Convenience Store (University Park Towers) and Oasis and Biscayne Bay Cafeteria (BBC).

The sum total of current food service locations available on both campuses is 14. We are looking to expand current retail operations at both campuses. The next phase of our strategy includes a new concept for Gracie's Grill, an additional student dining facility at University Park, Faculty dining option at the Biscayne Bay Campus and a new retail food service concept at the Engineering Complex.

## **INFORMATION TECHNOLOGY- PANTHERSOFT STUDENT PORTAL**

One of the many strategic technology projects for 2006-2007 directed at increasing student affinity is the PantherSoft Student Portal, to be branded as MyFIU. This portal (<https://my.fiu.edu>) will provide students, initially, with a personalized gateway to information and applications from one secure, centralized location. When the portal is launched, students will have a web-based one-stop-shop to access important university systems such as PantherSoft and email as well as an integrated site to information about university services, news and events. Ultimately MyFIU will be used by the entire university community. Each user will have access to various Web systems and tools based upon their roles within the university community. Users are able to personalize their pages to suit their particular needs.

The MyFIU portal contains two levels. The first level is a guest page containing several content boxes for all to view, such as university news, campus connections containing links to student-related websites, FIU help, as well as a logon box. The second level appears once a student logs into the portal and can be tailored to the needs or particular interests of the student. This level contains data pulled directly from their records in PantherSoft such as class schedule, enrollment messages, and term bill, as well as data they may choose to view such as email, grades, admissions checklist, Google search, the weather, etc.

The Student Government Association has been very involved in the implementation of this project, as well as External Relations, Student Affairs, Enrollment Management and the University Graduate School. The portal is scheduled to be made available to students November 20, 2006 pending the outcome of system stress testing; otherwise it will be launched in mid-January in order to alleviate the risk of interruption with spring registration.

## **HUMAN RESOURCES UPDATE**

**Healthcare Insurance for Temporary Employees Initiative** – As a result of an Invitation to Negotiate, FIU received proposals from eight health care providers to offer our Temporary Employees various health care plans. FIU is using its leverage to negotiate plans with providers that can then be offered to the employees directly by each firm. Because of the temporary nature of each employee's position, the health plans will be portable to ensure that the employee has consistent coverage.

The Selection Committee has begun reviewing proposals to recommend the healthcare companies that best meet the needs of the Institution's temporary employees as specified on the Invitation to Negotiate. Anticipated date of implementation is within the first quarter of 2007.

### **Salary Increases**

- **Three Percent (3%) Across-the-Board Increases**  
Based on the guidelines provided during the 2006 legislative session, the institution has successfully implemented the 3% across-the-board (ATB) increase for all eligible employees effective October 1, 2006.

- **AFSCME Increases**

The wage increases stipulated in the AFSCME contract ratified September 22, 2006, (4% ATB and lump sum payments based on employee's salary level), have also been successfully implemented.

### **Payroll/HR System Conversion Project**

The complexity of the data conversion and the number of interfaces (such as benefits management that comes from a third party) combined with the unique requirement as a state educational institution such as Board of Governor's reporting made the project more complex than what ADP had originally anticipated. Consequently, continuing with a January 1, 2007 "go live" date presented a significant risk to having our employees paid accurately and on time. The Bureau of State Payrolls has expressed their willingness to maintain us on the state payroll system and, as such, the administration has postponed the "go live" date to ensure complete accuracy.

### **Benefits Enrollment**

The 2006 Open Enrollment period which took place from September 19, 2006 through October 18, 2006 was very successful. During this period, the Annual Employee Benefits Fair was held at both the University Park and Biscayne Bay Campuses with respective attendance of 895 and 319 employees. The Fairs allowed employees the opportunity to work directly with various vendors (health insurance companies, life insurance companies, retirement planners, investment managers, etc.), make changes to their insurance coverage and receive free health care tests. The Fairs were open to the university community as well as to other state employees in the surrounding community.

### **Recruitment of Critical Positions**

Several Search and Screen Committees are currently working diligently to fill various positions within the university, namely VP Advancement, AVP Media, Dean of Arts & Sciences, Dean College of Education, University Treasurer. Positions are expected to be filled by April, 2007.

We are in the final stages of recruitment efforts for the positions of Director of Library, Chief Information Officer and Dean for the College of Medicine.

We are very pleased to announce that Gustavo Knoepffler accepted the critical position of Assistant Vice President for Financial Planning with an effective hire date of November 8, 2006. Mr. Knoepffler most recently served as the Budget Director for the Miami Dade County Office of Strategic Business Management. He comes to FIU with an undergraduate degree in Economics from Duke University, an MBA from our very own institution, and over 10 years of relevant experience in the public sector.

### **FACILITIES MANAGEMENT UPDATE - CUSTODIAL IN-SOURCING PROGRAM**

The planning and structuring phase for the in-sourcing of custodial services at all of our campuses is underway.

- Staffing levels have been established while corresponding job descriptions developed and being processed. Initial public announcements for available positions will take place during November 2006.
- Cleaning equipment types and quantities have been determined and bid specifications are being prepared. Space requirements for storage of equipment have been evaluated and identified.
- Training needs have been outlined and procedures manuals are being written.
- Uniform needs have been determined and final selection completed.
- Software and hardware purchases have been evaluated that program cleaning cycles, ensuring all areas are efficiently and effectively serviced.

Target date for completion/implementation is June, 2007.

**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
ADMINISTRATION & ATHLETICS COMMITTEE**

**4 DECEMBER 2006**

**SUBJECT: ATHLETICS UPDATE**

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**PROPOSED COMMITTEE ACTION:**

None. Discussion item.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- ATHLETICS UPDATE

**FACILITATOR/PRESENTER:**

- MARCOS PEREZ

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# Athletics Update

## *Athletic Director*

Pete Garcia, formerly with the University of Miami's Athletic Department and former Director of Football Development for the Cleveland Browns, joined Florida International University in October as the new Athletic Director. Garcia rejoined UM last September as Senior Associate Athletic Director for External Operations where he was responsible for marketing, sports information, ticket sales, corporate sales and internet communications. He was also responsible for negotiating all contracts in association with the athletic department and the Orange Bowl Renovation project. With the Browns, Garcia directed the pro and college personnel, player programs, and salary cap departments and assisted in the oversight of the strength and conditioning, and video departments.

## *Athletic Association Board*

The FIU Athletic Association Board has developed and will launch the new booster club in conjunction with a go-to-market strategy for the Student Support Complex and Football Stadium Expansion project. This launch will provide the university's leadership boards to have the first opportunity to access the premium seating and other exclusive amenities in limited supply. This effort will build a donor base for athletics following the direction of other successful collegiate athletic programs.

## *Student Support Complex and Football Stadium Expansion Project*

The FIU Student Support Complex and Football Stadium Expansion Project is on schedule in regard to the establishment of the FIU Athletics Financing Corporation, procurement of financing, construction update and the action steps to secure approval from the Florida Board of Governors at its January meeting.

**Establishment of FIU Athletics Financing Corporation:** Bylaws and Articles of Incorporation are being presented to the Finance and Audit Committee of the Board of Trustees for approval at the December meetings. Issues to be addressed by the financing corporation will be the establishment of fund raising and stadium operations agreements with the Department of Athletics and final negotiations with the construction company.

**Procurement of Financing:** The University received four bids from lending institutions interested in providing a letter of credit that will back up the sale of the revenue bonds. The letter of credit facility is being reviewed by our financial advisor and his recommendations will be sent to the committee in charge of reviewing and selecting the bank. The committee is chaired by Treasurer, Alexander Zyne.

**Construction Update:** The companies bidding on the project have received the bid package and construction program. Stadium presentations from construction companies are due on January 5th and a presentation meeting is scheduled for January 10, 2007. Selection and award will be determined by January 19th with construction expected to commence in March, 2007.

**Florida Board of Governors' Approval:** The Florida Board of Governors meeting is currently scheduled for January 21, 2007. The University Treasurer, the Executive Director of the FIU Athletics Financing Corporation and the financial consultant made presentations to the staffs of the BOG and the Florida Division of Bond Finance. Both entities were positive and expressed comfort regarding the University's approach to the project in regard to both funding and construction plan.

## PROGRAM UPDATE

### *Volleyball*

Golden Panthers Volleyball Team record is 20-7. The team is tied for 2<sup>nd</sup> place in the east division of the Sun Belt Conference with two regular season games remaining. Volleyball beat Western Kentucky, 3-0, marking the Golden Panthers first victory over WKU since the 2001 Sun Belt Conference Championship finals. On November 3<sup>rd</sup>, FIU defeated Florida Atlantic, 3-0, for the team's 20th win of the season, only the second 20-win season since moving to Division I in 1987.

The Golden Panthers also appear in NCAA national rankings with 15.07 assists per game (27th), a 0.269 hitting percentage (17th) and 16.4 kills per game (24). Additionally, Yarimar Rosa is seventh nationally with 5.34 kills per game and Keila Oliveira is 30th in Division I with 12.93 assists per game. The team's national NCAA RPI ranking is currently 65.

### *Football*

FIU's football defense continues to be a source of pride on this year's team. The unit ranks 17th out of 119 I-A programs in total defense, thanks in part to a No. 11 nationally-ranked pass defense. Senior Keyonvis Bouie (Pahokee) ranks fifth in the nation averaging 11.38 tackles per game and the team's "Killer Bees" of Antwan Barnes (Miami), Bouie and Alexander Bostic III (Miami) rank fourth, fifth and sixth respectively in national tackles for loss and the Golden Panthers defense is best in Division I averaging 8.88 tackles for loss per game.

### *Football Community Service*

The entire football team and coaching staff has participated in several community service projects as a team. The program has included team visits to the Family & Faith Coalition after School Program, and the Doral Academy Elementary Charter School. The suspended students also participated in the United Way Hands on Miami project. Student Counseling and Psychological Services has designed an anger management program for our students that began the week of November 6 and has exercises scheduled through the first of the year.

### *Soccer*

The men's team ended the season with a record of 6-9-2 (8<sup>th</sup> in Conference USA). Senior forward David Hope, a second-team All-Conference USA selection was ranked second in the league with four game-winning goals. The women concluded their season with a record of 5-12-0 (9<sup>th</sup> in the Sun Belt Conference).

### *Cross Country*

The FIU women placed second and the Golden Panther men were fourth at the 2006 Sun Belt Conference Cross Country Championships. Paola Reategui finished the women's 5K course in a time of 18:10.55, which placed her fifth overall. Her teammate, Dierdre Witherspoon, crossed the line less than two seconds later (18:12.39) for a sixth-place showing. FIU finished behind only one team, champion Western Kentucky, in the 11-school field. For the men, underclassmen paced the Golden Panthers with sophomore Eddie Arguello coming in as FIU's top finisher in 14th place with an 8K time of 26:07.01. Afterwards, the men's team attained its first-ever regional ranking of No. 15 in the South.

### *Men's Basketball*

Only one starter is back from last year senior guard Johwen Villegas, who was just named to the Sun Belt Preseason All Conference third-team. New to the program sophomore forward Alex Galindo also garnered preseason third-team accolades. The team began the regular season on Saturday, November 11, against cross travel rivals University of Miami. The team is young with two seniors and seven new players. In November, the team will travel to play the NCAA final four program against George Mason and Wisconsin (ranked no. 9) before conference play begins in mid-December.

### *Women's Basketball*

The Golden Panthers return four starters, including 2005-2006 1<sup>st</sup> Team All-Sun Belt Conference selection senior Lasma Jekabsons. The women tipped off the season against Florida A&M at the Hawkeye Challenge in Iowa on November 17<sup>th</sup>. The Sun Belt also released its Preseason Coaches Polls, selecting the FIU women to finish third in the six-team East Division behind defending champions Middle Tennessee and Western Kentucky.

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