

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
FULL BOARD MEETING**

TUESDAY, 13 JUNE 2006
10:30 A.M.

FLORIDA INTERNATIONAL UNIVERSITY
MARC INTERNATIONAL PAVILION
MIAMI, FLORIDA

AGENDA

- | | |
|---|----------------------------------|
| I. CALL TO ORDER | CHAIRMAN DAVID
PARKER |
| II. CHAIRMAN'S REMARKS | DAVID PARKER |
| III. FOUNDATION REPORT | LARRY KAHN |
| IV. REQUESTS TO ADDRESS THE BOARD | DAVID PARKER |
| V. UNIVERSITY REPORT | MODESTO MAIDIQUE |
| VI. ITEMS FOR BOARD REVIEW | |
| A. ACTION ITEMS | |
| 1. CONSENT AGENDA | DAVID PARKER |
| A. MINUTES, 21 MARCH 2006 | |
| B. MINUTES, 8 MAY 2006 | |
| C. TENURE NOMINATIONS | |
| D. TENURE AS A CONDITION OF EMPLOYMENT
NOMINATIONS | |
| E. APPROVAL OF CONSULTING CONTRACT WITH A.T.
KEARNEY | |
| F. UNIVERSITY EQUITY REPORTS | |
| 2. PROPOSED 2006 -2007 OPERATING BUDGET | MIRIAM LOPEZ |
| A. RESOLUTION FOR OPERATING BUDGET | |
| B. RESOLUTION FOR UNIVERSITY TUITION FEE RULE | |

A. ACTION ITEMS (CONT.)

3. LEGISLATIVE BUDGET REQUEST 2007-2008

MIRIAM LOPEZ

4. UNIVERSITY PRESIDENT'S EMPLOYMENT AGREEMENT

ALBERT DOTSON

B. REPORTS

5. COMMITTEE REPORTS

▪ **FINANCE AND AUDIT**

MIRIAM LOPEZ

▪ **GOVERNMENTAL RELATIONS**

MIRIAM LOPEZ

▪ **ACADEMIC POLICY AND STUDENT AFFAIRS**

HERBERT WERTHEIM

▪ **ADMINISTRATION AND ATHLETICS**

ALBERT DOTSON

VII. OTHER BUSINESS

DAVID PARKER

VIII. ADJOURNMENT

DAVID PARKER

NEXT FULL BOARD MEETING
29 SEPTEMBER 2006
10:30 A.M.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
BOARD MEETING**

13 JUNE 2006

SUBJECT: CONSENT AGENDA

PROPOSED BOARD ACTION:

ADOPT THE FOLLOWING RESOLUTION:

RESOLVED, that the following matters included in the Consent Agenda are hereby approved:

- A. *MINUTES 3.21.06 (EXHIBIT "A")***
- B. *MINUTES 5.8.06 (EXHIBIT "B")***
- C. *TENURE NOMINATIONS (EXHIBIT "C")***
- D. *TENURE AS A CONDITION OF EMPLOYMENT NOMINATIONS (EXHIBIT "D")***
- E. *APPROVAL OF CONSULTING CONTRACT WITH A. T. KEARNEY***
- F. *UNIVERSITY EQUITY REPORTS (EXHIBIT "E")***

FURTHER RESOLVED that Exhibits "A," "B," "C," "D," and "E" are attached to this Resolution and made part of the minutes for this meeting.

EXHIBITS/SUPPORTING DOCUMENTS:

- Exhibit "A" – Board of Trustees Minutes 3.21.06
- Exhibit "B" - Board of Trustees Minutes 5.8.06
- Exhibit "C" – Tenure Nominations
- Exhibit "D" – Tenure as a Condition of Employment Nominations
- Exhibit "E" – University Equity Reports

FACILITATOR/PRESENTER:

- NONE

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: FULL BOARD MEETING MINUTES, 21 MARCH 2006

PROPOSED BOARD ACTION:

Adopt the following Resolution:

RESOLVED that the minutes of the meeting of the Florida International University Board of Trustees’ Meeting held on 21 March 2006, attached to this Resolution as Exhibit “A,” are hereby approved.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “A”: 21 MARCH 2006 FULL BOARD MEETING MINUTES.

FACILITATOR/PRESENTER:

- NONE

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DRAFT

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**



**BOARD MEETING
MINUTES
21 MARCH 2006**

I. Call to Order

Chairman David Parker convened the meeting of The Florida International University Board of Trustees at 10:29 a.m., on Tuesday, 21 March 2006, at University Park, Graham Center Ballrooms, Miami, Florida.

The following attendance was recorded:

Present:

David Parker	Miriam Lopez
Betsy Atkins	Sergio Pino
Albert Dotson, Sr.	Alex Prado
Patricia Frost	Claudia Puig
Armando Guerra	Rosa Sugrañes
Bruce Hauptli	Herbert Wertheim
Kirk Landon	Modesto Maidique

Foundation Chairman, Carlos Migoya

II. Chairman's Remarks:

Chairman Parker welcomed all Trustees, University faculty and staff. He welcomed members of the Foundation Board of Directors.

Chairman Parker reported that he was very pleased that after almost 30 months of negotiations between negotiating teams for the faculty and the university's administration, a contract was approved by the union with a 99% vote and with a unanimous vote of the Board of Trustees on 27 February 2006. He added that a few minutes earlier, he had represented the Board at the signing of the new contract. On behalf of the Board, he congratulated the President, the negotiating teams, the Provost, the faculty and the administration for their diligence in completing negotiations. He also thanked the members of the Board's executive committee who spent many hours considering all the options for the negotiations. Chairman Parker remarked that the contract provides a package of competitive, professional benefits for our

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faculty, and strengthens our university's mission of teaching, research and service.

Chairman Parker announced that the President, the Provost and the leadership of the Faculty Senate have signed an agreement that will substantially enhance faculty governance at FIU.

Chairman Parker noted that at the Board's June meeting of 2005, President Maidique requested that the Board not proceed with negotiations on a new contract for him before the faculty union contract was completed. He added that with the contract now successfully concluded, the process of finalizing a new contract for the President was underway. He thanked Administration Committee Chairman Albert Dotson for his leadership in the process and added he expected a contract to be ready in the near future.

Chairman Parker reported on a number of university issues including the success of the South Beach Wine and Food Festival held in cooperation with Southern Wine and Spirits of America. He reported that the financial statement of the year-end results for the FY ending June 30, 2005 were audited and the University and the State Auditor noted that the university's financial statements were presented fairly in all material respects and that no material weaknesses in financial reporting controls were found. He congratulated Vivian Sanchez and the entire finance and information technology teams for their diligence in obtaining a successful outcome.

Chairman Parker also noted that after the initial review of the President's travel records and current university-wide travel procedures, the Board was comfortable with the university's position. He added that the chairman of the Board's Finance and Audit Committee and the Foundation's Chairman are engaged in the process of benchmarking our university practices with those of other national institutions to look for opportunities to strengthen our policies.

Chairman Parker noted that several members of the Board had expressed concern over the span of time between meetings. Chairman Parker announced that as a result, regular, interim conference call meetings of the Board would be scheduled to provide updates and a forum for discussion and reports on university issues.

Chairman Parker reported that on 12 January 2006 he attended a meeting of the boards of trustees Chairs hosted by Florida Atlantic University. He added that a common thread among the board Chairs was to want more control over determining tuition at their respective universities. He noted that this would be an area of continued labor and deliberations between boards of trustees and the Board of Governors.

President's Remarks

President Maidique reported that the current edition of *Fortune Small Business* named Florida International University and the Eugenio Pino and Family Global Entrepreneurship Center as one of 10 "cool" universities in the country for entrepreneurial programs and research, putting it alongside institutions such as Harvard University and the University of

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Arizona. He reported that the university ranked 49th in *Kiplinger Magazine*'s 100 Best Values in Public Colleges for 2006. He also reported on the recent contract with Adidas to provide apparel for the Athletics program and on the School of Architecture's Interior Design Program accreditation by CIDA - Council for Interior Design Accreditation. President Maidique also welcomed Joe Velasco, the newly appointed Executive Director of the Athletic Association.

President Maidique reminded Trustees that the Florida Board of Governors was scheduled to vote on Thursday, 23 March 2006, on the establishment of medical schools at FIU and UCF. He thanked Trustee Herbert Wertheim on his generosity and leadership in this initiative. He extended an invitation for Trustees to join him at the meeting in Tallahassee.

III. Requests to Address the Board:

There were no requests to address the Board.

IV. FIU Foundation Report

Foundation Chairman Carlos Migoya reported that fundraising efforts were progressing as planned. He added that Alumni membership reached an all time high of 6,400 dues paying members, which represented a 21% increase from the beginning of the 2005-2006 fiscal year. He also reported on the success of the 2005 Torch Awards Gala, which marked an attendance increase of over 50% over the previous year.

V. Items for Board Consideration:

A. Action Items

1. Consent Agenda:

Chairman Parker asked for comments on any items included in the Consent Agenda. Hearing none, the Board adopted the following Resolution:

RESOLVED, that the following matters included in the Consent Agenda are hereby approved:

- A. MINUTES, 22 NOVEMBER 2005 (EXHIBIT "A")
- B. MINUTES, 7 MARCH 2006 (EXHIBIT "B")
- C. FEDERAL PRIORITIES, 2006-2007 (EXHIBIT "C")
- D. UNIVERSITY PRESIDENT ANNUAL REVIEW PROCESS (EXHIBIT "D")
- E. EDUCATIONAL PLANT SURVEY UPDATE (EXHIBIT "E")
- F. M.S. HUMAN RESOURCES MANAGEMENT (EXHIBIT "F")
- G. B.S. ENVIRONMENTAL ENGINEERING (EXHIBIT "G")
- H. PH.D. TRACK MATERIALS SCIENCE ENGINEERING (EXHIBIT "H")
- I. NOMENCLATURE CHANGE INTERIOR DESIGN (EXHIBIT "I")
- J. STUDENT CODE OF CONDUCT (EXHIBIT "J")

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FURTHER RESOLVED that Exhibits "A" – "J" are attached to this Resolution and made part of the minutes for this meeting.

2. Re-adoption of University Traffic and Parking Regulations

Finance and Audit Committee Chair Kirk Landon introduced the Re-Adoption of University Traffic and Parking Regulations for Board consideration. He reported that the Committee reviewed the proposal and recommended Board review and approval.

Without further discussion, the Board adopted the following Resolution:

WHEREAS, the Florida International University Board of Trustees (the BOT) is authorized to establish Traffic and Parking fees and regulations within the limits provided by law; and

WHEREAS, the proposed University Traffic and Parking Regulation FIU-1105 consists of language present in the University's Traffic and Parking rule 6C8-5.006 which is revised primarily to reflect the name of the department responsible for specified duties throughout the regulation and to reflect changes in the decal registration fees and is being presented for adoption;

THEREFORE, BE IT RESOLVED THAT, the BOT adopts the following University Regulation, which is attached hereto as Exhibit "K":

- FIU-1105 – University Traffic and Parking Regulations

BE IT FURTHER RESOLVED, that, as the Regulation includes information on fees, the University Administration will submit the University Traffic and Parking Regulations FIU-1105 to the Florida Board of Governors for approval.

3. Health Fee

Finance and Audit Committee Chair Kirk Landon introduced the Student Health Fee Increase for Board consideration. He reported that the Committee reviewed the proposal and recommended it for Board review and approval. Student Trustee Alex Prado added that the students reviewed the new fees and felt the increase would enhance health-care services at the university and so approved of the increase.

Without further discussion, the Board adopted the following Resolution:

WHEREAS, the Florida International University Board of Trustees (the BOT) has the power to establish a Student Health Fee for the university pursuant to Board of

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Governor's Resolution adopted January 7, 2003, which references **Section 1009.24(10)**, Florida Statutes;

WHEREAS, the health fee committee has approved an increase in the health fee in the amount of \$13.20 per semester effective Fall 2006;

WHEREAS, the President has approved the fee increase after consultation with the Student Government president;

THEREFORE BE IT RESOLVED that the BOT approve a Health Fee increase from the current \$54.00 per semester to \$67.20 per semester effective Fall 2006; and

BE IT FURTHER RESOLVED that the increase will fund existing services, expanded services, and increased hours during the week and weekends based on student survey results and utilization levels; and

BE IT FURTHER RESOLVED that the BOT authorizes the University Administration to take all further actions necessary to implement this Resolution.

B. Committee Status Reports

Chairman Parker requested that each Committee Chair present a status report on the ongoing work of the Committees.

Academic Policy and Student Affairs Committee Chair Herbert Wertheim, Finance and Audit Committee Chair Kirk Landon, Administration and Athletics Committee Chair Albert Dotson and Governmental Relations Committee Chair Miriam López reported on items heard by their respective Committees. Chairman Parker thanked the Committees for their work noting that their careful review of university issues was of invaluable service to the entire Board.

VI. Other Business:

Chairman Parker noted that this was the last Board meeting for Student Trustee and Student Government President Alex Prado. On behalf of the Board of Trustees, the Chairman extended his gratitude to Trustee Prado for his commitment and dedication to the Board, to the University and to students.

VII. Adjournment:

Since there was no other business to come before the Board, the meeting of the Florida International University Board of Trustees was adjourned on Tuesday, 21 March 2006, at 11:56 a.m.

MEB/mb
4.11.06

Exhibit "A"

DRAFT

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David Parker
Chairman
FIU Board of Trustees

Modesto A. Maidique
Corporate Secretary
FIU Board of Trustees

Attachments: Exhibits "A," "B," "C," "D," "E," "F," "G," "H," "I," "J," & "K"

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: FULL BOARD MEETING MINUTES, 8 MAY 2006

PROPOSED BOARD ACTION:

Adopt the following Resolution:

RESOLVED that the minutes of the meeting of the Florida International University Board of Trustees’ Meeting held on 8 May 2006, attached to this Resolution as Exhibit “B,” are hereby approved.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “B”: 8 MAY 2006 FULL BOARD MEETING MINUTES.

FACILITATOR/PRESENTER:

- NONE

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**



**BOARD MEETING
MINUTES
8 MAY 2006**

I. Call to Order

Chairman David Parker convened the meeting of The Florida International University Board of Trustees at 8:05 a.m., on Monday, 8 May 2006, via conference call.

The following attendance was recorded:

Present:

David Parker
Betsy Atkins
Albert Dotson, Sr.
Armando Guerra
Bruce Hauptli
Kirk Landon

Alfonso Leon
Miriam Lopez
Sergio Pino
Claudia Puig
Herbert Wertheim
Modesto Maidique

Excused:

Patricia Frost
Rosa Sugrañes

II. Chairman's Remarks:

Chairman Parker welcomed all Trustees, University faculty, and staff. He thanked all Trustees for making themselves available for the meeting.

Chairman Parker welcomed new Student Trustee Alfonso Leon, Student Government Association President for University Park Campus, who took office on May 1, 2006.

Chairman Parker reported on the five commencement ceremonies and the sixth one, the School of Law Commencement, which will be held on Sunday, 21 May 2006 at 2:00 pm in the Pharm Ed arena. He encouraged everyone to attend. Chairman Parker congratulated President Maidique on conferring the 100,000th degree of his tenure at FIU.

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8 May 2006
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Chairman Parker congratulated FIU students who recently won national competitions.

III. Items for Board Consideration:

A. Action Items

1. Ratification of Collective Bargaining Agreement between the Florida International University Board of Trustees and the Service Employees International (SEIU) Union Local 1991, 2005-2008

Chairman Parker presented the Collective Bargaining Agreement between the Florida International University Board of Trustees and the Service Employees International (SEIU) Union Local 1991, 2005-2008 and reported that the Florida International University Collective Bargaining Executive Committee met on Wednesday, 3 May 2006 and recommends the ratification of the collective bargaining agreement.

Without further discussion, the Board adopted the following Resolution:

WHEREAS, the Board of Trustees ("BOT") is the public employer of all employees of the University and is obligated to engage in collective bargaining with employees who are represented by a union;

WHEREAS, certain employees of the University are part of a bargaining unit represented by the Service Employees International Union Local 1991– FIU Chapter ("SEIU");

WHEREAS, representatives of the BOT and the SEIU have engaged in collective bargaining and have reached agreement on the terms of the 2005-08 BOT-SEIU Collective Bargaining Agreement ("Agreement") (Attached as Exhibit A);

WHEREAS, the bargaining unit employees represented by SEIU voted unanimously in favor of ratification of the Agreement on April 12, 2006;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees hereby ratifies the Collective Bargaining Agreement attached hereto as Exhibit A;

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

2. Adoption of Personnel Policies for the SEIU Bargaining Unit Employees

Chairman Parker presented the Personnel Policies for the SEIU Bargaining Unit Employees.

Without further discussion, the Board adopted the following Resolution:

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WHEREAS, the Board of Trustees ("BOT") is the public employer of all employees of the University and is charged with establishing the personnel program for all University employees;

WHEREAS, the University and the Service Employees International Union Local 1991 ("SEIU") – FIU Chapter, through the collective bargaining process have bargained Personnel Policies ("Policies") governing those employees who are within the bargaining unit represented by the SEIU;

NOW, THEREFORE BE IT RESOLVED, that the Board of Trustees adopts the Policies attached hereto as Exhibit B

BE IT FURTHER RESOLVED, that the Policies attached hereto as Exhibit B shall be effective immediately and shall remain in effect for a period co-extensive with the duration of the 2005-2008 BOT-SEIU Collective Bargaining Agreement;

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

3. Florida International University Foundation Inc. Bylaws as Amended and Restated on the 6th day of April 2006

Chairman Parker presented The Florida International University Foundation Inc. Bylaws as Amended and Restated on the 6th day of April 2006. He noted that the Florida Administrative Code provided that any amendments to the Articles of Incorporation or Bylaws of the Foundation be submitted to the Board of Trustees for approval.

Without further discussion, the Board adopted the following Resolution:

WHEREAS, pursuant to F.A.C. 6C8-6.100 (2) (c), the Florida International University Board of Trustees ("BOT") must approve any amendments to the FIU Foundation, Inc. Bylaws before their becoming effective;

AND WHEREAS, the Florida International University Foundation, Inc.'s Board of Directors ("BOD") has approved the attached amendments (Attached as Exhibit C);

THEREFORE BE IT RESOLVED, that the BOT hereby approves the attached Amended Foundation Bylaws and authorizes the Executive Director of the Foundation to take all actions necessary pertaining to these Amended Bylaws.

4a. Depository of University Funds

Chairman Parker presented two (2) Resolutions addressing a potential award for the USAID Administration of Justice program administered by FIU in Colombia. He added that the

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Resolutions provided for the depositing of funds and check signing authority at Banco Unión Colombiano in Bogota, Colombia for the principals named in the document.

Without further discussion, the Board adopted the following Resolution:

WHEREAS, Florida International University (the "University") has applied for a USAID grant to improve the administration of justice in Colombia; and

WHEREAS, as a condition of receiving the grant the University is required to maintain a bank account in Colombia; and

WHEREAS, the Board of Trustees ("BOT") must designate the depositories at which University funds may be deposited; and

WHEREAS, Banco Unión Colombiano, a foreign bank, is the bank used by USAID in Colombia and has been recommended to the University by USAID and the United States Embassy in Colombia.

NOW, THEREFORE, BE IT RESOLVED, that the following banking institution is hereby designated as a depository of University funds:

Banco Unión Colombiano
Bogota, Colombia

BE IT FURTHER RESOLVED, that the University President and the Chief Financial Officer, or their respective designees, acting together, are hereby authorized and directed to take all actions necessary to open or close bank accounts at the designated depository.

BE IT FURTHER RESOLVED that should the University not be the recipient of the USAID grant, any bank accounts maintained by the University at Banco Unión Colombiano shall be immediately closed.

4b. Authorization to Sign Checks

Without further discussion, the Board adopted the following Resolution:

WHEREAS, the Board of Trustees ("BOT") has approved depositories at banking institutions at which University funds may be deposited; and

WHEREAS, the University pays its legal obligations from said depositories; and

WHEREAS, the Board ("BOT") must state with particularity the legal name and title of

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University employees who are authorized to sign checks to pay the legal obligations of the University.

BE IT RESOLVED THAT, the following officers and employees of the University are authorized to sign checks for the purpose of paying legal obligations of the University from accounts held at Banco Unión Colombiano, Bogota Colombia, as long as the expenditures are authorized by the terms of the USAID grant, all applicable University policies, and all Federal laws and regulations applicable to the USAID grant:

- Alexander Zyne, University Treasurer
- Luis Salas, Director, Center for the Administration of Justice
- Victor Uribe, Chair of History department and Director of FIU's Colombia Office

B. Reports

1. President's Report

President Maidique reported on the landmark 16-1 vote from the Florida Board of Governors, authorizing the creation of an FIU School of Medicine, which was followed by a unanimous vote of the House and Senate to approve establishment of the schools in HB 1237. He also recognized the efforts of Chancellor Rosenberg and Provost Berkman as critical in this initiative.

President Maidique announced that this was one of the best, if not the best, outcomes the University ever had in the Legislature. He reported that among the approved legislative bills \$3M was provided for the Life Sciences Initiative, with \$1.4M as a recurring amount. He added that a 3% salary increase package from Administered Funds was provided to all State employees across the board. He also reported that the Legislature also provided \$45M in PECO funds; with an additional \$7M for PECO cost overruns.

Chairman Parker congratulated the entire Governmental Relations team on its hard work and dedication.

Trustee Hauptli commended President Maidique on his leadership.

2. Academic Policy and Student Affairs Report

Provost Berkman announced that the University faced the task of completing a significant number of senior position searches. He added that these included the search for a Dean of Arts & Sciences and a Vice President for Sponsored Research. He reported that Dr. Judith Blucker has accepted the position of Interim Dean of the College of Education.

Provost Berkman also reported on the proposed change in class scheduling patterns discussed at the Faculty Senate. He added that this proposal would significantly increase classroom utilization.

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3. Business and Finance Report

CFO and Senior Vice President of Human Resources Vivian Sanchez reported on the actions of the University Investment Committee noting that contracts have been executed with six Investment Managers selected by the Committee for various funds.

4. Administration and Athletics Report

Vice President of Administration Marcos Perez reported on the University's women's tennis team, which earned its second-consecutive Sun Belt Conference championship. He also recognized University senior linebacker Keyonvis Bouie and defensive end Antwan Barnes who were among candidates on the initial Watch List for the 37th Annual Rotary Lombardi Award. He also noted that the FIU Athletic Association would be holding its first meeting on 1 May 2006.

VP Perez announced that the University was working to achieve FEMA recognition as a disaster-resistant university.

IV. Requests to Address the Board:

There were no requests to address the Board.

V. Other Business:

President Maidique discussed the next steps for the University's School of Medicine, noting staffing would be a top issue.

Chairman Parker reminded everyone that the next Board of Trustees Full Board meeting would be held on Tuesday, 13 June 2006.

V. Adjournment:

Since there was no other business to come before the Board, the meeting of the Florida International University Board of Trustees was adjourned on Tuesday, 21 March 2006, at 9:48 a.m.

MEB/mb
5.22.06

Exhibit "B"

DRAFT

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David Parker
Chairman
FIU Board of Trustees

Modesto A. Maidique
Corporate Secretary
FIU Board of Trustees

Attachments: Exhibits "A" & "B"

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: TENURE NOMINATIONS

PROPOSED BOARD ACTION:

Adopt the following Resolution:

WHEREAS each board of trustees is authorized to establish the personnel program for all employees of the university including tenure,

WHEREAS the University President is recommending the granting of Tenure for twenty-three (23) nominees as listed in Exhibit "C",

THEREFORE BE IT RESOLVED that the Florida International University Board of Trustees approves the granting of Tenure to the twenty-three individuals as listed in Exhibit "C" based on the recommendations of the University President.

BACKGROUND INFORMATION:

LEGAL AUTHORITY:

Resolution of the Florida Board of Governors, dated January 7, 2003.

Resolution delegating and delineating powers of local boards of trustees,
states in part,

(19)(a) 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 Florida Board of Governors, including: compensation and other conditions of employment, recruitment and selection, non-reappointment, 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.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “C” – TENURE NOMINEES
- ATTACHMENT 1 – TENURE NOMINEES’
BIOS
- ATTACHMENT 2 – TENURE PROCESS

Exhibit "C"

Florida International University						
2005 - 2006						
Tenure Nominations						
				Current	Proposed	
Names of Candidates	Department	Gender	Ethnicity	Rank	Rank	Comments
School of Architecture						
Alice Gray Read	Architecture	F	W	Asst. (9003)	Assoc. (9002)	
College of Arts and Sciences						
William T Anderson, Jr.	Earth Sciences	M	W	Asst. (9003)	Assoc. (9002)	
Richard Chisik	Economics	M	W	Asst. (9003)	Assoc. (9002)	
Rebecca Friedman	History	F	W	Asst. (9003)	Assoc. (9002)	
Evelyn Gaiser	Biological Sciences	F	W	Asst. (9003)	Assoc. (9002)	
Gueo Grantcharov	Mathematics	M	W	Asst. (9003)	Assoc. (9002)	
Daniel Guernsey	Art & Art History	M	W	Asst. (9003)	Assoc. (9002)	
Kimberly Harrison	English	F	W	Asst. (9003)	Assoc. (9002)	
Gail Hollander	Int'l Relations	F	W	Asst. (9003)	Assoc. (9002)	
Konstantinos Kavallieratos	Chemistry	M	W	Asst. (9003)	Assoc. (9002)	
B. M. Golam Kibria	Statistics	M	A	Asst. (9003)	Assoc. (9002)	
Felix Martin	Int'l Relations	M	H	Asst. (9003)	Assoc. (9002)	
Akinwumi Ogundiran	History	M	B	Asst. (9003)	Assoc. (9002)	
Louis R. Tcheugoue Tebou	Mathematics	M	B	Asst. (9003)	Assoc. (9002)	
Ellen Thompson	English	F	W	Asst. (9003)	Assoc. (9002)	
College of Business Administration						
Anthony Miyazaki	Marketing	M	W	Asst. (9003)	Assoc. (9002)	
College of Education						
Mary Alfred	Ed. Leadership	F	B	Assoc. (9002)	Assoc. (9002)	Tenure only
Tonette Rocco	Ed. Leadership	F	W	Asst. (9003)	Assoc. (9002)	
College of Engineering						
Syed Ahmed	Constr. Mgmt.	M	A	Asst. (9003)	Assoc. (9002)	
Sakhrat Khizroev	Electrical & Comp.	M	W	Assoc. (9002)	Assoc. (9002)	Tenure only
Yong Tao	Mechanical	M	A	Assoc. (9002)	Prof. (9001)	
College of Health & Urban Affairs						
David Eitle	Criminal Justice	M	W	Asst. (9003)	Assoc. (9002)	
Sandra Gracia Jones	Nursing	F	W	Asst. (9003)	Assoc. (9002)	

Ethnicity: I=American Indian or Alaskan Native; A=Asian or Pacific Islander; B=Black, not Hispanic; H=Hispanic; or W=White, not Hispanic. **TACOE**=Tenure as a condition of employment.

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THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES

2005-2006
Tenure Recommendations
Biographies

Louis Tcheugou Tebou
Asst. Professor, Department of Mathematics
PH.D. Univeristy of Metz (France)

Assistant to Associate

Louis R. Tcheugou Tebou has over ten years of experience in research and teaching mathematics. His research areas include: homogenization and control of vibrating systems. He works on various problems involving composite materials and vibrating structures. He received his Ph.D. in Applied Mathematics from the University of Metz (France) in May 1995. After completing his thesis, he went to the University of Strasbourg (France) as a visiting researcher in the research group of Professor Komornik working in the field of control of vibrating systems. In 1998, while in Strasbourg, he solved a problem raised in 1988 by the late French Academy of Sciences President, Professor Jacques-Louis Lions. This earned him his “Habilitation” (Accreditation to Supervise Research—in the French academic system is a recognition of the original character of the recipient’s method in his/her field of research) in November 1999. Afterwards he was awarded a postdoctoral fellowship at “Universidad Complutense de Madrid (Spain),” where he worked in the research group of Professor Zuazua in the field of control theory. He then moved to Canada where he joined the faculty of the department of Mathematics and Statistics at York University (Toronto). His research articles (about twenty) are published in well-established and outstanding mathematical journals. He is a member of the leading U.S. academic society: American Mathematical Society (AMS), has reviewed over twenty papers for the *AMS Mathematical Reviews* as well as papers for other journals.

Konstantinos Kavallieratos

**Asst. Professor, Department of Chemistry and Bio Chemistry
Yale University, Ph. D, Chemistry**

Assistant to Associate

Konstantinos Kavallieratos has been an Assistant Professor at the FIU Department of Chemistry and Biochemistry since the Fall of 2000. His research interests are in the themes of inorganic, supramolecular and coordination chemistry; hydrogen bonding in molecular recognition and self-assembly; applications to organometallic chemistry, organic synthesis, catalysis and separation technology, as well as sensors and materials for biomedical and environmental applications. Dr. Kavallieratos received his “Ptychion” diploma in chemistry from University of Athens in Greece in 1993, and his M.S. (1995) and Ph.D. (1998) degrees in chemistry from Yale University. Prior to joining the FIU faculty, he held a two-year (1998-2000) postdoctoral appointment for the US Department of Energy, Oak Ridge National Laboratory. He is an author or co-author of 22 refereed publications (15 of them since 2000), and 21 published abstracts. Since 2000 he has presented 33 papers at conferences, and has delivered 15 invited lectures and seminars at special symposia or other universities as guest speaker. His recent publications are focused on the theme of supramolecular chemistry with emphasis on extraction-based sensors for toxic metals, and mass spectrometry in supramolecular and coordination chemistry applications. Dr. Kavallieratos has been a Principal Investigator or Co-Principal Investigator in research and instrumentation grants awarded to FIU totaling \$1,775,369.

Tonette S. Rocco
Asst. Department of Educational Policy and Leadership Studies
The Ohio State University, Ph.D.

Assistant to Associate

Tonnette Rocco graduated from The Ohio State University in 1997 with a Ph.D. in adult education and human resource development and joined FIU in 2000. Also from Ohio State she has a Master in Labor and Human Resource Management, a M.S. in Education, and a B.S. in Business Administration. She is a Houle Scholar, a program facilitated by the University of Georgia for the Kellogg Foundation in honor of Cyril O. Houle, for emerging scholars. She is lead author of a chapter in *The Handbook of Mixed Methodology*. A paper based on this chapter was one of the Defining the Cutting Edge Award Top Ten Best Papers of 2002 at the Academy of Human Resource Development Annual Conference. In addition to her publications, she has mentored students who have submitted and/or published over 100 conference papers, articles, chapters, and book reviews. At FIU, she is co-chair of the steering committee for the Annual COE Research Conference. She is co-editor of *New Horizons in Adult Education and Human Resource Development*, the first electronic journal in adult education and now housed at FIU. Editorial Board memberships include the *Journal of Mixed Methods Research*, and *Human Resource Development International* and serving as Qualitative Methods Editor for the *Human Resource Development Quarterly* (Vol. 12-15, 16-20). She is co-editing a book with Andre Grace, *Challenging the Parameters of Adult Education: John Ohliger and the Quest for Social Democracy* to be published by Jossey-Bass. Her research interests include continuing professional education; qualitative research methods; equity and privilege specifically in terms of race; sexual minorities; age and disability, and fostering student research and professional writing.

Rebecca Friedman
Asst. Professor, Department of History
University of Michigan in Ann Arbor, Ph.D.

Assistant to Associate

Rebecca Friedman received her BA with honors in Slavic Languages and Literature and History in 1990 from the University of Michigan in Ann Arbor. Her MA and PhD in Russian History were also earned from the University of Michigan (1994 and 2000 respectively). Since coming to FIU as an Assistant Professor in the History Department and Humanities Program in the fall of 2000, Friedman has achieved a number of accomplishments in the areas of research, teaching and service. In the area of scholarship, Friedman most recently was awarded an NEH Faculty Research grant for her new book-length project *Domestic Interiors and Modern Imaginings: A Cultural History of the Russian Home*. She is also working on a book chapter "Obligated Asceticism in the Mid-Nineteenth Century: The Making of Russian Men" for the volume *Beyond Pleasure: A History of Modern Asceticism*. Moreover, in 2005 her monograph *Masculinity, Autocracy and the Russian University, 1804-1863* was published (Palgrave Macmillan) and in 2002 she co-edited *Russian Masculinities in History and Culture* (Palgrave St Martins). She has also been the author of a couple of book chapters and a peer-reviewed journal article, and has delivered many papers on her research in both academic and community settings. In the area of teaching, Friedman won the FIU Faculty Excellence in Teaching award in 2005.

Evelyn E. Gaiser
Asst. Professor, Department of Ecology
University of Georgia, Ph. D.

Assistant to Associate

Evelyn E. Gaiser is an ecologist specializing in aquatic sciences, with degrees in Ecology from the University of Georgia (Ph.D.), Animal Ecology from Iowa State University (M.S.) and Biology from Kent State University (B.S.). Dr. Gaiser has 25 manuscripts published in the peer-review literature. In the taxonomic field, she has discovered and named 7 new algal species from South Carolina and 23 species from the Everglades. She has used algal fossils in sediments to recount over 4000 years of environmental history from southeastern wetlands. Her research has been supported by \$1,215,000 (lead PI) and \$920,000 (Co-PI) of grant funding from agencies including the National Science Foundation, National Park Service (NSF), South Florida Water Management District and the U.S. Environmental Protection Agency (USEPA). Dr. Gaiser received the FIU Provost's Award for Research in spring 2005. Moreover, Dr. Gaiser is active in many national and international professional societies in addition to departmental and college committees at FIU. She has presented over 30 abstracts at national and international scientific meetings. Since joining FIU's faculty, she has been invited to give 9 talks at other universities. She regularly reviews proposals to the NSF and USEPA as well as manuscripts submitted to professional journals in her field. She served as guest editor for the journal *Hydrobiologia*, and was host and organizer of the 17th North American Diatom Symposium, held at FIU in 2003. At FIU, she is director of the Periphyton Analysis Center, which is a service used by many state agencies and universities for the analysis freshwater and marine habitats in Florida. Dr. Gaiser mentors and supports 4 graduate students in her laboratory and serves on 15 graduate committees at FIU. She teaches undergraduate and graduate courses in Ecology and Freshwater Ecology and is committed to improving methods for science teaching in large classes. To this end, Dr. Gaiser has been an active participant in an NSF program to reform science teaching and has published in the peer-reviewed science education literature.

William T. Anderson

**Asst. Professor, Department of Earth Sciences
ETH-Zürich (Swiss Federal Institute of Technology), Ph.D.**

Assistant to Associate

William Anderson began his academic career at the University of Kansas, where his research career started, working as an Undergraduate Research Assistant at the Isotope Geochemistry Laboratory. He did his masters work at Syracuse University, and during that time was awarded an NSF Visiting Research Training Fellowship at the Limnological Research Center of the University of Minnesota. Dr. Anderson completed his Ph.D. in 2000, at the Geological Institute, Swiss Federal Institute of Technology, Zurich (ETH-Z) with the Earth System Science group headed by Dr. Judith Anne McKenzie. After finishing his Ph.D. in Zurich, Dr. Anderson joined the faculty at the Earth Sciences Department, FIU, in January of 2000. Dr. Anderson has to date authored or co-authored 15 journal articles (all peer-reviewed), one book chapter, and two major reports for the St. Johns River Water Management District. His first doctoral student's research paper has been accepted for publication at the beginning of 2006, and is presently *in press* (Evans et al, 2006). He has also presented over 30 abstracts at national and international scientific meetings. Since joining FIU's faculty, he has been invited to give 11 talks at US and international universities (University of Quebec, University of Geneva, and James Cook University in Australia). While at FIU, Dr. Anderson has obtained over \$600,000 in external research funding with \$331,000 of that total as lead PI. His funding has come from NSF, ACS-Petroleum Research Fund, National Parks Service (Everglades NP and Biscayne Bay NP), and the St. Johns River Water Management District. He is director of FIU's Stable Isotope Laboratory. Dr. Anderson actively serves on over 12 M.S. and Ph.D. student committees from several different departments at FIU (Biology, Chemistry, Earth Sciences, and Environmental Studies). He is very active in his field, reviewing journal articles for top ranked journals and in 2005 served on the NSF Ocean Sciences Review Panel for Major Research Instrumentation.

Kimberly Harrison
Asst. Professor, Department of English
Louisiana State University, Ph.D.

Assistant to Associate

Kimberly Harrison received her Ph.D. in English, with a major field in rhetoric and composition, from Louisiana State University in 1997. From 1997 to 2000, she was a member of the faculty at Mississippi College where she directed the writing program and founded the university's writing center. She joined the English department at Florida International University in the fall of 2000 as director of the undergraduate writing program on the Biscayne Bay campus. In 2005, she also began directing the writing program at University Park. In this role, she is currently developing the teacher training and professional development programs and standardizing the core writing curriculum. Her teaching interests also include undergraduate and graduate writing, technical and business writing, gender and argument, nineteenth-century women's rhetoric, rhetorical theory, and Victorian Sensation fiction. Her book-length publications include *Contemporary Composition Studies: A Guide to Theory and Terms* (Greenwood Press), *A Maryland Bride in the Deep South: The Civil War Diary of Priscilla Bond* (Louisiana State University Press), and *Victorian Sensations: Essays on a Scandalous Genre* (Ohio State University Press, forthcoming August 2006). She is currently researching southern women's rhetoric during the American Civil War. Her article "Rhetorical Rehearsals: The Construction of Ethos in Confederate Women's Civil War Diaries" was published recently in *Rhetoric Review*, a leading journal in her field. Dr. Harrison regularly presents papers on her rhetorical scholarship and administrative work in writing programs at national composition conferences.

Syed M. Ahmed
Asst. Professor, Department of Construction Management
Georgia Institute of Technology, Ph.D.

Assistant to Associate

Syed Ahmed has been an Assistant Professor and Graduate Program Director in the Department of Construction Management at the Florida International University, Miami, Florida since December, 1999. Prior to this he was a Lecturer in the Department of Civil & Structural Engineering of the Hong Kong Polytechnic University for over four years. His career, thus far, has been a blend of academic and practical experience in the area of construction management. He earned his B.S. degree in Civil Engineering from the University of Engineering & Technology, in Lahore Pakistan and M.S. and Ph.D. degrees in Civil Engineering from the Georgia Institute of Technology, Atlanta, Georgia with a dissertation on Total Quality Management focusing on Construction Sector. During the last decade, he has conducted extensive research in the areas of project management, construction safety, quality assurance and total quality management in construction, risk analysis and risk management, construction procurement, information technology, and engineering and construction education. He has published 73 papers in refereed international journals and conferences. He is also a reviewer for 6 international journals in the field of construction engineering and management. He is also the co-author of four books. Dr. Ahmed has obtained five research grants and one training grant from state and private sources during the past five and half years. The awards have totaled approximately \$418,000. While at FIU, he developed a new certificate program in Construction Engineering and Management and the On-line MS program in Construction Management. He conceived and co-chaired the series of International Conferences in Construction in the 21st Century which is organized by the Department of Construction Management, FIU and a partnering Institute every alternate year.

Mary V. Alfred
Associate Professor, Educational Leadership & Policy Studies
University of Texas at Austin, Ph.D.

Associate to Professor

Mary Alfred received a Ph.D. in Educational Administration with a specialization in Adult Education and Human Resource Development from the University of Texas at Austin in 1995. From 1980 to 1999, she was employed as a faculty and then faculty/program coordinator at Central Texas Community College. Before joining FIU, Dr. Alfred was Assistant Professor of Adult and Continuing Education at the University of Wisconsin-Milwaukee. Her research interests include learning and development among women, welfare reform as it relates to women's economic development, and equity issues in education and the workplace. As a research affiliate of the Center for Urban Education and Innovation at FIU, Dr. Alfred is part of a team conducting evaluation research of the Zone school reform initiative at Miami Dade County Public Schools. The team has received funding in the amount of \$75,000. Dr. Alfred is the 2003 recipient of the Commission of Professors of Adult Education Early Career Award and a 1999 recipient of the Houle Scholars' Fellowship program for emerging scholars of adult education from Africa, Latin America, and the United States. This award provided a grant of \$40,000 over a two-year period for research activities. Dr. Alfred is the editor of two books, *Immigrant Women of the Academy* and *Learning in Sociocultural Contexts*. Dr. Alfred is the co-editor of two journals—*New Horizons in Adult Education* and *Adult Learning*. She is a book review editor for *Adult Education Quarterly* and holds membership on several adult education journal editorial boards. She has served on the executive board of the Commission of Professors of Adult Education and the Adult Education Research Conference Steering Committee.

Yong X. Tao

**Associate Professor, Department of Mechanical Engineering
University of Michigan, Ph.D.**

Associate to Professor

Dr. Yong X. Tao joined Florida International University in Fall 2000 after being on the faculty with Tennessee State University from 1994-2000. He graduated with a Ph.D. from the University of Michigan, and later went to post-doctoral training in University of Saskatchewan, Canada. He then joined Tennessee State University in 1994 and Florida International University in 2000. He also served as an adjunct professor in University of Saskatchewan and Vanderbilt University. Dr. Tao has taught mechanical engineering courses and conducted research related to refrigeration efficiency, material processing, space application, and electronic cooling. He has a total of 41 refereed journal publications, he holds a patent for a 3-D network micro heat sink, and has received more than 3.3 million dollars of external research funding as a PI and additional 8.1 million dollars as a Co-PI. Dr. Tao is an expert in transport phenomena in multiphase media, constructal microchannel heat exchangers, NPCM enhanced heat transfer, low temperature heat transfer, alternative energy utilization and energy conservation in buildings, and engineering education. He is also an honorable member of PI Tau Sigma (Mechanical Engineering Honor Society).

Gail M. Hollander

**Asst. Professor, Department of International Relations
University of Iowa, Ph. D.**

Assistant to Associate

Gail Hollander has been broadly trained in human geography, pursuing a wide range of research questions on human-environment relations. Dr. Hollander earned her Ph.D. in Geography at The University of Iowa in 1999, where she was an Iowa Fellow. As a doctoral student at the University of Iowa, she used urban theory to investigate rural spaces. This provided the theoretical underpinning for her most extensive and sustained research to date, a study of the political economy of landscape transformation in the sugar-producing region of south Florida. Dr. Hollander's book, *Raising Cane in the 'Glades: The Global Sugar Trade and the Transformation of Florida* is forthcoming from the University of Chicago Press. Related findings from her Everglades research have been published in leading geography journals, such as *Political Geography* and *Economic Geography*. In addition to the Iowa Fellowship, this research was supported by a Florida International University Research Grant. Her new research initiative is a transnational study of perceptions of climate change and impending resource scarcity as related to agricultural innovation, particularly as it relates to the European Union's agricultural trade policies. She recently published on this new research, analyzing the rise of "multifunctionality" in the European Union and its implications for agrarian cultural landscapes and livelihoods. Dr. Hollander is a PI on a proposal to conduct workshops about systemic change in the Everglades, currently under review at the National Science Foundation. She has been an assistant professor in the Department of International Relations since August 2000. She was Visiting Assistant Professor from August 1999 to July 2000 and Visiting Instructor from August 1997 to July 1999. As a member of the American Association of Geographers, she has served as a National Committee Board Member and as Awards Coordinator for the organization's Geographic Perspectives on Women specialty group.

Richard Chisik
Asst. Professor, Department of Economics
Northwestern University, Ph.D.

Assistant to Associate

Richard Chisik graduated with a B.A. in English Literature from Michigan State University and then went on to receive a M.A. and a Ph.D. in economics from Northwestern University. He was an assistant professor in the department of economics at the University of Connecticut from August 1997 until August 2000. Since that time he has been an assistant professor in the department of economics at Florida International University. His specialty is international economics and he has been named an associate editor of the *Journal of International Economics*. His primary research interests are in the areas of international trade, foreign direct investment, and economic theory. In particular, he is interested in problems in international economics that also have important implications for how individuals and firms interact within an economy. One research focus has been to analyze the dynamics of country of origin reputations for quality and the ability of trade policy and of foreign direct investment to ameliorate a bad reputation. Other research interests include analyzing the ability of different voting mechanisms to produce desirable outcomes, and analyzing how international trade agreements and international tax treaties evolve over time. In the latter, he has concentrated on the effect of irreversibilities on economic integration and gradualism, and on how asymmetries affect the dynamics of taxes on trade and on foreign direct investment. He has also used this framework to analyze the stability and welfare effects of regional trade agreements. Dr. Chisik's research has been published in top ranked journals such as the *Journal of International Economics*, the *Journal of Public Economics*, the *International Economic Review*, *Economic Inquiry*, and *Social Choice and Welfare*. He has been an invited speaker at many economics departments, conferences and symposiums..

Akinwumi O. Oundiran
Asst. Professor, Department of History
Boston University, Ph.D.

Assistant to Associate

Akin Ogundiran received his Ph.D. in Archaeological Studies at Boston University (2000) with concentrations in African studies, historical archaeology, cultural resource management, and comparative world civilizations. He previously studied at University of Ibadan (M.Sc., 1991) and Obafemi Awolowo University (B.A., First Class Honors, 1988), both in Nigeria. He began his professional career at Florida International University in 2001 as an Assistant Professor of History. At different times between 1988 and 1999, he was appointed as a tenure-track lecturer at three Universities in Nigeria: Ambrose Alli University, Delta State University, and University of Benin. He also taught at Boston University. In addition, he has worked in the media as a News Editor for the Broadcasting Corporation of Oyo State, Nigeria (1991-92). In 1995-98, he was appointed as Staff Archaeologist of the Afro-American Museum of History in Boston, responsible for public archaeological outreach, management of the Smith School of archaeological artifacts, and for conducting archaeological excavations at African-American sites in Boston area. Dr. Ogundiran's methodology is interdisciplinary, cutting across the traditional boundaries of history, archaeology, and cultural anthropology. Broadly, his research has focused on how the cultural institutions of West African societies have been transformed due to global encounters. His current research centers on the impact of the Atlantic commerce on social and cultural transformations in the Bight of Benin (West Africa) between 1500 and 1850. Dr. Ogundiran has received grants for his current and previous research from the Provost/ FIU Foundation Research Award, Social Science Research Council, Wenner-Gren Foundation for Anthropological Research, National Endowment for the Humanities, and the National Science Foundation-Missouri Research Reactor Center. He is the author of *Archaeology and History in Ilare District* (Cambridge Monograph in African Archaeology series, 2002) and editor of *Precolonial Nigeria* (Africa World Press, 2005). His next book (co-edited with Toyin Falola), *Archaeology of Atlantic Africa and African Diaspora*, is forthcoming later in 2006 from Indiana University Press. He has also authored over a dozen research articles and essays. Dr. Ogundiran is the coordinator of the Certificate in African Studies, program coordinator of the South Florida Archaeological Institute of America, Founding Secretary/Treasurer of Yoruba Studies Council, Consultant to the ABC-CLIO *Encyclopedia of World History*, and member of the editorial advisory board of *Journal of Archaeological Association of Nigeria*. He received the 2006 University of Texas-Austin Africanist Award for Research Excellence.

B.M. Golam Kibria
Asst. Professor, Department of Statistics
University of Western Ontario, Ph.D.

Assistant to Associate

Golam Kibria received his M. Sc. degrees in statistics from Jahangirnagar University, Bangladesh and Carleton University, Canada and Ph. D. degree in statistics from the University of Western Ontario, Canada. Dr. Kibria has been working as a full-time tenure-track assistant professor in the department of statistics at FIU since August 2000. Prior to joining at FIU, he was working as an assistant professor in the department of statistics, University of British Columbia (UBC), Canada and in the department of statistical and actuarial science at the University of Western Ontario (UWO), Ontario, Canada. He has also worked as a lecturer in the department of statistics at Jahangirnagar University, Dhaka, Bangladesh. Dr. Kibria has jointly supervised two Ph. D. students in the department of civil and environmental engineering at FIU. Dr. Kibria has 41 research articles either published or accepted for publication in nineteen different internationally well reputed and peer reviewed statistical journals. These papers represent a broad area of statistical research, including predictive inference, ridge regression, preliminary test and shrinkage estimation, environmental statistics, accident analysis, and applied statistics. His research has wide application in the fields of environmental, physical sciences, transportation engineering and medical sciences. Dr. Kibria is serving as an associate editor for the *Journal of Probability and Statistical Science*. Dr. Kibria is the vice-president of the South Florida Chapter of the American Statistical Association. He is also a member of the Statistical Society of Canada and Life member of Bangladesh Statistical Association, as well as an elected member of International Statistical Institute (ISI) and an elected Fellow of the Royal Statistical Society (FRSS).

Félix E. Martín
Asst. Professor Department of International Relations
Columbia University, Ph. D.

Assistant to Associate

Félix E. Martín is Assistant Professor of International Relations at Florida International University. He previously taught at Hunter College of the City University of New York after receiving his B.A. from Saint Peter's College in 1979, his MA from the University of Chicago in 1981, and his Ph.D. from Columbia University in 1998. He specializes in Inter-American and Iberian Studies in the security and political economic areas. He spent the 2000-2001 academic year in Madrid, Spain at the Universidad de Alcalá de Henares, as a Senior lecturer and Researcher with a Fulbright Fellowship. He co-edited *Latin America's Quest for Globalization: The Role of Spanish Firms* (London: Ashgate, 2005); and authored *Militarist Peace in South America: Conditions for War and Peace* (New York: Palgrave, 2006) forthcoming July 2006. He is presently working on two book projects on US-Spanish-Latin American Economic Relations and on a cross-national comparative analysis of the Militarist Peace hypothesis and its effect on the causes of war and peace in peripheral world regions. He serves in the Editorial Board of *Revista Quórum*. He was the Guest Editor of *Hemisphere Magazine*, Latin American and Caribbean Center, FIU for Vol. 16, Winter 2005, and has served as a manuscript reviewer for the *Journal of Inter-American Studies and World Affairs*, the *International Migration Review*, and book manuscript reviewer for Ashgate Press.

Daniel Guernsey

Asst. Professor Department of Art and Art History
University of Wisconsin- Madison, Ph.D.

Assistant to Associate

Daniel Guernsey earned his Ph.D. in art history at the University of Wisconsin-Madison with a minor in European intellectual history. He teaches courses on eighteenth- and nineteenth-century European art, twentieth-century modernism, and contemporary art. He has a joint appointment with the Humanities Program at FIU, teaching courses on art and politics and European intellectual history. Guernsey's research examines the relation between art, politics, and historical representation in European art from 1777 to 1855 by focusing on the theme of "universal history," or the philosophy of history. His work addresses the ways paintings—mostly mural programs—produced in England and France expressed the notion of "civilization" in either linear or cyclical histories of progress and decline. In the summer of 2002, he received a stipend from the NEH to participate in a six-week seminar held in Cambridge, England and conduct further research on his book. His forthcoming book, *The Artist and the State, 1777-1855: The Politics of Universal History in British and French Painting*, will be published by Ashgate press, London (Studies in Visual Culture Series). Guernsey's publications also include essays on Gustave Courbet in *Picturing Children: Constructions of Childhood from Rousseau to Freud*, Marilyn Brown, ed. (Ashgate 2002) and in *Nineteenth-Century Studies* (forthcoming, 2006). He also has a forthcoming essay on James Barry's mural program, *The Progress of Human Knowledge and Culture (1777-1784)* in *The Political Economy of Art*, Julie Codell, ed. (University of Delaware Press). He is the author of "Barry's Bossuet in *Elysium: Catholicism and Counter-Revolution in the 1790s*." Professor Guernsey is currently involved in organizing the Nineteenth-Century Studies conference that will take place in Miami in March, 2008.

Sakhrat Khizroev

**Associate Professor, Department Electrical & Computer Engineering
Carnegie Mellon University, Ph.D.**

Sakhrat Khizroev received BS in Quantum Electronics and Applied Physics from Moscow Institute of Physics and Technology (MIPT) in 1992, MS in Physics from the University of Miami in 1994, and PhD in Electrical and Computer Engineering from Carnegie Mellon University (CMU) in 1999. During the last three years, he has been associate professor at Florida International University (FIU). Before joining FIU, he spent over three and a half years as a research staff member with Seagate Research, and one year as a pre-doctoral intern with IBM Almaden Research Center. Among his technology honors are two IBM Doctoral Fellowships, Key Employer Award and 29 Technology Achievement Awards from Seagate Technology. Dr. Khizroev has over 25 granted, 10 pending, and 110 provisional patents with IBM, Seagate, CMU, and FIU. He has authored/co-authored over 60 refereed papers, one book and three contributions to engineering handbooks in the emerging field of Spintronics and the fields of nanomagnetic devices as well as next generation information storage and memory technologies. He has co-founded and co-chaired several major annual IEEE conferences including North American Perpendicular Magnetic Recording Conference (NAPMRC) and Conference on Nanoscale Devices and System Integration (NDSI). Dr. Khizroev has served as Associate Editor for *IEEE Transactions on Nanotechnology* and a guest editor for *Nanotechnology* of the Institute of Physics and *IEEE Transactions on Magnetics*. Today, the focus of his research is in the sub-area of Nanotechnology dedicated to the development of the emerging field of Spintronics with the goal to develop fully-spin-based memory and logical computing devices for various consumer, military and health applications. His research has been supported by National Science Foundation (NSF), U.S. Air Force Office of Scientific Research (AFOSR), Hitachi, Motorola, and Seagate. Currently, he is the principal investigator of externally funded research grants of over \$1.5 M. Dr. Khizroev is a Senior Member of IEEE.

A. Gray Read

**Asst. Professor, School of Architecture
University of Pennsylvania, Ph.D.**

Assistant to Associate

Dr. A. Gray Read holds a professional Masters degree and a PhD. in Architecture from the University of Pennsylvania. She is licensed to practice architecture and was principal of a design firm in Philadelphia until 1995. Her academic research addresses the history of urban architecture, focusing on how the buildings shape urban identity and social life. She has published several articles on the topic and given numerous presentations at conferences and other universities. Dr. Read's forthcoming book, *The Poetics of Measure in Philadelphia's Architecture* to be published by Edwin Mellen Press in 2006 investigates multiple historical systems of measure in the old city of Philadelphia to ask how architectural scale defines the activities of daily life within a symbolic structure. Her current work draws on theatre and set design to address strategies for urban social space, using both historical analysis and creative experimentation. Through documentary research, she discovered the unrecognized work of a group architects in Paris in the 1920s and 30s who modeled the inherently theatrical qualities of urban situations in the design of sets and performance spaces. Building on their strategies, she has begun a series of collaborative exercises investigating spatial design through theatrical improvisation. She is preparing a book on the historical research and has published one chapter as an article in the Journal of Architectural Education, the leading journal in the field. Dr. Read teaches Architectural History, Theory, and Design Studio.

Gueo Grantcharov
Asst. Professor Department of Mathematics
Sofia University- Bulgaria, Ph.D.

Gueo Grantcharov received his PhD in mathematics in 1996 from University of Sofia, Bulgaria. He works in the field of complex and Riemannian geometry, area in the core of pure mathematics but also basic for theoretical physics. He had an assistant professor position in Sofia University from 1992 to 1996. After the completion of his PhD he was appointed as a visiting assistant professor in the Mathematics Department of University of California, Riverside in 1998. From 2000 until 2002 Grantcharov was a post-doctoral fellow at University of Connecticut. He arrived at FIU in 2002 as assistant professor. Grantcharov is an author of more than 20 published papers in prestigious international journals in mathematics and mathematical physics. He has an NSF research grant. Dr. Grantcharov has served as a reviewer for the *Zentralblatt Math* and a referee for high quality journals such as *Mathematical Research Letters*, *International Mathematical Research Notes*, *Journal of Geometric Analysis*, *Journal of Geometry and Physics*, *Rocky Mountain Journal of Mathematics*, and *Indian Journal of Pure and Applied Mathematics*. He is a member of the leading U.S. academic society, American Mathematical Society, and also has delivered talks in many national and international conferences. At FIU Dr. Grantcharov has served as one of the organizers of the Math Circles study group for talented High School students. Together with professors T. Draghici and M. Yotov he co-organizes the FIU Math Team for the very challenging Putnam National Mathematics competition, where FIU ranked 28 in 2003.

Ellen Thompson
Asst. Professor, Department of English
University of Maryland at College Park, Ph.D.

Assistant to Associate

Ellen Thompson is an Assistant Professor of Linguistics in the English Department at Florida International University. She was an Associate Professor of Linguistics at the University of Puerto Rico before coming to F.I.U. in the Fall of 2000. Dr. Thompson received a B.A. in English from the University of Massachusetts at Boston in 1990, and a Ph.D. in Linguistics from the University of Maryland in 1996. Dr. Thompson's primary research interests are in syntactic theory, syntax/semantics interface, and the theory of speech errors. Her research in linguistic theory focuses on investigation of the structure of Universal Grammar, the component of language innate to human beings. In her book, "Time in Natural Language: Syntactic Interfaces with Semantics and Discourse" (Mouton de Gruyter 2005), Thompson argues that although the structural and morphological reflexes of temporal interpretation do not seem to be overtly evident in languages such as English in the way that they apparently are in languages such as Irish and Russian, English does in fact show the same systematic structural and semantic generalizations regarding the interpretation of time as other languages. Thompson's research in spontaneous speech errors contributes to this project by examining the patterns of errors exhibited by speakers of different languages. Thompson's research has been published in leading linguistics journals, including *Linguistic Inquiry*, *Natural Language* and *Linguistic Theory*, and the *Journal of Linguistics*, as well as in books, working papers and proceedings. She teaches courses in syntactic theory, morphology, semantics, and speech errors.

Anthony Miyazaki
Department of Marketing
University of South Carolina, Ph.D.

Assistant to Associate

Anthony Miyazaki received his doctorate in marketing (with a cognate in Psychology) in 1996 from the University of South Carolina. Prior to obtaining his doctorate, Dr. Miyazaki held marketing positions in both consumer and business-to-business settings, working in banking and for an industrial processing services firm. He also holds a Bachelor of Science degree in marketing from the University of Utah which he received in 1990. Dr. Miyazaki joined the faculty as an assistant professor at FIU's College of Business Administration after eight years on the faculty at the University of Miami where he taught strategic marketing management, market analysis, and strategic planning at the undergraduate, MBA, and executive MBA levels. He has continued his dedication to excellence in teaching at Florida International University, being one of the first to teach in the College of Business Administration's hybrid learning program which combines in-class learning with online learning to give students more flexibility in scheduling as well as a more interactive one-on-one interface with their professors. Dr. Miyazaki's academic research, conducted using a variety of methodological approaches, has focused primarily on three areas: pricing management and pricing perceptions, decision making under conditions of risk and uncertainty, and online consumer privacy. He has published articles in academic journals, 13 of those are in journals designated as "Premier" (highest quality) by the FIU College of Business Administration. His articles have garnered over 130 citations as of March 2006 and have appeared in the Congressional Record (in conjunction with the National Gambling Impact Study). Dr. Miyazaki has significant consulting experience with both for-profit and non-profit organizations, with a focus on marketing research, strategic planning, and marketing information systems. Notable projects include research and strategic planning work involving BellSouth, Kodak, South Florida Blood Banks, KHI Engineering, and a National Geographic affiliate group.

Sandra Gracia Jones

**School of Nursing
Barry University, Ph.D.**

Assistant to Associate

Sandra Gracia Jones received her diploma in nursing from St. Luke's Hospital School of Nursing, New Bedford, Massachusetts, in 1971; BSN, University of Massachusetts Dartmouth, 1974; Master's in Adult Education, Florida International University, 1981; MSN, University of Miami School of Nursing, 1990; post-MSN Adult Nurse Practitioner, Florida International University School of Nursing; and her PhD in Nursing from Barry University School of Nursing, Miami Shores, 2000. Dr. Jones worked as a relief charge nurse at St. Anne's Hospital, Fall River, MA (1971-1974), and as a team leader, nurse manager, nurse educator, education coordinator, care manager and HIV/AIDS/TB clinical nurse specialist/nurse practitioner at Mount Sinai Medical Center, Miami Beach, FL, (1974-1999). She taught as an assistant professor at Barry University before joining FIU in 2000 after completing her PhD. Dr. Jones has also worked as an adult nurse practitioner in a private physician HIV/AIDS practice. Her research and publications have focused on the care of persons infected and affected by HIV/AIDS. For the past 8 years she has served on the Board of Directors of Mothers Voices South Florida, a not-for-profit community-based organization which provides educational programs about HIV and safer sex practices. Dr. Jones was honored in 2005 by the Greater Miami Chamber of Commerce by selection as one of three finalists in the Health Care Hero, Nurse category. She is the first and only School of Nursing faculty member to be recognized as a finalist in this category. In 2003, Dr. Jones was designated by the American Nurses Association as a Nurse Expert in HIV/AIDS. In 2004, she was selected for induction as a Fellow of the American Academy of Nursing—the highest professional honor in nursing. Dr. Jones's research interest is now focused on HIV prevention. She is the Principal Investigator for a 3-year project funded by the Office on Women's Health, Department of Health and Human Services, for \$207,000, to develop and implement an HIV prevention program for Hispanic female college students. A secondary goal of the project is to prepare nursing students to be community leaders in HIV prevention. Dr. Jones' SENORITAS project (Student Education Needed in Order to Reduce Infection and Transmission of AIDS/HIV and STDs) was selected as one of six projects highlighted at the 2005 CDC HIV Prevention Conference.

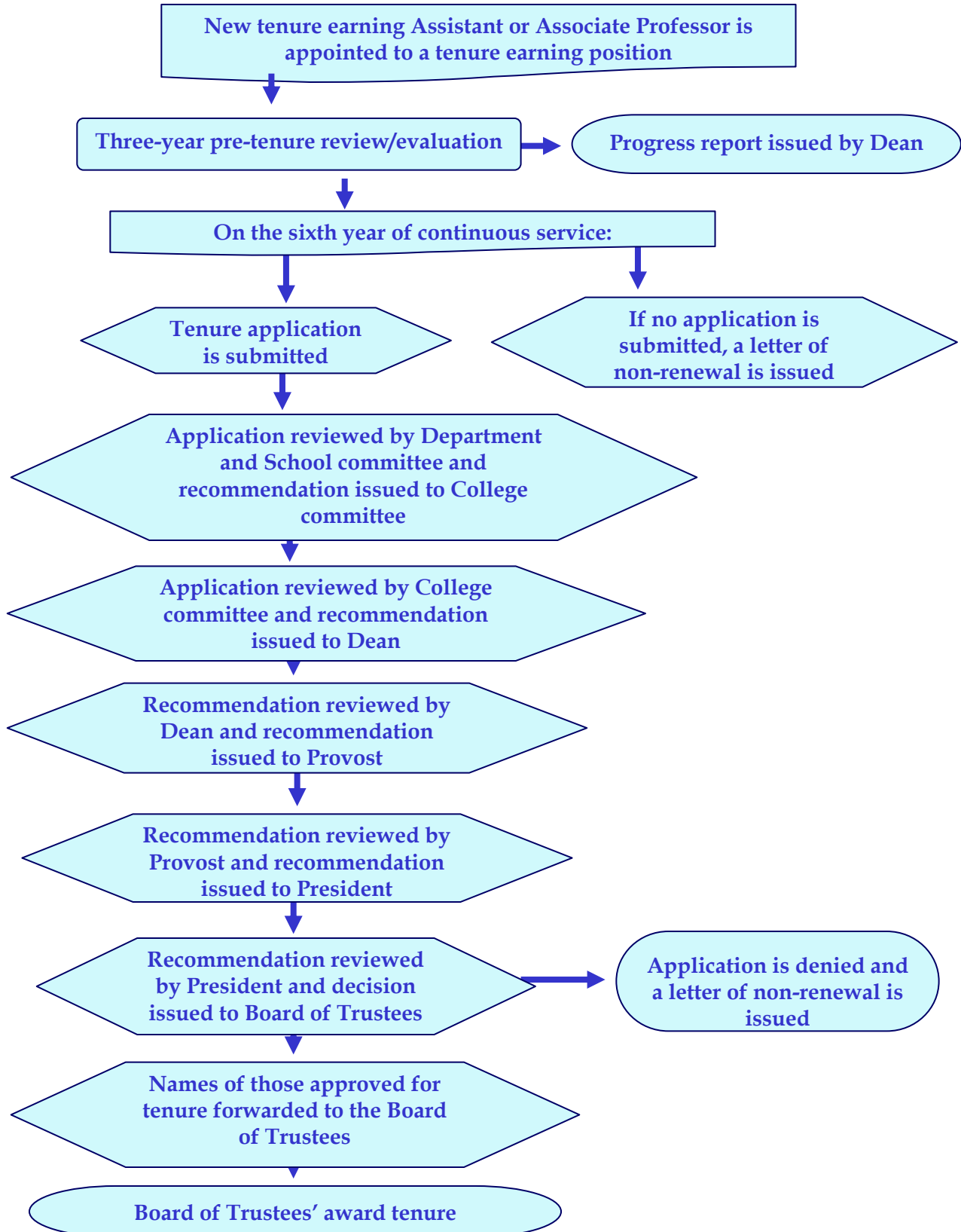
David Eitle
School of Policy and Management—Criminal Justice
Indiana University, Ph. D.

Assistant to Associate

David Eitle received his B.A. in criminology and an M.A. in sociology from the Ohio State University, and his PhD in sociology from Indiana University at Bloomington, one of the premier sociology graduate programs in the United States. During his career, Dr. Eitle has been involved in a number of sponsored research projects, including serving as a research associate on a project funded the National Institute of Justice which examines the federal enforcement of securities violations and more recently on a study funded by the National Institute on Drug Abuse which examines the risk and protective factors associated with substance abuse problems and deviance among young adults. He also served as a research analyst with the State of Indiana, Family and Social Services Administration, in their Division of Family and Children. He is a member of the American Sociological Association, the American Society of Criminology, and is a reviewer for several major journals in criminology, sociology, and criminal justice. Dr. Eitle is also a member of National Institute of Justice Consultant Base. He has twenty-five (25) peer-reviewed publications, along with additional book chapters and reports. His articles have been published in first-tier, prestigious journals in sociology, criminology, and criminal justice. Dr. Eitle's research focuses on the relationship between racial and economic stratification and the patterning of violent crime and the formal social control responses to such crime; the relationship between stress exposure and deviant behavior among adolescents and young adults, and the role of school organizational and cultural factors in shaping school violence, disorder, and delinquency. His work examining school organizational factors and their role in understanding juvenile delinquency and school violence has been recognized nationally, and some of his research in this area has been funded by the prestigious Spencer Foundation.

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Tenure and Promotion Process



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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: TENURE AS CONDITION OF EMPLOYMENT NOMINATIONS

PROPOSED BOARD ACTION:

Adopt the following Resolution:

WHEREAS each board of trustees is authorized to establish the personnel program for all employees of the university including tenure,

WHEREAS the University President is recommending the granting of Tenure as a Condition of Employment for three (3) nominees listed in Exhibit “D”,

THEREFORE BE IT RESOLVED that the Florida International University Board of Trustees approves the granting of Tenure as a Condition of Employment to the three individuals listed in Exhibit “D” based on the recommendations of the University President.

BACKGROUND INFORMATION:

STATUTORY AUTHORITY:

Resolution of the Florida Board of Governors, dated January 7, 2003.

Resolution delegating and delineating powers of local boards of trustees,

states in part,

(19)(a) 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 Florida Board of Governors, including: compensation and other conditions of employment, recruitment and selection, non-reappointment, 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.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “D” – TENURE AS A
CONDITION OF EMPLOYMENT
NOMINEES
- ATTACHMENT 3 – TENURE AS A
CONDITION OF EMPLOYMENT
NOMINEES’ BIOS

Exhibit "D"

	Florida International University					
	2005 - 2006					
	Tenure as a Condition of Employment Nominations					
				Current	Proposed	
Names of Candidates	Department	Gender	Ethnicity	Rank	Rank	Comments
School of Architecture						
College of Arts and Sciences						
Jeffrey Bernstein	Economics	M	W	Prof. (9001)	Prof. (9001)	
College of Business Administration						
William G. Hardin, III	Finance	M	W	Assoc. (9002)	Assoc. (9002)	
Sharon Lasser	Accounting	F	W	Assoc. (9002)	Assoc. (9002)	

Ethnicity: I=American Indian or Alaskan Native; A=Asian or Pacific Islander; B=Black, not Hispanic; H=Hispanic; or W=White, not Hispanic. **TACOE**=Tenure as a condition of employment.

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Attachment 3

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES

2005-2006

Tenure as a Condition of Employment Recommendations
Biographies

Jeffrey Ian Bernstein
Professor, Department of Economics
University of Western Ontario, Ph.D.

TACOE

Jeffrey Bernstein joins FIU from Carleton University, where he held the Chancellor's Professorship of Economics. He earned his B.A. in Economics from Sir George Williams University in Montreal, and his Ph.D. in Economics from the University of Western Ontario. Professor Bernstein has additionally held appointments at the University of Guelph, Concordia University, and McGill University. Moreover, Professor Bernstein is a research associate of the National Bureau of Economic Research; a member of the Services Advisory Committee of Statistics Canada; associate editor of the *Journal of Productivity Analysis*; head of the Canadian Federal Government Economics Internship Program; a member of the editorial committee of the *International Productivity Monitor*; a member of the editorial board of the *Journal of Regulatory Economics*; and a member of the Canberra II group of the OECD. Previously, Professor Bernstein served as a member of several research advisory Committees for the Center for the Study of Living Standards in Ottawa, and for Statistics Canada; as chair and member of the Economics Committee of the Canadian Social Sciences and Humanities Research Council; as advisor on production and taxation to the World Bank, and as director of the Center for Quantitative Social Sciences, Ottawa. He was also a member of the Airlines Advisory Board, and the Economic Council of Canada; among other honors and responsibilities. Dr. Bernstein is an expert on the measurement of intangible capital, productivity measurement, regulation of industries, and industrial organization. He has published over 60 articles and book chapters, several books, and many monographs and reports. He has also been the PI of 30 competitive research grants.

Sharon L. Lassar
Associate Professor, School of Accounting
University of Southern California, Ph.D.

TACOE

Sharon Lassar, Ph.D., CPA earned her Ph.D. at the University of Southern California, her Master of Taxation at Bentley College in Waltham, Massachusetts, and her Bachelor's in Accounting from West Virginia University. Most recently she was a tenured associate professor at Florida Atlantic University. Dr. Lassar was selected as the 2005 "Educator of the Year" by the American Woman's Society of Certified Public Accountants. She also received the 2005 Deloitte/American Taxation Association Teaching Innovations Award for her case study. Dr. Lassar's tax expertise is recognized on a national level. She has served on the Taxpayer Advocacy Panel which works to improve Internal Revenue Service responsiveness to taxpayer needs and to monitor the quality of taxpayer service. In Fall 2004, Dr. Lassar was appointed to the Tax Practice and Professional Responsibilities Committee of the American Institute of Certified Public Accountants (AICPA). The committee recently proposed a new Statement on Standards for Tax Services that, when implemented, will impact the practice of the 340,000 members of the AICPA. She also serves as a director for the Florida Institute of Certified Public Accountants (FICPA) Broward Chapter, and for the American Woman's Society of CPAs South Florida Chapter. She is a frequent presenter of Continuing Professional Education. She is also a member of the Accounting Shows Committee of the FICPA.

William G. Hardin, III

**Associate Professor, Director, Real Estate Program, College of Business
Administration
Georgia State University, Ph. D.**

TACOE

William G. Hardin III most recently held the Robert W. Warren Chair of Real Estate at Mississippi State University (MSU) where he was a tenured faculty member in the Finance and Economics. He coordinated the MSU College of Business and Industry's real estate and construction management programs which have a combined enrollment of approximately 180 students. Prior to joining the faculty at Mississippi State University, Dr. Hardin was an Assistant Professor of Finance at Morehouse College in Atlanta, Ga. He holds a Doctorate of Business Administration in Real Estate from Georgia State University (1996), a Master in Real Estate degree from Georgia State University (1992), and a Master in International Business Studies degree from the University of South Carolina (1984). He holds a BA from the University of North Carolina – Chapel Hill (1982). Dr. Hardin has an extensive publication record in the top real estate journals. Dr. Hardin is Co-Editor of *Journal of Real Estate Practice and Education*, and is an elected member of the Board of Directors of the American Real Estate Society. He also serves on the Editorial Review Board of *The Appraisal Journal*. Four of his papers have won best manuscript awards at the annual American Real Estate Society meetings. Dr. Hardin worked for Bank of America predecessor institutions for approximately nine years. He was responsible for developing and maintaining asset portfolios in the International Division and Real Estate Banking Group. Dr. Hardin has also provided consulting services to the real estate community and developed real property. He has served on the Fannie Mae Mississippi Partnership Advisory Board and was ACOG Envoy to the Portuguese Olympic Team for the 1996 Summer Olympics in Atlanta, Ga.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: UNIVERSITY PRESIDENT'S PERFORMANCE – CONSULTANT A.T. KEARNEY

PROPOSED BOARD ACTION:

Adopt the following Resolution:

RESOLVED that the Board of Trustees ("BOT") hereby approves a consultant to conduct the 2005-2006 evaluation of the University president; and

FURTHER RESOLVED that A.T. Kearney shall conduct the President's Evaluation for 2005-2006 academic year; and

FURTHER RESOLVED that at a cost of \$10,000, A.T. Kearney be engaged to conduct interviews with each BOT member on the President's performance for the 2005-2006 fiscal year using the eight item survey approved by the BOT at its 21 March 2006 meeting; and

FURTHER RESOLVED that A.T. Kearney prepare a report of the aggregate findings and present it to the BOT Administration and Compensation Committee Chair.

BACKGROUND INFORMATION:

At its 21 March 2006 meeting, the Board of Trustees approved a process for evaluation of the President's performance for the 2005-2006 academic year. The process includes the selection of an outside consultant to conduct the evaluation. The recommendation is to once again use John Mestepey of A.T. Kearney for evaluation of the President's performance for the 2005-2006 academic year.

EXHIBITS/SUPPORTING DOCUMENTS:

▪ NONE

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: FLORIDA INTERNATIONAL UNIVERSITY EQUITY REPORT

PROPOSED BOARD ACTION:

Adopt the following Resolution:

RESOLVED that the Board of Trustees adopt the following plans as part of the Annual University Equity Report: the Annual Equity Plan, the Florida Educational Equity Act Plan, and the Gender Equity in Athletics Plan (collectively, “the Plans”) attached hereto as Exhibit “E”; and

BE IT FURTHER RESOLVED that upon approval of the Plans, the University President shall submit the reports to the Chancellor of the State University System of Florida; and

BE IT FURTHER RESOLVED that the University Administration is authorized to take any further actions necessary to give effect to this Resolution.

BACKGROUND INFORMATION

LEGAL AUTHORITY:

A. Statutory Authority

Section 1012.95, Florida Statutes, University Employment Equity Accountability Program, provides in part:

(1) Each state university shall maintain an annual equity plan for appropriate representation of women and minorities in senior-level administrative positions, within tenure-track faculty, and within faculty-granted tenure.

(2)(a) By April 1 of each year, each state university president shall submit an annual equity report to the Chancellor for the State University System. The equity report shall consist of a status update, an analysis, and a status report of selected personnel transactions...

B. Statutory Authority

Section 1000.05 (6)(a), Florida Statutes, Discrimination against Students and Employees in the Florida K-20 Public Education System Prohibited, provides in part:

All state university boards of trustees [shall] develop and submit plans for the implementation of [the ‘Florida Educational Equity Act’] to the Department of Education.

C. Statutory Authority

Section 1006.71 (1)(a), Florida Statutes, Gender Equity in Intercollegiate Athletics, provides in part:

Each state university shall develop a gender equity plan pursuant...

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “E” – FLORIDA
INTERNATIONAL UNIVERSITY EQUITY
REPORTS (EXECUTIVE SUMMARY)

EXECUTIVE SUMMARY

2005-06 FLORIDA INTERNATIONAL UNIVERSITY EQUITY REPORTS

PURPOSE: Ensure equity for women and minorities in student participation, athletics and employment at the University in accordance with the Florida Statutes. The Annual Equity Act Report contains the following three updates:

- Equity Accountability Program
- Florida Educational Equity Act Report
- Gender Equity in Athletics Report

A. EQUITY ACCOUNTABILITY PROGRAM (EAP)

Florida Statute 1012.95: Maintain an annual equity plan for appropriate representation of women and minorities in senior-level administrative positions, academic administrators, and ranked faculty.

PART I Submission of New Policies and Procedures:
There were no new EEO related policies implemented.

PART II Incomplete Items or Pending Actions
There were no pending actions from the 2004-05 update.

PART III University Employment Accountability Plan

GOAL Goals were set for the required employee categories: 16 Females, 5 African Americans, 2 Hispanics, and 5 Other Minorities. See Table A, Appendix 4A Revised

RESULTS: **2005-06 EAP Report** (2004-05 Goals): this report highlights two levels of analyses: performance in targeted areas, and overall performance.

Targeted Areas of Success

GROUP	NUMBER OF AREAS	AREAS OF SUCCESS	GOALS	HIRES
Females	5	Senior Level Administrators, Life Sciences, Mathematics, Philosophy & Religion, and Hospitality	8	17
African Americans	1	Social Sciences	1	2
Hispanics	1	Social Sciences	1	1
Other Minorities	4	Computer & Information Science, Engineering, Mathematics, and Physical Sciences	5	4

Source: Table A, Appendix 4A Revised

According to the above table, efforts in this area are beginning to achieve the desired results. Unlike prior years, there were more hires and/or promotions in targeted areas. Specifically, activity was recorded in eleven of twenty-four areas. Also, the goals were to hire a total of 15 females and minorities in these five areas. We were successful in actually hiring and/or promoting twenty targeted females and minorities.

Overall Hiring Performance

GROUP	NUMBER OF GOALS AREAS	ALL AREAS OF HIRING	2004-2005 EAP GOALS	2004-2005 EAP ACTUAL HIRES
Females	15	Senior Level Administrators, Librarians, Business, Communications, Education, Engineering, Modern Languages, Health Sciences, Life Sciences, Mathematics, Philosophy & Religion, Psychology, Social Sciences, Law, and Hospitality	16	34
African Americans	5	Senior Level Administrators, Librarians, Business, and Law	5	9
Hispanics	12	Senior Level Administrators, Directors, Business, Communications, Education, Engineering, Modern Languages, Health Sciences, Philosophy & Religion, Public Affairs, Social Sciences & Visual, and Performing Arts	2	23
Other Minorities	10	Senior Level Administrators, Business, Computer & Information Science, Engineering, Engineering Related, Health Sciences, Mathematics, Physical Sciences, Psychology, and Law	5	13
TOTAL			28	79

Source: Tables A and B, Appendices 4A and 4B Revised

An analysis of the above table reveals overall hiring and/or promotion of females and minorities have been successful. Hires and/or promotions during this reporting period include: 34 Females, 9 African Americans, 23 Hispanics, and 13 Other Minorities. In total, 79 females and minorities were hired and/or promoted. This number far exceeds the 04-05 projected goal total of 28 females and minorities.

2005-06 EAP GOALS UPDATE

GROUP	NUMBER OF GOALS AREAS	ALL AREAS OF HIRING	2005-2006 EAP GOALS
Females	6	Faculty/Admin, Bus Mgmt/Law, Eng/Com, Comm/Lang, Science/Math, and Social Sciences	8
African Americans	4	Faculty/Admin, Fiscal/HR Administration, Bus Mgmt/Law, and Social Sciences	4
Hispanics	2	Faculty/Admin, and Education	2
Other Minorities	1	Engineering	1
TOTAL			15

Source: Table C, Appendix 4C Revised

THE BUDGETARY INCENTIVE PLAN:

Supports and ensures the achievement of stated annual equity goals. New strategies are being implemented alongside of previous strategies to ensure compliance.

B. FLORIDA EDUCATIONAL EQUITY ACT (FEEA)

Florida Statute 1000.05: Prohibits discrimination on the basis of race, ethnicity, national origin, gender, disability, or marital status against a student or an employee in the state system of public K-20.

PART IV Graduate Student Participation (Appendix 8)

GOAL ENROLLMENT RATES: We want African American enrollment to increase at a greater percentage than enrollment in general in order to decrease the underrepresented nature of their participation in graduate education. We want to encourage the recent trend of increasing enrollment of males for all ethnic groups by 2 %.

RESULTS The graduate enrollment was 5,417 (a general increase of 6.8%). The number of African American students enrolled was 696, an increased of 23.0% in fall 2005. The percent of males for all ethnic groups increased by 1.4%.

GOAL COMPLETION RATES: If African Americans continue to represent 11.3% of graduate enrollment, then our goal is for them to represent 11.3% of degree completions; if Hispanic students continue to represent 38.7% of our graduate enrollment, then our goal is for them to represent 38.7% of degree completions.

RESULTS African American students make up 12.8% of the graduate student body and have a completion rate of 10.1%. Hispanics make up 38.9% of the graduate student body and have a 39.9% completion rate. Both groups exceed the average rates for program completion.

Exhibit "E"

PART V Undergraduate Student Participation (Appendix 9)

GOAL ENROLLMENT RATES: The University expects that 9.5% of its projected 2,100 FTICs will be African American students in fall 2005. This projected enrollment increase represents 20 additional African American students, or an 11.1% increase over students who enrolled in fall 2004.

RESULTS In fall 2005 the University enrolled 281 African American FTICs, compared to 179 in fall 2004, an increase of 102 students, a 57% increase. Success rates such as a 57% increase in African American students and a 40.6% increase in white non-Hispanic student enrollment indicate that our current strategies are working and will be continued for the upcoming class of 2006.

GOAL RETENTION RATES: The University expects to retain approximately 1,497, or 82%, of the 1,826 FTICs who enrolled in fall 2004. Last year, the university retained 1,258, 81.5% of the 1,542 FTICs who enrolled in fall 2003.

RESULTS Despite the relatively high attrition rate (-34.6%) for African American students in Fall 05, further research showed that 5 of the 62 not enrolled for Fall term returned for Spring Term. Also noteworthy, the rate for full-time African American students is considerably higher at 85%, with 134 of the 158 full-time students returning for year two.

GOAL GRADUATION RATES: Graduation rates for all groups will increase. Average time-to-graduation will also decrease for the general population and for under-represented groups.

RESULTS African American students comprised 13% of the graduating class for 2004-2005 which is the FIU target established by the Board.

PART VI Governor Jeb Bush's *One Florida Initiative*
The University continues to assess the impact of the Governor's anti-race and gender recruitment *Initiative*.

C. GENDER EQUITY IN ATHLETICS

Florida Statute 1006.71: Ensure gender equity in intercollegiate athletics.

PART VII Issues in Athletics: The rate of participation in intercollegiate sports for women should be proportional to the rate of women enrolled full-time at the University.

GOAL: Decrease the gap between the student percentage rate and enrollment rate.

RESULTS: Even though the department has continuously increased the percentage of female participants during the last four years, this component of the programs remains out of compliance. In order for the program to be compliant, the gap between the percentage of female athletes and enrolled female students should not exceed 5%.

Exhibit "E"

In this instance, the participation rate is 42.25% compared to the enrollment rate of 56.78%, a gap of 14.53%. Therefore, additional measures, as stated on the Correction Action Plan, will be undertaken in an effort to reduce the gap.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: PROPOSED 2006-2007 UNIVERSITY OPERATING BUDGET

PROPOSED BOARD ACTION:

ADOPT THE FOLLOWING RESOLUTION:

RESOLVED that the Florida International University Board of Trustees (“BOT”) approves the 2006-2007 University Operating Budget, including the 2006-2007 Operating Budget of the FIU Foundation, Inc., as attached to this Resolution as Exhibit “F”, and

FURTHER RESOLVED that the BOT delegates to the University President the authority to amend the budget to adjust to changing circumstances, including the authority to reasonably increase expenditures based on the receipt of additional funding during the operating year, and

FURTHER RESOLVED that the University President shall keep the BOT informed of any changes in excess of 2% made to the total approved 2006-2007 Operating Budget during the operating year.

BACKGROUND INFORMATION:

A: AUTHORITY:

PURSUANT TO THE FLORIDA BOARD OF GOVERNORS, IN ITS RESOLUTION ADOPTED JANUARY 7, 2003 AND SECTION 1001.75, FLORIDA STATUTES (2005), K-20 GOVERNANCE, UNIVERSITY PRESIDENTS; POWERS AND DUTIES, STATES IN RELEVANT PART:

1001.75, UNIVERSITY PRESIDENTS; POWERS AND DUTIES.—THE PRESIDENT IS THE CHIEF EXECUTIVE OFFICER OF THE STATE UNIVERSITY . . . AND SHALL . . .

**(2) PREPARE A BUDGET REQUEST AND AN OPERATING BUDGET FOR
APPROVAL BY THE UNIVERSITY BOARD OF TRUSTEES.**

**B: THE PROPOSED 2006-2007 UNIVERSITY BUDGET IS PRESENTED USING
THE FOLLOWING CATEGORIES:**

Exhibit “F”:

Proposed Allocations 2006-2007 by Budget Entities

- A. Overview
- B. Educational and General (E&G)
- C. Auxiliary Enterprises Proposed Budget Allocation
- D. Sponsored Research Proposed Budget Allocation
- E. Activity and Service Proposed Budget Allocation
- F. Athletics Proposed Budget Allocation
- G. Concession Proposed Budget Allocation
- H. Financial Aid Proposed Budget Allocation
- I. Loans Proposed Budget Allocation
- J. FIU Foundation, Inc.
- K. FIU Research Foundation, Inc.
- L. Public Education Capital Outlay (PECO) Proposed Budget Allocation
- M. Challenge Grants Legislative Budget Allocation
- N. Capital Improvement Fee Trust Fund (CIF)

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT “F” 2006-2007 PROPOSED
UNIVERSITY OPERATING BUDGET
- ATTACHMENT 4: LINE ITEM
DEFINITIONS

FACILITATOR/PRESENTER:

- MIRIAM LOPEZ

Florida International University
Board of Trustees Financial Summary
2006-07 Budget

Overview

	Final Budget 2005-06	Forecast 2005-06	Change Forecast vs Final Budget	Requested Budget 2006-07	Change Forecast vs Requested Budget
Revenue / Receipts					
Education and General	\$287.1	\$287.0	-\$0.1	\$316.0	\$28.9
Auxiliary Enterprises	84.3	88.7	4.4	102.0	13.3
Sponsored Research	84.6	82.8	-1.8	83.1	0.4
Student Scholarships	64.9	65.5	0.6	74.0	8.5
Student Loans	70.1	87.2	17.1	100.7	13.5
Concessions	0.5	0.4	-0.1	0.4	0.0
Intercollegiate Athletics	13.4	15.2	1.9	15.7	0.4
Activities & Service	9.6	10.0	0.4	10.6	0.6
FIU Research Foundation Inc	0.0	0.0	0.0	0.0	0.0
FIU Foundation Inc.	19.5	23.6	4.1	44.6	20.9
Total Operating Revenues	\$634.0	\$660.5	\$26.5	\$747.1	\$86.6
Expenses					
Education and General	286.8	283.0	-3.8	316.0	33.0
Auxiliary Enterprises	76.4	77.4	1.0	90.8	13.4
Sponsored Research	80.7	82.3	1.6	83.0	0.6
Student Scholarships	64.9	72.6	7.7	78.4	5.8
Student Loans	70.1	87.2	17.1	100.7	13.5
Concessions	0.5	0.4	0.0	0.4	0.0
Intercollegiate Athletics	13.3	15.2	1.9	15.9	0.7
Activities & Service	5.1	8.9	3.8	10.0	1.1
FIU Research Foundation Inc	2.2	2.1	-0.1	2.1	0.0
FIU Foundation Inc.	11.9	11.5	-0.4	12.8	1.3
Total Operating Expenses	\$611.8	\$640.6	\$28.8	\$710.1	\$69.5
Change in Net Assets	\$22.2	\$19.9	-\$2.3	\$37.0	\$17.1
Carry Forward					
Prior Years Available Funds	\$3.30	\$3.30	\$0.00	\$3.23	(\$0.06)
2004 -2005 Available Funds	\$0.00	\$1.74	\$1.74	\$0.00	(\$1.74)
2005 -2006 Available Funds	\$0.00	\$0.00	\$0.00	\$2.73	\$2.73
Expenditures	\$0.00	\$1.80	\$1.80	\$4.20	\$2.40
Net Available Carry Forward	\$3.30	\$3.23	(\$0.06)	\$1.76	(\$1.47)
Capital Funding					
Public Education Capital Outlay	\$26.89	\$26.89	\$0.00	\$52.81	\$25.93
Capital Improvement Fee Trust	\$1.26	\$2.80	\$1.54	\$9.76	\$6.96
Challenge Grants					
Major Gifts Trust Fund Gifts	\$1.54	\$1.54	\$0.00	\$2.62	\$1.08
Alec P. Courtelis Grant	\$3.32	\$3.32	\$0.00	\$3.55	\$0.23
Challenge Grants	\$4.86	\$4.86	\$0.00	\$6.16	\$1.31
Total Capital Funding	\$33.00	\$34.54	\$1.54	\$68.74	\$34.19

Florida International University
Board of Trustees Financial Summary
E&G Revenue and Expenses

by Funding Source

	Final Budget	Forecast	Requested Budget	Change Forecast vs.	%
	2005-06	2005-06	2006-07	Requested Budget	
<hr/>					
Revenues					
General Revenue	\$177,363,957	\$177,363,957	\$195,035,459	\$17,671,502	10%
Educational Enhancement	\$14,116,547	\$14,116,547	\$19,679,390	\$5,562,843	39%
Student Fee	\$95,746,466	\$95,554,707	\$101,250,973	\$5,696,266	6%
Total Revenues	\$287,226,970	\$287,035,211	\$315,965,822	\$28,930,611	10%
<hr/>					
Expenses					
Permanent Salaries and Benefits	\$189,396,172	\$186,809,223	\$209,146,236	\$22,337,013	12%
OPS	\$24,802,191	\$24,463,420	\$24,671,132	\$207,712	1%
Operating Expenses (E&G)	\$61,191,410	\$59,886,830	\$66,693,071	\$6,806,241	11%
OCO	\$9,579,626	\$9,448,779	\$8,196,736	(\$1,252,043)	-13%
State Mandated Salary Increase	\$0	\$0	\$4,450,000	\$4,450,000	
University Contingency	\$2,257,571	\$2,226,735	\$2,808,647	\$581,912	26%
Total Expenses	\$287,226,970	\$282,834,987	\$315,965,822	\$33,130,835	12%
<hr/>					
Total Unallocated	(\$0)	\$4,200,224	\$0	\$4,200,224	100%
<hr/>					

Florida International University
Board of Trustees Financial Summary
2006-07 Total Revenue Growth
By Funding Source

	General Revenue	Educational Enhancement	Total State Funding	Student Fee ²	Total
2005 - 2006 Adjusted Recurring Base Budget	\$176,887,403	\$14,116,547	\$191,003,950	\$95,554,707	\$286,558,657
2006 - 2007 New Funds					
• Enrollment Growth					
Enrollment Growth	3,387,277	2,620,445	6,007,722	5,696,266	11,703,988
Change in Mix	4,709,809	1,194,736	5,904,545		5,904,545
• Infrastructure					
Phased - In Space (Physical Plant Operations	1,184,368		1,184,368		1,184,368
New Space (Physical Plant Operations and M	664,134		664,134		664,134
Utilities Increases	1,396,941		1,396,941		1,396,941
• Employee Compensation & Benefits					
Health Insurance Increase (05-06 annualizatio	234,232		234,232		234,232
Salary Increase (05-06 annualization)	502,957		502,957		502,957
Additional Estimated 2006 - 2007 Allocations			0.0		0
Salary Increases Estimated (3.0%) ¹	4,450,000		4,450,000		4,450,000
• Legislative Line Item					
Life Sciences Initiative	1,252,338	1,747,662	3,000,000		3,000,000
Targeted Degree Program - Nursing Master's &	366,000		366,000		366,000
Total Incremental Dollars	\$18,148,056	\$5,562,843	\$23,710,899	\$5,696,266	\$29,407,165
2006 - 2007 Base Budget	\$195,035,459	\$19,679,390	\$214,714,849	\$101,250,973	\$315,965,822

Notes:

¹ 2005-06 Student Fee Forecast as of April 2006

² To begin on 10/1/2007

Florida International University
Board of Trustees Financial Summary
E&G Summary

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
<u>Academic Affairs</u>					
Salaries and Benefits	\$145,168,044	\$144,166,381	\$160,397,955	\$16,231,573	11%
OPS	\$21,728,578	\$21,578,651	\$21,923,246	\$344,595	2%
Expense	\$26,421,551	\$26,239,242	\$27,667,852	\$1,428,610	5%
OCO	\$7,745,669	\$7,692,223	7,670,326	(\$21,897)	0%
Total Operating Expenses	\$201,063,843	\$199,676,497	\$217,659,379	\$17,982,881	9%
<u>University Advancement</u>					
Salaries and Benefits	\$4,271,540	\$4,301,375	\$4,468,442	\$167,067	4%
OPS	\$221,823	\$223,372	\$210,866	(\$12,506)	-6%
Expense	\$1,134,990	\$1,142,917	\$1,056,072	(\$86,845)	-8%
OCO	\$23,735	\$23,901	\$5,200	(\$18,701)	-78%
Total Operating Expenses	\$5,652,087	\$5,691,566	\$5,740,580	\$49,014	1%
<u>Executive Administration</u>					
Salaries and Benefits	\$2,724,571	\$2,693,893	\$2,760,073	\$66,180	2%
OPS	\$259,865	\$256,939	\$282,529	\$25,590	10%
Expense	\$1,036,017	\$1,024,352	\$879,417	(\$144,935)	-14%
OCO	\$7,585	\$7,500	\$25,000	\$17,500	233%
Total Operating Expenses	\$4,028,039	\$3,982,684	\$3,947,019	(\$35,665)	-1%
<u>UTS</u>					
Salaries and Benefits	\$10,251,489	\$10,239,037	\$11,030,305	\$791,268	8%
OPS	\$916,763	\$915,650	\$932,950	\$17,300	2%
Expense	\$7,606,028	\$7,596,789	\$6,870,073	(\$726,717)	-10%
OCO	\$1,405,767	\$1,404,059	\$230,717	(\$1,173,342)	-84%
Total Operating Expenses	\$20,180,047	\$20,155,535	\$19,064,045	(\$1,091,491)	-5%
<u>Human Resources</u>					
Salaries and Benefits	\$3,589,957	\$2,415,649	\$5,753,183	\$3,337,534	138%
OPS	\$196,605	\$132,294	\$78,302	(\$53,992)	-41%
Expense	\$510,557	\$343,549	\$3,932,387	\$3,588,839	1045%
OCO	\$17,834	\$12,000	\$0	(\$12,000)	-100%
Total Operating Expenses	\$4,314,952	\$2,903,492	\$9,763,873	\$6,860,381	236%
<u>Division of Finance</u>					
Salaries and Benefits	\$4,551,389	\$4,408,077	\$4,938,345	\$530,268	12%
OPS	\$352,289	\$341,196	\$121,775	(\$219,421)	-64%
Expense	\$475,884	\$460,900	\$452,604	(\$8,296)	-2%
OCO	\$23,850	\$23,099	\$17,600	(\$5,499)	-24%
Total Operating Expenses	\$5,403,412	\$5,233,272	\$5,530,324	\$297,053	6%
<u>Student Affairs</u>					
Salaries and Benefits	\$3,274,467	\$3,151,164	\$3,303,958	\$152,794	5%
OPS	\$692,730	\$666,644	\$696,327	\$29,683	4%
Expense	\$609,719	\$586,759	\$608,593	\$21,834	4%
OCO	\$26,043	\$25,062	\$2,200	(\$22,862)	-91%
Total Operating Expenses	\$4,602,958	\$4,429,629	\$4,611,078	\$181,449	4%
<u>Division of Administration</u>					
Salaries and Benefits	\$15,731,644	\$15,433,646	\$16,493,975	\$1,060,328	7%
OPS	\$355,407	\$348,674	\$425,138	\$76,463	22%
Expense	\$22,926,611	\$22,492,322	\$25,226,073	\$2,733,751	12%
OCO	\$265,972	\$260,934	\$245,693	(\$15,241)	-6%
Total Operating Expenses	\$39,279,635	\$38,535,577	\$42,390,878	\$3,855,301	10%
<u>University Total</u>					
Salaries and Benefits	\$189,396,172	\$186,809,223	\$209,146,236	\$22,337,013	12%
OPS	\$24,802,191	\$24,463,420	\$24,671,132	\$207,712	1%
Expense	\$60,716,148	\$59,886,830	\$66,693,071	\$6,806,241	11%
OCO	\$9,579,626	\$9,448,779	\$8,196,736	(\$1,252,043)	-13%
State Mandated Salary Increase*	\$0	\$0	\$4,450,000	\$4,450,000	0%
Contingency	\$2,257,571	\$2,226,735	\$2,808,647	\$581,912	26%
Total Operating Expenses	\$286,751,708	\$282,834,987	\$315,965,822	\$33,130,835	12%

*State mandated salary increases for FY05-06 allocated to each Executive Area

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Academic Affairs

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$145,168,044	\$144,166,381	\$160,397,955	\$16,231,574	11%
OPS	\$21,728,578	\$21,578,651	\$21,923,246	\$344,595	2%
Expense	\$26,421,551	\$26,239,242	\$27,667,852	\$1,428,610	5%
OCO	\$7,745,669	\$7,692,223	\$7,670,326	(\$21,897)	0%
Total Operating Expenses	\$201,063,843	\$199,676,497	\$217,659,379	\$17,982,881	9%

Highlights:

This executive area under the leadership of the Provost, is responsible for the education, research and public service mission of the University. It is comprised of the schools of Architecture, Hospitality Management, Journalism and Mass Communications in addition to the colleges of Arts & Sciences, Business Administration, Education, Engineering, Health and Urban Affairs, Law, Honors and the University Graduate School. It also includes the University's libraries and museums in addition to other academically related units of the university. Over 70% of the University budget and personnel are dedicated to these functions.

The net increase of \$15.2M in expenditure for 2006-07 is primarily driven by more investments in support of enrollment and related operational growth.

- As a result of the Education & General Revenue additional funding of \$28.9M, incremental funding totaling \$16.6M was granted in support of strategic and incremental faculty, increase faculty salaries, research, program development, employee benefits, and Life Sciences initiative.
- Partially offset by Enrollment projects completed in 2005-06 such as Communication Publication & Postage, Nonresident Recruiter Travel, Student Search Data and Legislative budget adjustments for nonrecurring 2005-06 projects

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

University Advancement

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$4,271,540	\$4,301,375	\$4,468,442	\$167,067	4%
OPS	\$221,823	\$223,372	\$210,866	(\$12,506)	-6%
Expense	\$1,134,990	\$1,142,917	\$1,056,072	(\$86,845)	-8%
OCO	\$23,735	\$23,901	\$5,200	(\$18,701)	-78%
Total Operating Expenses	\$5,652,087	\$5,691,566	\$5,740,580	\$49,014	1%

Highlights:

This executive area oversees marketing, editorial services, media relations, development services, community relations, alumni relations and annual giving. The main goal of this area is to instill and strengthen University affinity; contributions and donations are a direct result of strong university affinity.

The net increase of \$.049K is primarily attributed to onetime initiatives and personnel moves:

- Salaries and benefits is driven by personnel transfers from Foundation to University Advancement and absorbed rate increases
- Expenses is attributed to the University's support of Alumni Reunion & FIU Magazine

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Executive Administration

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$2,724,571	\$2,693,893	\$2,760,073	\$66,180	2%
OPS	\$259,865	\$256,939	\$282,529	\$25,590	10%
Expense	\$1,036,017	\$1,024,352	\$879,417	(\$144,935)	-14%
OCO	\$7,585	\$7,500	\$25,000	\$17,500	233%
Total Operating Expenses	\$4,028,039	\$3,982,684	\$3,947,019	(\$35,665)	-1%

Highlights:

The Executive Administration Area includes the following departments; Office of the President, Institutional Memberships, General Counsel, and Government Relations.

The net decrease of (\$.035M) is directly attributed to the transfer of Federal Relations to Office of Sponsored Administration

- The expense decrease of (\$.127M) from transferring Federal Relations was offset by new hires and salary increases of \$.091M in the office of General Counsel and Government Relations, respectively.

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

UTS

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$10,251,489	\$10,239,037	\$11,030,305	\$791,268	8%
OPS	\$916,763	\$915,650	\$932,950	\$17,300	2%
Expense	\$7,606,028	\$7,596,789	\$6,870,073	(\$726,717)	-10%
OCO	\$1,405,767	\$1,404,059	\$230,717	(\$1,173,342)	-84%
Total Operating Expenses	\$20,180,047	\$20,155,535	\$19,064,045	(\$1,091,491)	-5%

Highlights:

University Technology Services is Florida International University's central technology resource provider. Its mission is to offers leadership, consultation, access and support for technology serves FIU's academic, research goals. In addition to providing FIU overall vital technology services, UTS serves as a consultant and coordinator for specific technology activities and projects carried on by schools, departments, and administrative offices. Each such unit is assisted in accomplishing its goals, and, at the same time, UTS ensures that institutional goals are being met.

The net decrease of (\$1.1M) is primarily attributed to:

- \$1.2M Decrease of non recurring expenses in the FY05-06 Forecast for Peoplesoft storage server and E-mail system
- (\$.791M) Increase salaries from Drop payouts, OPS conversions, and reclass of positions from auxiliary
- \$.620M increase for IT Security Compliance initiative partially offset by prior year savings specifically in data encryption.

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Human Resources

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$3,589,957	\$2,415,649	\$5,753,183	\$3,337,534	138%
OPS	\$196,605	\$132,294	\$78,302	(\$53,992)	-41%
Expense	\$510,557	\$343,549	\$3,932,387	\$3,588,839	1045%
OCO	\$17,834	\$12,000	\$0	(\$12,000)	-100%
Total Operating Expenses	\$4,314,952	\$2,903,492	\$9,763,872	\$6,860,380	236%

Highlights:

The Division of Human Resources' mission is to create and maintain a foundation enabling the University to promote the recruitment, development, involvement, and retention of the most talented workforce to support the University's vision as one of the nation's top urban public research Universities.

The net increase of \$6.8M in expenditure for 2006-07 is primarily driven by higher investments in support of the following:

- \$3.5M State Payroll System Transition as part of devolution
- \$1.7M Merit Pool for Out of Unit and salary increase for Union Contracts (Non UFF)
- \$.148M University Health Insurance Increase
- \$.500M University Drop - 50% Match

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Division of Finance

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$4,551,389	\$4,408,077	\$4,938,345	\$530,268	12%
OPS	\$352,289	\$341,196	\$121,775	(\$219,421)	-64%
Expense	\$475,884	\$460,900	\$452,604	(\$8,296)	-2%
OCO	\$23,850	\$23,099	\$17,600	(\$5,499)	-24%
Total Operating Expenses	\$5,403,412	\$5,233,272	\$5,530,324	\$297,053	6%

Highlights:

The Division of Finance consists of Office of the CFO, Controllers, Purchasing, Strategic Development, Financial Planning, and FIU Foundation Operations Staff.

The net increase of \$.297M is attributed to filling of various vacant positions, specifically new Purchasing Director & Strategic Initiative funds allocated for Financial Statement Reporting Position.

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Student Affairs

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$3,274,467	\$3,151,164	\$3,303,958	\$152,794	5%
OPS	\$692,730	\$666,644	\$696,327	\$29,683	4%
Expense	\$609,719	\$586,759	\$608,593	\$21,834	4%
OCO	\$26,043	\$25,062	\$2,200	(\$22,862)	-91%
Total Operating Expenses	\$4,602,958	\$4,429,629	\$4,611,078	\$181,449	4%

Highlights:

The Division of Student Affairs enhances the mission of the University by promoting a vast array of educational, social, and cultural opportunities and programs through its 25 departments.

The Division teaches civic responsibility, leadership, and commitment to service; nurtures an understanding of diversity; and contributes to academic success by providing students with support services and experiential learning opportunities. From orientation to job interview skills, volunteer opportunities to residential life, Student Affairs compliments the academic process by providing social, intellectual, emotional, and spiritual development for students.

The net increase of \$.181M is driven by salary increases needed to adjust to market conditions.

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

Division of Administration

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$15,731,644	\$15,433,646	\$16,493,975	\$1,060,328	7%
OPS	\$355,407	\$348,674	\$425,138	\$76,463	22%
Expense	\$22,926,611	\$22,492,322	\$25,226,073	\$2,733,751	12%
OCO	\$265,972	\$260,934	\$245,693	(\$15,241)	-6%
Total Operating Expenses	\$39,279,635	\$38,535,577	\$42,390,878	\$3,855,301	10%

Highlights:

The Division of Administration oversees University facilities including grounds keeping, custodial services, building maintenance and general repairs, parking & traffic personnel, the department of Public Safety, Internal Audit, Athletics, and Environmental Safety.

The net increase of \$3.9M is primarily driven by Utilities and incremental funding for maintenance (PO&M)

- \$1.8M New and Phased-In Space plant maintenance (PO&M) funding
- \$2.0M Projected Utility increases
- \$.230M Strategic Initiative for Public Safety Staffing increase

Florida International University
Board of Trustees Financial Summary
E&G by Executive Area

University Total

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs. Requested Budget	%
<u>Expenditures</u>					
Salaries and Benefits	\$184,241,871	\$181,654,922	\$209,146,236	\$27,491,314	15%
OPS	\$24,802,191	\$24,463,420	\$24,671,132	\$207,712	1%
Expense	\$60,716,148	\$59,886,830	\$66,693,071	\$6,806,241	11%
OCO	\$9,579,626	\$9,448,779	\$8,196,736	(\$1,252,043)	-13%
State Mandated Salary Increase	\$5,154,301	\$5,154,301	\$4,450,000	(\$704,301)	-14%
Contingency	\$2,257,571	\$2,226,735	\$2,808,647	\$581,912	26%
Total Operating Expenses	\$286,751,708	\$282,834,987	\$315,965,822	\$33,130,835	12%

Florida International University
Board of Trustees Financial Summary
Auxiliary Enterprises

Total Auxiliary Enterprises

	Final Budget* 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$84,334,916	\$88,696,932	\$102,023,452	\$13,326,520	15%
<u>Expenditures</u>					
Salaries and Benefits	\$21,116,027	\$21,495,704	\$25,867,710	\$4,372,006	20%
OPS	\$13,964,979	\$14,730,977	\$17,419,087	\$2,688,110	18%
Expense	\$29,041,746	\$29,091,873	\$33,685,958	\$4,594,085	16%
OCO	\$2,936,334	\$2,304,561	\$2,392,386	\$87,825	4%
Risk Management Insurance	\$300,000	\$382,516	\$401,482	\$18,966	5%
Debt Service**	\$9,076,096	\$9,403,338	\$11,011,597	\$1,608,259	17%
Total Operating Expenses	\$76,435,182	\$77,408,969	\$90,778,219	\$13,369,250	17%
Operating Income	\$7,899,734	\$11,287,964	\$11,245,233	(\$42,731)	0%
Net Transfers	\$3,626,022	\$2,477,602	\$4,360,545	\$1,882,943	76%
Net Income	\$4,273,712	\$8,810,362	\$6,884,687	(\$1,925,674)	-22%
<u>Fund Balance Information</u>					
Reserve Items	\$15,599,108	\$14,484,683	\$11,956,843	(\$2,527,840)	-17%
Operating Funds	\$34,661,238	\$51,989,533	\$61,402,061	\$9,412,527	18%
Total Fund Balance	\$50,260,346	\$66,474,216	\$73,358,904	\$6,884,687	10%

* 2005-06 Final Budget has been adjusted to reflect a reclassification of Transfers in of \$2,312,600 to Revenues.

** Debt Service includes both principal and interest.

Florida International University
Board of Trustees Financial Summary
Auxiliary Enterprises

Housing

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$13,779,886	\$14,243,003	\$19,945,235	\$5,702,232	40%
<u>Expenditures</u>					
Salaries and Benefits	\$2,196,389	\$1,993,522	\$2,451,681	\$458,159	23%
OPS	\$866,640	\$866,381	\$1,249,269	\$382,888	44%
Expense	\$4,858,855	\$4,620,808	\$7,571,933	\$2,951,124	64%
OCO	\$79,000	\$78,839	\$439,117	\$360,278	457%
Risk Management Insurance	\$0	\$0	\$0	\$0	
Debt Service	\$5,028,001	\$4,919,971	\$7,149,986	\$2,230,015	45%
Total Operating Expenses	\$13,028,885	\$12,479,521	\$18,861,986	\$6,382,464	51%
Operating Income	\$751,001	\$1,763,481	\$1,083,249	(\$680,232)	-39%
Net Transfers	(\$200,000)	\$4,708,324	\$3,610,680	(\$1,097,644)	-23%
Net Income	\$951,001	(\$2,944,843)	(\$2,527,431)	\$417,412	-14%
<u>Fund Balance Information</u>					
Reserve Items	\$5,042,549	\$5,232,513	\$3,827,735	(\$1,404,778)	-27%
Operating Funds	\$3,729,725	\$1,241,010	\$118,357	(\$1,122,653)	-90%
Total Fund Balance	\$8,772,274	\$6,473,523	\$3,946,092	(\$2,527,431)	-39%

Financial Highlights

The Housing Auxiliary generates revenues in the form of rental income from students seeking housing facilities on campus. The rapid growth in students over the past 10 years resulted in an excess demand for Housing facilities. Between 1996 and 2002 three halls, Panther Hall, University Park Towers and Everglades Hall, were built to meet this demand. A new 800 bed facility, Lakeview Housing, is expected to open in Fall 2006 bringing total capacity for the Housing System to 2,969 beds.

Operationally, 2005-06 was a relatively good year with operating income at \$1.0M more than expected. This is due to an unprecedented occupancy rate of 99% in Fall 2005 increasing revenues by \$0.5M as well as expenditure savings in salaries and projects of \$0.4M.

As Lakeview Housing opens in Fall 2006, revenues are projected to increase by \$5.9M, which is offset by a decrease in revenues in other units by \$0.2M as occupancy rates will decline from 99% to 94% for those units. Associated incremental expenditures includes \$2.2M for debt service and \$1.7M in additional expenses will result in an operating income of about \$1.1M for the entire housing system.

Net transfers include investments in the Lake View construction project of \$4.9M in 2005-06 and \$3.6M in 2006-07. Total Investment in Lakeview will amount to approximately \$41.8 million by completion in August 2006; \$32.4 million financed through bonds and \$9.4M from the Housing System Reserves (Including \$1.0M transferred in 2004-05). As a result of this investment, the Housing System projects declining fund balances from \$9.4M in 2004-05 to \$6.5M in 2005-06 and to \$3.9 million in 2006-07.

The Housing system's debt coverage ratios in both 2005-06 of 1.37 and 2006-07 of 1.26*.

* Debt coverage ratio was calculated excluding one time investments

Florida International University
Board of Trustees Financial Summary
Auxiliary Enterprises

Parking/Traffic/Transportation

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$7,062,603	\$7,219,875	\$7,555,147	\$335,273	5%
<u>Expenditures</u>					
Salaries and Benefits	\$1,005,930	\$938,416	\$1,044,251	\$105,835	11%
OPS	\$220,000	\$195,075	\$219,997	\$24,922	13%
Expense	\$1,180,548	\$1,360,119	\$1,563,678	\$203,559	15%
OCO	\$250,000	\$225,922	\$100,000	(\$125,922)	-56%
Risk Management Insurance	\$0	\$0	\$0	\$0	
Debt Service	\$3,010,150	\$3,004,187	\$3,011,378	\$7,191	0%
Total Operating Expenses	\$5,666,628	\$5,723,718	\$5,939,303	\$215,585	4%
Operating Income	\$1,395,975	\$1,496,156	\$1,615,844	\$119,687	8%
Net Transfers	\$975,000	\$159,480	\$868,967	\$709,487	445%
Net Income	\$420,975	\$1,336,676	\$746,877	(\$589,800)	-44%
<u>Fund Balance Information</u>					
Reserve Items	\$5,588,211	\$6,477,618	\$5,836,448	(\$641,170)	-10%
Operating Funds	\$987,012	\$1,589,516	\$2,977,563	\$1,388,047	87%
Total Fund Balance	\$6,575,223	\$8,067,134	\$8,814,011	\$746,877	9%

Financial Highlights

The Parking and Traffic auxiliary is responsible for the registration of vehicles for faculty, staff and students, the construction of parking accommodations as well as the enforcement of parking rules and regulations for both campuses. There are currently 4 garages and 54 parking lots in operation totaling 14,186 parking spaces. The most recent garages, Panther Garage and Red Garage, opened in Fall 2004.

The primary source of revenues is the parking access fee paid by students. Parking fees for FY 2006-07 are approximately \$61 per semester for students and range between \$100 per year and \$728 per year for employees.

The parking auxiliary will report a favourable net income of \$800K due to timing as planned transfers out in original budget 05-06 for the Recreational field construction of \$975K will occur in 2006-07. Operationally, the parking auxiliary will remain stable, reporting no significant changes relative to budget or otherwise through 2006-07.

Florida International University
Board of Trustees Financial Summary
Auxiliary Enterprises

Academic Auxiliaries

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$25,728,559	\$30,543,562	\$35,144,154	\$4,600,592	15%
<u>Expenditures</u>					
Salaries and Benefits	\$6,825,446	\$7,812,590	\$9,888,646	\$2,076,056	27%
OPS	\$9,544,576	\$10,260,634	\$12,104,991	\$1,844,357	18%
Expense	\$7,771,386	\$7,963,851	\$9,339,300	\$1,375,449	17%
OCO	\$589,464	\$700,508	\$673,425	(\$27,083)	-4%
Risk Management Insurance	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expenses	\$24,730,872	\$26,737,583	\$32,006,362	\$5,268,779	20%
Operating Income	\$997,687	\$3,805,979	\$3,137,792	(\$668,187)	-18%
Net Transfers	\$113,163	\$116,790	(\$687,114)	(\$803,904)	-688%
Net Income	\$884,524	\$3,689,189	\$3,824,906	\$135,717	4%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$1,200,000	\$1,200,000	
Operating Funds	\$11,896,588	\$18,044,609	\$20,669,515	\$2,624,906	15%
Total Fund Balance	\$11,896,588	\$18,044,609	\$21,869,515	\$3,824,906	21%

Financial Highlights

Academic Auxiliary programs reside under both the Continuing Education and Academic Sales and Services Activity and is comprised primarily of value added programs, web based courses, conferences, labs, recharge centers and a few distance learning programs. The basic functions of continuing education is to provide the administrative mechanism for nontraditional programs which utilize the faculty resources of the University. These units represent the office of Academic Affairs of the University in its efforts to fulfill the public service mission, and provide educational programs to nontraditional students.

Generally, the revenues generated serve to support the actual program and its growth and secondly, the mission of the individual college or school's instructional and research programs. Almost every college or school at FIU provide some continuing education or other revenue generating activity. However, the largest programs reside in the College of Business generating over 60% of the total revenue among all academic auxiliaries.

Within the last 3 years, there has been significant growth in the demand for web-based courses primarily in the College of Health (CHUA), the College of Business (CBA) and the College of Arts and Sciences (CAS). Revenues for these courses has increased from \$6.4M in 2004-05 to a projected \$11.5M in 2006-07, an 80% increase over the past 3 years. This amounts to 34% of the total academic auxiliary revenue in 2006-07. This growth results in increased expenditures across all colleges in faculty, staff and general expenses as the need to build the online infrastructure grows.

Florida International University
Board of Trustees Financial Summary
Auxiliary Enterprises

Other Auxiliaries

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$37,763,868	\$36,690,493	\$39,378,916	\$2,688,423	7%
<u>Expenditures</u>					
Salaries and Benefits	\$11,088,262	\$10,751,176	\$12,483,132	\$1,731,955	16%
OPS	\$3,333,763	\$3,408,887	\$3,844,830	\$435,942	13%
Expense	\$15,230,957	\$15,147,095	\$15,211,047	\$63,953	0%
OCO	\$2,017,870	\$1,299,292	\$1,179,844	(\$119,448)	-9%
Risk Management Insurance	\$300,000	\$382,516	\$401,482	\$18,966	5%
Debt Service	\$1,037,945	\$1,479,180	\$850,233	(\$628,947)	-43%
Total Operating Expenses	\$33,008,797	\$32,468,146	\$33,970,568	\$1,502,422	5%
Operating Income	\$4,755,071	\$4,222,347	\$5,408,348	\$1,186,001	28%
Net Transfers	\$2,737,859	(\$2,506,992)	\$568,012	\$3,075,004	-123%
Net Income	\$2,017,212	\$6,729,339	\$4,840,336	(\$1,889,003)	-28%
<u>Fund Balance Information</u>					
Reserve Items	\$4,968,348	\$2,774,552	\$1,092,660	(\$1,681,892)	-61%
Operating Funds	\$18,047,913	\$31,114,398	\$37,636,625	\$6,522,228	21%
Total Fund Balance	\$23,016,261	\$33,888,950	\$38,729,285	\$4,840,336	14%

Financial Highlights

Other auxiliary activities include the remaining activities which have various revenue sources which are essentially derived from the following:

- Commission earnings from Food Service and Bookstore Operations
- Student Fees for services other than instruction such as Health and Student and Recreational Centers
- Interdepartmental Services such as Duplicating and Telecom
- Investment Earnings gained in the Special Purpose Investment Reserve (SPIR)

The primary factors affecting revenue growth among these auxiliaries include:

- a) an increase in the Student Health Fee to \$67.20 per student generating \$1.3M and
- b) Higher rates of return from the state treasury resulting in an investment earnings gain of \$1M which is also the driver behind the growth in operating income \$.6M.

Net Transfers represent transfers in from the Activity and Service Fee Fund which supports the Recreational and Student Centers. Transfers out typically represent investments made by the auxiliaries in construction projects throughout the university.

Due to project timing issues, the funding for the main investments budgeted for 2005-06, namely the Graham Center Expansion (\$1M) and the Wolfe Center Renovation (\$2.4M), was not requested. However, as \$1.2M in CIF funding becomes available, the investment made by auxiliaries in 2006-07 will reduce to just over \$2.0M. This is the primary driver behind the increase in net income of \$5.0M in FY 2005-06.

Florida International University
Board of Trustees Financial Summary
Sponsored Research

Total Trust Fund

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$84,573,915	\$82,787,609	\$83,145,102	\$357,493	0%
<u>Expenditures</u>					
Salaries and Benefits	\$24,103,293	\$29,613,443	\$30,056,977	\$443,534	1%
OPS	\$20,325,127	\$16,447,073	\$18,891,000	\$2,443,927	15%
Expense	\$32,237,174	\$31,588,536	\$28,411,021	(\$3,177,515)	-10%
OCO	\$4,033,299	\$2,627,570	\$1,800,000	(\$827,570)	-31%
Federal Demonstration Project (FDP)	\$0	\$0	\$0	\$0	
Risk Management Insurance	\$0	\$0	\$0	\$0	
Debit Service	\$0	\$0	\$0	\$0	
Total Expenditures	\$80,698,893	\$80,276,622	\$79,158,998	(\$1,117,624)	-1%
Operating Income	\$3,875,022	\$2,510,987	\$3,986,104	\$1,475,117	59%
Net Transfers	\$459,452	\$2,051,669	\$3,800,000	\$1,748,331	85%
Net Income	\$3,415,570	\$459,318	\$186,104	(\$273,214)	-59%

Fund Balance Information

Reserve Items	\$0	\$0	\$0	\$0	
Operating Funds	(\$11,410,919)	(\$10,951,601)	(\$10,765,497)	\$186,104	
Total Fund Balance	(\$11,410,919)	(\$10,951,601)	(\$10,765,497)	\$186,104	-2%

Financial Highlights

The Sponsored Research Trust Fund includes funding of grants and contracts in support of research, public service and training. Revenues are derived from Federal, State, Local and Private sources to support the sponsored programs of the University. These funds are restricted to the specific purpose for which they are awarded. The total grant allocated is comprised of Direct Costs and Indirect Costs. Direct Costs are those costs directly related to research projects such as Salaries and Benefits of researchers and supplies while Indirect Costs represent the University's overhead such as administrative support, utilities, etc. Currently, the fee is up to 40% of the direct costs and varies based on different formulas depending on whether the grant is Federal, State, Local or Privately funded.

New for this budget cycle and driven by the continuing transition to accrual based accounting of activities, the forecasted figures for FY 05-06 and FY 06-07 are being reported on an accrual basis.

Revenues

Revenues within the Total Trust Fund are derived from a number of sources. The main sources of revenue are:

- (a) Federal Grants: These are grants allocated to the University from the Federal government on a cost reimbursement basis.
- (b) Local and State Grants are funds awarded by State & Local government entities.
- (c) Other Grants generally come from private entities for specific research purposes. Some of these grants are allocated on a cost reimbursement basis while some may be "Fixed Price". Excess funds are transferred to Miscellaneous Revenues.
- (d) Miscellaneous Revenues refer to excess funding from 'fixed price' awards. ('Fixed Price' awards are unrestricted and are allocated upfront despite the project cost). The majority of Miscellaneous Revenues are residual funds from private grants.

Expenditures

Expenditures for FY 06-07 are projected to decrease modestly by \$1.1M from \$80.3M to \$79.1M, despite planning to strengthen its infrastructure by purchasing a grants module to manage receivables and implementing Info Ed to allow electronic submission of proposals.

Operating expenditures within sponsored research also include financial aid payments made to research assistants, etc. that are authorized and funded by grant awards. While the transaction is processed thru the Financial Aid Office for compliance purposes, the posting of expenditures occurs in the grant fund.

Net Transfers

Transfers in FY 05-06 and FY 06-07 represent IDC support to colleges and centers as well as an amount of \$.5M earmarked for repayment of the \$4.4M auxiliary loan.

Florida International University
Board of Trustees Financial Summary
Sponsored Research

Indirect Costs (Overhead)

	Final Budget	Forecast	Requested Budget	Change Forecast vs	%
	2005-06	2005-06	2006-07	Requested Budget	
Total Revenues	\$8,831,508	\$9,809,358	\$11,000,000	\$1,190,642	12%
<u>Expenditures</u>					
Salaries and Benefits	\$3,413,076	\$3,473,202	\$4,413,546	\$940,344	27%
OPS	\$166,898	\$476,366	\$415,730	(\$60,636)	-13%
Expense	\$3,514,590	\$3,348,803	\$2,184,620	(\$1,164,183)	-35%
OCO	\$23,910	\$0	\$0	\$0	
Florida Demo Project - Direct Costs	\$0	\$0	\$0	\$0	
Risk Management Insurance	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expenses	\$7,118,474	\$7,298,371	\$7,013,896	(\$284,475)	-4%
Net Transfers	\$459,452	\$2,051,669	\$3,800,000	\$1,748,331	85%
Total Expenditures	\$7,577,926	\$9,350,040	\$10,813,896	\$1,463,856	16%
Net Excess/(Deficit)	\$1,253,582	\$459,318	\$186,104	(\$273,214)	-59%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$0	\$0	
Operating Funds	(\$6,839,259)	(\$6,379,941)	(\$6,193,837)	\$186,104	
Total Fund Balance	(\$6,839,259)	(\$6,379,941)	(\$6,193,837)	\$186,104	-3%

Indirect Costs/Revenues

Indirect Costs are generated based on a formula assessment of all sponsored projects to cover the administrative and facility costs that cannot be directly allocated to projects or grants such as utilities, public safety, library, grounds and space utilization expenses. The current rate as negotiated with the Federal Department of Health and Human Services (DHHS) is 40.0% for on campus research and 25.5% for off-campus research. Other recognized rates include 8% for training programs and 5% for State grants. All of these indirect cost payments are considered revenue and flow to the Office of Sponsored Research Administration (OSRA) where it is allocated to meet costs related to the following items:

- 1) Operational costs of the Office of Sponsored Research Administration
- 2) The overhead accounts belonging to the Deans and Center Directors
- 3) FIU Cost Sharing Commitments and start-up costs

Revenues are directly correlated with the amount of research expenditures at the University and the rate of IDC is projected to increase from 12.7% in FY 05-06 to 15.2% in FY 06-07. The reason for the increase in IDC revenues despite a relatively flat projection for sponsored research activities from FY 05-06 to FY06-07 is due to the completion of awards with lower negotiated IDC rates while assuming new awards negotiated at a higher IDC rate. A space utilization study is being conducted that will serve as the basis of negotiations with the Federal government to increase FIU's IDC rates.

Expenditures

The increase in the salary category expenditures is due to a shift from consultants to permanent employees that strengthen operations and compliance, specifically a new AVP in 2005 and a Post-Award Director, Environmental Health & Safety personnel and a Finance Manager in FY 06-07. A three year comparison of OPS actual and forecasted expenditures reflects that this type of personnel support remains relatively stable with an average cost factor of 6.3% of total operating expenses.

For FY 06-07, consultant expenditures are forecast at \$1M with \$.6M set aside for the acquisition of a Grants Module to facilitate the tracking of financial activities such as billing and accounts receivable management and \$.3M for the Building/Space Depreciation Review which will help FIU negotiate better F&A IDC rates.

Net Transfers

Net transfers represent the balance of Indirect Cost that are distributed by OSRA to help support administrative costs of managing grant activities throughout the University. For FY 05-06, the IDC college/unit level support was adjusted to 30% across the board. For FY 06-07, the transfer-out amount of \$3.8M consists of \$3.3M for IDC returns to colleges and units as well as \$0.5M presently earmarked for an Auxiliary loan repayment.

Florida International University
Financial Summary
Activity and Service

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$9,614,077	\$10,013,579	\$10,625,054	\$611,475	6%
<u>Expenditures</u>					
Salaries and Benefits	\$1,345,443	\$1,196,470	\$1,420,420	\$223,950	19%
OPS	\$665,673	\$542,685	\$634,734	\$92,049	17%
Expense	\$2,982,387	\$2,844,373	\$3,949,063	\$1,104,690	39%
OCO	\$82,923	\$67,206	\$78,505	\$11,299	17%
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expenses	\$5,076,426	\$4,650,734	\$6,082,722	\$1,431,988	31%
Operating Income	\$4,537,651	\$5,362,845	\$4,542,332	(\$820,513)	-15%
Net Transfers	\$4,208,271	\$4,251,514	\$3,953,527	(\$297,987)	-7%
Net Income	\$329,380	\$1,111,331	\$588,805	(\$522,526)	-47%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$0	\$0	
Operating Funds	\$3,944,731	\$5,056,062	\$5,644,867	\$588,805	12%
Total Fund Balance	\$3,944,731	\$5,056,062	\$5,644,867	\$588,805	12%

Financial Highlights

The Activity and Service Fee fund is the student life component of the University which supports clubs, organizations, student centers and recreational sports for all campuses. The purpose of this activity is to enhance and balance the academic experience with social interactions amongst students. The principle funding source for this activity is a per credit hour fee charged equally to all students in the amount of \$10.52 for FY 05-06 and FY 06-07.

The \$.22M increase in salaries is mainly due to the hiring of three new positions of which one is for the SGA Office and two for Campus Life. The \$1.1M increase in expenses is due to operational budget increases derived from higher enrollment. Several examples of operational areas receiving incremental funding include SGA Governing Council, SGA Main Office, Homecoming, BBC Campus Life and Panther Rage. Operational expenditures are invested in student observatory, promotion of sporting events, concerts, conferences, GC room reservations, expanded business hours and programing activities.

Florida International University
Board of Trustees Financial Summary
Intercollegiate Athletics

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$13,381,584	\$15,237,949	\$15,665,947	\$427,998	3%
<u>Expenditures</u>					
Salaries and Benefits	\$3,880,360	\$4,220,360	\$4,539,000	\$318,640	94%
OPS	\$672,500	\$745,192	\$730,000	(\$15,192)	-21%
Expense	\$5,030,394	\$5,927,336	\$6,256,998	\$329,662	37%
Scholarships	\$3,719,930	\$4,191,941	\$4,340,622	\$148,681	31%
OCO	\$0	\$99,709	\$0	(\$99,709)	-100%
Total Operating Expenses	\$13,303,184	\$15,184,538	\$15,866,620	\$682,082	36%
Operating Income	\$78,400	\$53,411	(\$200,673)	(\$254,084)	1017%
Net Transfers	(\$78,400)	(\$1,960,025)	\$1,808,225	\$3,768,250	-200%
Total Expenditures	\$13,381,584	\$13,224,513	\$17,674,845	\$4,450,332	-2833%
Net Income	\$0	(\$1,906,614)	\$1,607,552	\$3,514,166	-184%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$0	\$0	
Operating Funds	\$3,556,381	\$1,649,767	\$3,257,319	\$1,607,552	-84%
Total Fund Balance	\$3,556,381	\$1,649,767	\$3,257,319	\$1,607,552	-84%

Financial Highlights

Intercollegiate Athletics is the functional area of the University responsible for team sports and their support activities. Examples of University sports activities include football, baseball, soccer, golf, basketball, cross country track, swimming, tennis and volleyball.

Revenues are primarily generated by student fees forecasted at \$11.8M for 2005-06 and \$12M in 2006-07. Incremental revenues in 2005-06 relative to budget is due to \$.4M from enrollment growth and \$.6M from conservative uncollectible assumptions. Revenue increase in 2006-07 will come from contributions and sponsorships associated with the new Athletic Association \$.6M and higher enrollment growth.

Despite incremental revenues, Intercollegiate Athletics will realize an operating loss of approximately (\$.2M) in 2006-07 which will be covered by reserves or a transfer from Foundation funds. This gap is the result of the need to partially absorb athletic scholarships currently funded in other areas of the university. In addition, expenses are budgeted to increase by \$.7 million due to salary commitments and escalating travel expenses specifically to compete in NCAA Division 1A.

Florida International University
Board of Trustees Financial Summary
Concession

	Final Budget	Forecast	Requested Budget	Change Forecast vs	%
	2005-06	2005-06	2006-07	Requested Budget	
Total Revenues	\$470,000	\$399,748	\$428,296	\$28,548	7%
<u>Expenditures</u>					
Salaries and Benefits	\$0	\$0	\$0	\$0	
OPS	\$0	\$0	\$0	\$0	
Expense	\$468,000	\$418,745	\$428,296	\$9,551	2%
OCO	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expense:	\$468,000	\$418,745	\$428,296	\$9,551	2%
Operating Income	\$2,000	(\$18,997)	\$0	\$18,997	100%
Net Transfers	\$0	\$0	\$0	\$0	
Net Income	\$2,000	(\$18,997)	\$0	\$18,997	100%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$0	\$0	
Operating Funds	\$354,079	\$335,082	\$335,082	\$0	
Total Fund Balance	\$354,079	\$335,082	\$335,082	\$0	0%

Concession Fund:

This activity contains all the commission based revenues from vending snack and refreshment machines as well as student housing washing machines. Currently, the snacks contract is held by Dilorito and the soda/refreshment contract is held by Coca-Cola. The commission revenues in the concession fund are used to support the purchase of food and refreshment items at University wide events, faculty recruitment, staff meeting, student housing socials and convocation events.

Financial Summary:

For FY 05-06, concession fund expense budgets were reduced due to projected revenue shortfalls of \$70K. The drivers behind the shortfall include University closures due to hurricane activity, increased competition from on-campus convenience stores, reduced soda contractor promotional activities and vending machine removals from buildings. For FY 06-07, efforts to mitigate negative revenue exposure include the renegotiation of the soda contract in September 06, focusing efforts on locations with the greatest return on investment (7 out of 28 locations account for 70% of total business), evaluate product mix, explore new locations and attempt to increase the number of vending machines where possible. The increase in FY 06-07 revenues is also due to a one time \$16K accounting adjustment converting from cash based to accrual based reporting. The FIU Business Services Office will also be collaborating with vendors as more marketing and sector analysis is requested from the vendors in order to improve sales.

Florida International University
Financial Summary
Financial Aid Scholarships

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$64,915,754	\$65,495,360	\$73,955,665	\$8,460,305	13%
<u>Expenditures</u>					
Salaries and Benefits	\$0	\$0	\$0	\$0	
OPS	\$0	\$0	\$0	\$0	
Expense	\$64,915,754	\$72,589,159	\$78,422,225	\$5,833,066	8%
OCO	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expenses	\$64,915,754	\$72,589,159	\$78,422,225	\$5,833,066	8%
Operating Income	\$0	(\$7,093,799)	(\$4,466,560)	\$2,627,239	-37%
Net Transfers	\$0	\$0	\$0	\$0	
Net Income	\$0	(\$7,093,799)	(\$4,466,560)	\$2,627,239	-37%
<u>Fund Balance Information</u>					
Reserve Items	\$0	\$0	\$0	\$0	
Operating Cash	\$12,143,816	\$5,050,017	\$583,457	(\$4,466,560)	-88%
Total Fund Balance	\$12,143,816	\$5,050,017	\$583,457	(\$4,466,560)	-88%

Financial Highlights:

Revenues:

The revenues from Financial Grant and scholarship programs come from the following

Federal Government, State of Florida and other states that offer financial assistance to their residents, Private Organizations, miscellaneous government agencies and Institutional funds. Funding from the US Dept. of Education and the Florida Dept. of Education are subject to Legislative actions annually. Examples of large scholarship programs include the Federal Pell Grant forecasted at \$28.6M for FY0607 and the State of Florida funded Bright Futures programs at \$17.3M. The overall major revenue sources for FY 06-07 are comprised of \$32.3M or 41% from Federal sources, \$25.9M or 33% from State sources and \$20.1M or 26% from Institutional classified sources which includes \$4.3M from Athletics.

Operating Expenses:

The Financial Aid Office acts as an agent reviewing student status and matching qualifying students with applicable aid programs. The forecasted increase in scholarship activity for FY 06-07 is due to \$2.6M or 18% for Bright Futures, \$2.6M or 10% for Pell Grants, \$0.6M or 13% for Florida Student Assistance Grant awards. For FY 05-06 and FY 06-07 operational expenditures are greater than forecasted revenues. The basis for this is due to an increase in Institutionally funded need-based scholarship allocations including four new grants started in FY 05-06 identified as the Opportunity Grant, Matching Grant, Leverage Grant and Upper Division Full-Time Grant plus increases in existing grants such as the University Grant and Graduate Need Grant. The new programs are being supported from existing fund balances.

Florida International University
Financial Summary
Financial Aid Loans

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$70,100,000	\$87,171,538	\$100,691,588	\$13,520,050	16%
<u>Expenditures</u>					
Salaries and Benefits	\$0	\$0	\$0	\$0	
OPS	\$0	\$0	\$0	\$0	
Expense	\$70,100,000	\$87,171,538	\$100,691,588	\$13,520,050	16%
OCO	\$0	\$0	\$0	\$0	
Debt Service	\$0	\$0	\$0	\$0	
Total Operating Expenses	\$70,100,000	\$87,171,538	\$100,691,588	\$13,520,050	16%
Operating Income	\$0	\$0	\$0	\$0	
Net Transfers	\$0	\$0	\$0	\$0	
Net Income	\$0	\$0	\$0	\$0	

Financial Highlights:

Revenues:

The revenues for the financial aid loan fund primarily emanate from the Federal Government in the form of Subsidized and Unsubsidized Stafford loans. For FY 06-07, loans are forecasted to represent 56% of all financial aid awarded to students versus 55% for FY 05-06. The Federal Government sets guidelines for the Stafford loan program and works through financial institutions that have agreements to participate in the federal loan programs. The Subsidized Stafford loans and the Perkins loans are awarded to students on a need basis. The interest on these type of financial aid loans are subsidized by the federal government while the student is adequately enrolled and up to six months after graduation. If the student drops out of school or falls below half time status for more than six months, the interest is applicable immediately.

Unsubsidized Loans

Unsubsidized loans are awarded to students on a 'no-need' basis. Unlike the subsidized loans, students qualified for this type of loan are responsible for the interest. Students have the option of paying the interest upfront or after graduation.

Operating Expenditures:

The Financial Aid Office acts as an agent reviewing student status and matching third party lenders with students applying for loans. Furthermore, the University does not assume credit risk for these loans. The expenditures in the Financial Aid Loan fund represent the approved third party lender funds being passed through the Financial Aid Office to qualifying students.

Net Transfers:

Transfers in the loan fund are primarily due to emergency short term loans and book advances. The short term loans have a payback period and/or must be paid back in full before being allowed to register for the next semester.

Florida International University
Board of Trustees Financial Summary
FIU Foundation, Inc.

<i>(In Thousands of Dollars)</i>	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Receipts:					
Contributions:					
University-Wide Scholarships & Programs	\$270	\$286	\$200	(\$109)	-35%
Endowments	\$3,100	\$3,503	\$18,440	\$12,287	200%
Building Funds	\$2,500	\$3,687	\$11,350	\$9,031	389%
College, Schools, Centers	\$3,500	\$3,500	\$3,700	(\$110)	-3%
Athletics Operations	\$997	\$500	\$670	\$55	9%
Alumni Membership	\$185	\$140	\$140	\$48	52%
Annual Fund	\$380	\$330	\$445	\$193	77%
Total Contributions	\$10,932	\$11,946	\$34,945	\$21,395	158%
Other Revenues:					
Administrative Fee (charged on June 30th)	\$0	\$0	\$0	(\$1,409)	-100%
MARC Building Rental Income	\$1,575	\$1,579	\$1,575	(\$3)	0%
Estimated Investment Income/Capital Gains	\$7,000	\$9,500	\$8,050	(\$1,930)	-19%
Total Receipts	\$19,507	\$23,025	\$44,570	\$19,462	78%
Expenditures:					
Operational					
Annual Fund	\$380	\$365	\$320	\$21	7%
Administrative Expenses	\$1,188	\$1,140	\$1,574	\$1,204	325%
Total Operational Costs	\$1,568	\$1,505	\$1,894	\$1,225	183%
University Programs					
University-Wide Scholarships & Programs	\$280	\$360	\$350	(\$132)	-27%
Building Funds	\$3,317	\$3,373	\$3,545	\$978	38%
College, Schools, Centers	\$5,000	\$5,000	\$5,700	\$116	2%
MARC Building	\$775	\$710	\$840	\$72	9%
Athletics	\$735	\$700	\$315	(\$734)	-70%
Alumni Programs	\$200	\$155	\$140	\$75	115%
General Reserve	\$55	\$20	\$40	(\$272)	-87%
Total University Program Costs	\$10,362	\$10,318	\$10,930	\$103	1%
Total Expenditures	\$11,930	\$11,823	\$12,824	\$1,328	12%
Excess of Receipts/Expenditures	\$7,577	\$11,202	\$31,746	\$18,134	133%

Florida International University
Board Of Trustees Financial Summary
FIU Research Foundation, Inc

	Final Budget 2005-06	Forecast 2005-06	Requested Budget 2006-07	Change Forecast vs Requested Budget	%
Total Revenues	\$0	\$0	\$0	\$0	
<u>Expenditures</u>					
Debt Service *	\$2,160,000	\$2,093,149	\$2,092,656	(\$493)	-0.02%
Total Expenditures	\$2,160,000	\$2,093,149	\$2,092,656	(\$493)	-0.02%
Operating Income	(\$2,160,000)	(\$2,093,149)	(\$2,092,656)	\$493	-0.02%
Net Transfers	(\$2,160,000)	(\$2,093,149)	(\$2,092,656)	\$493	-0.02%
Net Income	\$0	\$0	\$0	\$0	

* Includes Principal and interest

Financial Highlights:

The principle activity for FY 05-06 and FY 06-07 is the repayment of an outstanding five year note related to research. The transfer to meet this obligation emanates from Treasury operations in the Auxiliary Trust Fund.

Florida International University
Board of Trustees Financial Summary
PECO

State University System of Florida
2006-2007 PECO Project List by University and Project

FIU Utilities/Infrastructure/Capital Renewal Roofs (P,C,E)	\$7,000,000
BLUE CROSS BLUE SHIELD NURSING SCHOLARSHIP ENDOWMENT	\$50,000
C. V. STARR SCHOLARSHIP PROGRAM ENDOWMENT	\$125,000
PINO GLOBAL ENTREPRENEURSHIP CENTER ENDOWMENT	\$200,000
WARE FOUNDATION RESEARCH ENDOWMENT	\$50,000
BARNES & NOBLE CREATIVE WRITING ENDOWMENT	\$50,000
JEAN M. HIBBARD MEMORIAL ENDOW/DISTINGUISHED SPEAKERS ENVIRON. STUDIES	\$50,000
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,681
N. DADE MED. FOUND. NURSING SCHOLARSHIP ENDOW./ADVANCED NURSING LAB. ENDOW.	\$937,500
RITA AND DAVID PERLMAN FAMILY FACULTY GRANTS ENDOWMENT	\$50,524
MARRIOTT SCHOLARS ENDOWMENT	\$50,000
THE C.A.M.P. 4 JUSTICE FOUNDATION HUMAN RIGHTS SCHOLARSHIP	\$50,000
PAUL L. CEJAS EMINENT SCHOLARS CHAIR/PAUL L. CEJAS ARCHITECTURE ENDOWMENT	\$750,004
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,882
ROBERT R. BELLAMY MEMORIAL SCHOLARSHIP FUND	\$102,500
TOTAL	\$2,617,091

Florida International University
Board of Trustees Financial Summary
Challenge Grants

**MAJOR GIFTS TRUST FUND
2006-2007
AS OF 5/10/2006**

<u>ENDOWMENT</u>	<u>ALLOCATION MATCH</u>
BLUE CROSS BLUE SHIELD NURSING SCHOLARSHIP ENDOWMENT	\$50,000
C. V. STARR SCHOLARSHIP PROGRAM ENDOWMENT	\$125,000
PINO GLOBAL ENTREPRENEURSHIP CENTER ENDOWMENT	\$200,000
WARE FOUNDATION RESEARCH ENDOWMENT	\$50,000
BARNES & NOBLE CREATIVE WRITING ENDOWMENT	\$50,000
JEAN M. HIBBARD MEMORIAL ENDOW/DISTINGUISHED SPEAKERS ENVIRON. STUDIES	\$50,000
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,681
N. DADE MED. FOUND. NURSING SCHOLARSHIP ENDOW./ADVANCED NURSING LAB. ENDOW.	\$937,500
RITA AND DAVID PERLMAN FAMILY FACULTY GRANTS ENDOWMENT	\$50,524
MARRIOTT SCHOLARS ENDOWMENT	\$50,000
THE C.A.M.P. 4 JUSTICE FOUNDATION HUMAN RIGHTS SCHOLARSHIP	\$50,000
PAUL L. CEJAS EMINENT SCHOLARS CHAIR/PAUL L. CEJAS ARCHITECTURE ENDOWMENT	\$750,004
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,882
ROBERT R. BELLAMY MEMORIAL SCHOLARSHIP FUND	\$102,500
TOTAL	<hr/> \$2,617,091

Florida International University
Board of Trustees Financial Summary
Challenge Grants

DIVISION OF COLLEGES AND UNIVERSITIES

**ALEC P. COURTELIS FACILITY ENHANCEMENT CHALLENGE GRANT PROGRAM LIST
FOR 2006-2007 FIXED CAPITAL OUTLAY LEGISLATIVE BUDGET REQUEST**

<u>Project</u>	<u>Matching Grant Amount</u>
Frost Art Museum	\$1,271,157
College of Law	\$260,054
Graduate School of Business Phase	\$2,013,998
	<hr/>
TOTAL	\$3,545,209

Florida International University
Board of Trustees Financial Summary
CIF

**State University System of Florida
2006-2007 Capital Improvement Fee Trust Fund Project List by University and Project**

<u>Project</u>	<u>Amount</u>
BLUE CROSS BLUE SHIELD NURSING SCHOLARSHIP ENDOWMENT	\$50,000
C. V. STARR SCHOLARSHIP PROGRAM ENDOWMENT	\$125,000
PINO GLOBAL ENTREPRENEURSHIP CENTER ENDOWMENT	\$200,000
WARE FOUNDATION RESEARCH ENDOWMENT	\$50,000
BARNES & NOBLE CREATIVE WRITING ENDOWMENT	\$50,000
JEAN M. HIBBARD MEMORIAL ENDOW/DISTINGUISHED SPEAKERS ENVIRON. STUDIES	\$50,000
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,681
N. DADE MED. FOUND. NURSING SCHOLARSHIP ENDOW./ADVANCED NURSING LAB. ENDOW	\$937,500
RITA AND DAVID PERLMAN FAMILY FACULTY GRANTS ENDOWMENT	\$50,524
MARRIOTT SCHOLARS ENDOWMENT	\$50,000
THE C.A.M.P. 4 JUSTICE FOUNDATION HUMAN RIGHTS SCHOLARSHIP	\$50,000
PAUL L. CEJAS EMINENT SCHOLARS CHAIR/PAUL L. CEJAS ARCHITECTURE ENDOWMENT	\$750,004
MANUEL AND MERCEDES MOSTEIRO ENDOWMENT FUND	\$75,882
ROBERT R. BELLAMY MEMORIAL SCHOLARSHIP FUND	\$102,500
TOTAL	\$2,617,091

FLORIDA INTERNATIONAL UNIVERSITY
Line-Item Definitions for Auxiliary, Sponsored Research and Local Funds

REVENUES:

Auxiliary revenues represent operating inflows generated by the provision of products and/or services to the University community. Auxiliary Enterprise Operations are self-sufficient and rely on the generation of these revenues for their ongoing existence.

Sponsored Research receives its revenue/funding through the acquisition of Federal, State and Local grants.

Student Activities (SGA) and Intercollegiate Athletics receive their funding through the assessment of a student credit hour fee as well as gate admission for general and sports events.

Financial Aid revenues originate from scholarship programs such as Pell Grants, Bright Futures that are passed on to qualifying students. Additionally, Financial Aid loans are funded by financial institutions which are passed on to qualifying students.

Concessions funding originates from commissions on vending machine sales across the University.

EXPENDITURES:

Salaries & Benefits – The expenditure category from which State employees are paid. Expenditures in this category typically include salary rate (actual salary) plus the costs of benefits (retirement, social security, health insurance and life insurance).

OPS – This category represents “Other Personnel Services” typically representing the costs of temporary employment positions such as student assistants, graduate assistants, and faculty adjuncts. Note, in the SAMAS environment, consultant expenditures were booked as professional agreements under OPS. However, beginning in the 2004-05 fiscal year under PeopleSoft financials, consultants will be booked as an Expense category expenditure.

Expense – Expenditures in this category represent a wide range of cost activities such as phone service, utilities, supplies and photocopying. Generally, expenditures under \$1,000 per item are classified in the expense category. As noted above, consultant related expenditures will be booked to expense as well as overhead charges which under SAMAS were previously recorded as a Transfer-Out.

OCO – This operating category is where capital expenditures greater than \$1,000 per individual item and/or items with a useful life greater than one year are recorded.

Items classified as OCO are also recorded as assets on the University balance sheet.

Risk Management Insurance – This special category is used to record the cost of insurance such as property and casualty insurance premiums.

Debt Service – This special category is where installment payments/lump sum payments are recorded when servicing an amortized loan/note.

TRANSFERS:

Net Transfers – This line-item represents the combination of transfers-in and transfers-out. Note, a net positive transfer represents a decrease to the activity since all outflows are noted as positives. A net positive transfer occurs when transfers-out are greater than transfers-in. A net negative transfer represents a credit that results from transfers-in being greater than transfers-out. This scenario will reduce the total outflow exposure to the operation.

FUND BALANCE:

Fund Balance – This line item represents the activities cumulative asset position which includes cash, notes receivable, etc. The cash position of all activities is dependent on net income, which will either add to the bottom line if positive or decrease if the activity reports an operational loss. Additionally, the fund balance is broken down between reserve items and operating cash in order to depict the true working capital position of an activity. The cash balances in the Auxiliary Trust Fund that are not needed for immediate operations are invested with the State Treasury. The interest income generated from cash management services are reinvested into the auxiliary trust fund. The fund balance in the Financial Aid Loan Fund represents loan activity between third party lenders and students which is administered by the Office of Financial Aid.

Reserve Items – The amounts listed as reserve items represent projects earmarked for future expenditure. Reserves typically consist of capital non-recurring items such as new construction set-off, new equipment purchases, remodeling and a reserve for capital renewal fund. The latter is mandated as a compliance rule for the Parking and Housing activity bond issues. Compliance for the two aforementioned activities requires that 3% of pledged revenues be set-aside as reserves on a yearly basis in addition to prior years reserves.

Operating Cash – This is the amount of cash available for discretionary day-to-day spending that has not been earmarked for a specific purpose. A strong operating cash position is encouraged since this provides a cushion in the event of an unexpected downturn as well as a source of funds that can be used to pursue new growth opportunities.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: UNIVERSITY TUITION FEES REGULATION FIU-1101 – AMENDMENT

PROPOSED BOARD ACTION:

ADOPT THE FOLLOWING RESOLUTION:

WHEREAS, the Florida International University Board of Trustees (“BOT”) is authorized to set tuition and fees for the University within the limits provided by law;

WHEREAS, the Legislature has provided the BOT with authority to set 2006-2007 Academic Year tuition and fees for graduate, graduate professional, and nonresident students (at any level of instruction);

WHEREAS, subject to approval by the Governor of the legislation providing the BOT with tuition and fee authority, the BOT desires to exercise its authority as reflected in the amendments to the Tuition Fees Schedule Regulation FIU-1101 attached hereto as Exhibit “G”;

THEREFORE, BE IT RESOLVED THAT, the BOT approves the 2006-2007 Academic Year tuition and fees increases reflected in the amendments to the Tuition Fees Schedule Regulation FIU-1101 attached hereto as Exhibit “G”;

BE IT FURTHER RESOLVED THAT, the BOT delegates authority to the University President to forward the Regulation to the Board of Governors for approval and to approve any subsequent amendments that are based on comments to the Regulation received from the Board of Governors;

AND BE IT FURTHER RESOLVED, that the President report to the BOT at its next regularly scheduled meeting on any substantive change requested or made to the Regulation as a result of comments received by the Board of Governors.

BACKGROUND INFORMATION:

A. LEGAL AUTHORITY:

FLORIDA BOARD OF GOVERNOR RESOLUTION ADOPTED JANUARY 7, 2003 AND Section 1001.74(11), Florida Statutes (2005), Powers and duties of university boards of trustees, provides:

(11) Each board of trustees shall establish fees pursuant to ss. 1009.24 and 1009.26.

General Appropriations Act for Fiscal Year 2006-2007, Conference Report on House Bill 5001, provides in part:

The maximum resident undergraduate tuition per credit hour is hereby established for the 2006-2007 fiscal year as follows:

	2006-2007 Fall/Spring Terms
Lower Level Course Work	\$73.71
Upper Level Course Work	\$73.71

Except as otherwise provided by law, each board of trustees shall set university tuition and fees for graduate, graduate professional, and nonresident students. The annual percentage increase in tuition and fees established by each board of trustees pursuant to this paragraph for students enrolled prior to the fall of 2006 shall not exceed five percent. The annual percentage increase in tuition and fees established by each board of trustees pursuant to this paragraph for students enrolled after the fall of 2006 shall not exceed ten percent. Tuition and out of state fees for nonresident students may not be lower than the rates in effect for the 2005-2006 fiscal year.

B. EXPLANATION FOR PROPOSED BOARD ACTION:

The Tuition Fees Regulation FIU-1101 is being amended to reflect the increases in tuition fees for the 2006-07 Academic Year of the University that have been authorized by the Legislature. Specifically, the BOT is authorizing:

- An increase in undergraduate Resident tuition (formerly known as “Matriculation”) from \$71.57 to \$73.71 per credit hour
- An increase in graduate Resident tuition from \$201.55 to \$240.52 per credit hour
- An increase in law school Resident tuition fee from \$229.07 to \$240.52 per credit hour

In addition, the BOT is increasing the Student Financial Aid Fees because Student Financial Aid Fees are 5% of the Resident and Out-of-State fees; increasing the Health Fee (as previously approved by the BOT on March 21, 2006); increasing the Transportation Access Fee; and increasing the fee charged to students enrolling in the same undergraduate course more than twice to \$161.70.

Finally, the Legislature has authorized the BOT to increase the tuition and fees for students enrolled after the fall of 2006 by no more than ten percent. Therefore, newly enrolled graduate students will pay an additional Resident Fee of \$10.08 per credit hour and an additional Financial Aid Fee of \$0.50 per credit hour; and newly enrolled law students will pay an additional Resident Fee of \$11.45 per credit hour and an additional Financial Aid Fee of \$0.57 per credit hour.

If the BOT approves the Regulation amendments, the University will take the following steps which are required by state law:

1. Forward the approved Regulation to the Board of Governors for approval;
2. Consider any requests for changes received from the Board of Governors.

Therefore, it is further recommended in order to complete the regulation adoption process without delay that the BOT delegate to the President authority to consider any Board of Governors' requests for changes and to file the regulation with such requested changes.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT "G": TUITION FEES SCHEDULE, FIU-1101

FACILITATOR/PRESENTER:

- MIRIAM LOPEZ

**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FLORIDA BOARD OF GOVERNORS**

FIU-1101 Tuition Fees Schedule

(1) Tuition shall be defined as ~~fees assessed to students for enrollment in credit courses at the~~
~~basic fee charged to a student for instruction provided by~~ the Florida International University. Tuition
consists of the following fees: ~~depending on whether a student is a resident or a non-resident:~~

~~(a) Resident tuition, comprised of the following, shall be defined as the fees charged an enrolled
student who qualifies as a Florida resident as defined in Rule 6A-10.044, F.A.C.:~~

1. ~~Matriculation Resident~~ Fee;
2. Student Financial Aid Fee;
3. Capital Improvement Trust Fund Fee;
4. Building Fee;
5. Health Fee;
6. Athletic Fee; and
7. Activity and Service Fee.

~~(b) In addition to the fees set forth in 1.-7. above, a non- Florida student, as defined in the Florida
Board of Governors' Resolution, will pay the Out-of-State Fee and the Non-Resident Student Financial Aid
Fee. Non-Resident tuition, comprised of the following, shall be defined as the fees charged an enrolled
student who does not qualify as a Florida resident as defined in Rule 6A-10.044, F.A.C.:~~

- ~~1. Matriculation Fee;~~
- ~~2. Non-Resident Fee;~~
- ~~3. Student Financial Aid Fee;~~
- ~~4. Non-Resident Student Financial Aid Fee;~~
- ~~5. Capital Improvement Trust Fund Fee;~~

Exhibit "G"

~~6. Building Fee;~~

~~7. Health Fee;~~

~~8. Athletic Fee; and~~

~~9. Activity and Service Fee.~~

(2) Registration shall be defined as consisting of two components:

(a) Formal enrollment in one or more credit courses approved and scheduled by the University;

and,

(b) Tuition payment, or other appropriate arrangements for tuition payment (installment payment, deferment, or third party billing) for the courses in which the student is enrolled ~~as of the end of the drop/add period.~~

(3) A student is liable for tuition associated with all courses for which the student is registered ~~at the end of the drop/add period.~~ The fee payment deadline shall be as determined by the University.

(4) The following tuition shall be levied and collected on a per credit hour basis, effective the fall semester indicated for each student regularly enrolled, unless provided otherwise in this chapter.

FALL 200~~6~~5

Fee	<i>Undergraduate</i>		<i>Graduate</i>		<i>Law</i>	
	<i>Resident</i>	<i>Non-Resident</i>	<i>Resident</i>	<i>Non-Resident</i>	<i>Resident</i>	<i>Non-Resident</i>
Matriculation						
Resident	\$71.57 73.71	\$71.57 73.71	\$201.55 211.63	\$201.55 211.63	\$229.07 240.52	\$229.07 240.52
Non-Resident						
Out-of-State		\$393.62		\$600.35 480.07		\$437.60
Athletic	\$11.66	\$11.66	\$11.66	\$11.66	\$11.66	\$11.66
Activity and Service	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52	\$10.52
Student Financial Aid	\$3.57 3.68	\$3.57 3.68	\$10.07 10.58	\$10.07 10.58	\$11.45 12.02	\$11.45 12.02
Non-Resident Financial Aid		\$19.68		\$30.01 24.00		\$21.88

Exhibit "G"

Capital Improvement Trust Fund	\$2.44	\$2.44	\$2.44	\$2.44	\$2.44	\$2.44
Building	\$2.32	\$2.32	\$2.32	\$2.32	\$2.32	\$2.32

(5) ~~In addition (a) For those new students enrolled in a graduate classes in the Fall 2006, or thereafter, in addition~~ to the tuition and fees set forth in paragraph (4) above, the University shall levy and collect an additional ~~Resident, matriculation fee~~ of ~~\$28.79-10.08~~ per credit hour ~~for graduate students and an additional Student Financial Aid Fee of \$0.50 per credit hour, enrolled in the School of Architecture effective Fall 2005.~~ The additional fees authorized by this paragraph (5)(a) shall not apply to ~~a~~ graduate students who ~~were was~~ enrolled in a graduate program ~~in the School of Architecture~~ prior to Fall ~~2005-2006~~, ~~and such student's enrollment has not lapsed in four terms and before~~ re-enrolling in the same graduate program.

(b) For those new students enrolled in the law school in the Fall 2006, or thereafter, in addition to the tuition and fees set forth in paragraph (4) above, the University shall levy and collect an additional Resident Fee of \$11.45 per credit hour and an additional Student Financial Aid Fee of \$0.57 per credit hour. The additional fees authorized by this paragraph (5)(b) shall not apply to a law school student who was enrolled in law school prior to Fall 2006, and such student's enrollment has not lapsed for four terms before re-enroll in the same program.

(6) Effective the Fall 2005 term, during any semester in which a graduate nonresident student has been appointed as a Graduate Assistant for at least .25 FTE, the ~~Non-Resident Out-of-State~~ Fee for the student shall be \$0.00 per credit hour.

~~(7) Effective the Spring 2006 term, the graduate Non-Resident Fee shall be \$480.07 per credit hour and the graduate Non-Resident Financial Aid Fee shall be \$24.00 per credit hour.~~

(8) The following fees shall be levied and collected on a per semester basis, effective the fall semester indicated for each student regularly enrolled, unless provided otherwise in this chapter.

FALL ~~2005-2006~~

Fee	<i>Undergraduate</i>		<i>Graduate</i>		<i>Law</i>	
	<i>Resident</i>	<i>Non-Resident</i>	<i>Resident</i>	<i>Non-Resident</i>	<i>Resident</i>	<i>Non-Resident</i>
Health	\$54.00 67.20	\$54.00 67.20	\$54.00 67.20	\$54.00 67.20	\$54.00 67.20	\$54.00 67.20
Inter-collegiate Athletics	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00	\$10.00
Transportation Access	\$58.00 61.00	\$58.00 61.00	\$58.00 61.00	\$58.00 61.00	\$58.00 61.00	\$58.00 61.00

The Transportation Access Fee does not include the State sales tax, and is ~~also \$58.00~~55.00 (plus the State sales tax) for any Summer semester.

Exhibit "G"

(98) Effective the Fall Semester ~~2005~~2006, each student enrolled in the same undergraduate course more than twice shall be assessed an additional \$~~170.22~~ _____ per credit hour for each such course in addition to the fees set forth above.

Authority: Resolution of the Florida Board of Governors dated January 7, 2003; ~~2005-06~~2006-07 ~~Conference~~
~~Committee Report on SB-2600~~General Appropriations Act, Section 164.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: LEGISLATIVE BUDGET REQUEST 2007-2008

PROPOSED BOARD ACTION:

ADOPT THE FOLLOWING RESOLUTION:

WHEREAS, the Florida Board of Governors (“the BOG”) has the power to operate, regulate, control and be fully responsible for the management of the whole university system (Section 7, Article IX, Florida Constitution); and

WHEREAS, included within this responsibility is the development of an annual, system-wide Legislative Budget Request; and

WHEREAS, Section 1001.74(12), Florida Statutes, requires the universities’ Boards of Trustees (“BOT”) to submit an institutional budget request based on the guidelines established by the BOG; and

WHEREAS, Section 216.023(1), Florida Statutes, requires the submission of a legislative budget request to the legislature and governor based on an independent judgment of needs;

THEREFORE, BE IT RESOLVED that the BOT hereby approves the Florida International University 2007-2008 Legislative Budget Request, attached to this resolution as Exhibit “H,” and

BE IT FURTHER RESOLVED that the BOT authorizes the University Administration to amend the Legislative Budget Request to adjust to changing circumstances and,

BE IT FURTHER RESOLVED that the BOT authorizes the University Administration to take all actions necessary to implement this Resolution.

BACKGROUND INFORMATION:

A: AUTHORITY:

Section 7.(d), Article IX, Florida Constitution, State University System, states in relevant part:

(d) The board of governors shall... operate, regulate, control, and be fully responsible for the management of the whole university system.

Section 1001.74(12), Florida Statutes, Powers and duties of university boards of trustees, states in relevant part:

(12) Each board of trustees shall submit an institutional budget request, including a request for fixed capital outlay, and an operating budget to the State Board of Education for approval in accordance with guidelines established by the state Board of Education.

Section 216.023(1), Florida Statutes, Legislative budget requests to be furnished to Legislature by agencies, states in relevant part:

(1) The head of each state agency... shall submit a final legislative budget request to the Legislature and to the Governor, as chief budget officer of the state, in the form and manner prescribed in the budget instructions and at such time as specified by the executive Office of the Governor, based on the agency's independent judgment of its needs. However, a state agency may not submit its complete legislative budget request, including all supporting forms and schedules required by this chapter, later than October 15 of each year unless an alternative date is agreed to be in the best interest of the state by the Governor and the chairs of the legislative appropriations committees.

B: EXPLANATION OF PROPOSED BOARD ACTION:

The 2007-2008 LBR shall be need-based and will provide flexibility for the Board of Governors (BOG) and universities' Boards of Trustees to jointly manage the System to meet the critical needs of the state, achieve the statewide goals and objectives of the State University System (SUS) Strategic Plan, address specific institutional issues, and demonstrate accountability/ justification. The following goals and objectives of the SUS Strategic Plan will be addressed in the request:

1. Access to and production of degrees.
2. Meeting statewide professional and workforce needs.
3. Building world-class academic programs and research capacity.
4. Meeting community needs and fulfilling unique institutional missions.

To assure an equitable LBR, each university will receive a sum to distribute among the specific issues that each UBOT wants to include in the LBR for community needs, institutional mission or other Strategic Plan goals and objectives. Issues developed and approved must be no more than 8% of the University's 2006-2007 recurring state funding. Based on the 2006-07 recurring state appropriation for the Educational and General budget, the target for Florida International University has been set at: \$16.7 million.

FIU ensured that the Legislative Budget Request issues address the SUS Strategic Plan and are aligned with the University's Strategic Plan. We seek targeting funding to:

1. Start creating the FIU School of Medicine.
2. Advance our health initiative aimed at addressing local health needs, specifically nursing and public health.
3. Implement the Hurricane Risk Assessment and Engineering Research Initiative.
4. Improve IT security and student access to technology.

The BOT is asked to approve the FIU 2007-08 Legislative Budget Request in the amount of \$16.7 million to fund the planning phase of FIU's School of Medicine and to implement the other initiatives.

The proposed LBR will be submitted to the BOG for approval at their meeting on August 10, 2006.

EXHIBITS/SUPPORTING DOCUMENTS:

- EXHIBIT "H": FLORIDA INTERNATIONAL UNIVERSITY 2007-2008 LEGISLATIVE OPERATING BUDGET ISSUE

FACILITATOR/PRESENTER:

- MIRIAM LOPEZ

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Exhibit “H”

**FLORIDA INTERNATIONAL UNIVERSITY
2007-08 Legislative Operating Budget Issue**

Priority Number 1

MEDICAL SCHOOL FUNDING - PLANNING YEAR 1

Budget Request for 2007-08: \$6.0 million

The Board of Governors adopted a resolution on March 23rd, 2006 approving Florida International University’s request for a Medical School. The FIU School of Medicine will provide South Florida students greater access to medical education, elevate the quality of medical care available in the region, and foster economic development by attracting research funding into the community, creating additional jobs, and attracting industries.

Funds will be used to recruit faculty, develop infrastructure, purchase equipment and expand library resources.

Priority Number 2

HEALTH INITIATIVE

Budget Request for 2007-08: \$4.0 million

The University intends to continue the development of unique opportunities for academic programs and research to serve the South Florida community by promoting the training of minority students in science and engineering.

Funding for this health initiative will allow FIU to address local health needs, specifically in nursing, public health and other life sciences.

Funds will be necessary for faculty, support staff, mentor and graduate fellowships, and to equip the laboratories to significantly expand FIU’s ability to prepare students for research careers and employment opportunities in the State’s critical areas of Public Health and Biomedical Sciences.

FIU and the School of Nursing have a strong track record in producing minority nurses to meet the health care needs of an increasingly diverse state and nation. Additional faculty, classrooms, and lab equipment will be necessary for continuation and expansion of the Nursing Anesthesia Program.

Exhibit "H"

Priority Number 3

HURRICANE RISK ASSESSMENT AND ENGINEERING RESEARCH

Budget Request for 2007-08:

\$3.5 million

The U.S. will continue to lose an average of \$5 billion to tropical cyclone impacts and an additional \$1.3 billion to other extreme wind events. The majority of these natural disasters are predicted to affect Florida.

Currently, it is impossible to simulate the resistance and performance of actual building materials used in residential construction at any size other than full-scale. The International Hurricane Research Center (IHRC) is developing a new testing apparatus, the Wall of Wind, to reproduce the actual dynamics of wind and rain impinging on a low-rise structure at full scale. No such facility like the Wall of Wind exists in the world today, representing the first major initiative to operate a full-scale test facility dedicated to wind damage mitigation.

There is a tremendous need to provide educated professionals that can meet the challenges currently being faced by the insurance industry, as it is relatively unsophisticated data-based decision and policy making to react. FIU requests funding to initiate a degree program in insurance. This program would produce graduates who understand the effects of risk and uncertainty and are equipped with the necessary tools for analyzing and developing methods of meeting this risk. Additionally, a rigorous program of research is needed to develop databases, new models, and new techniques for risk assessment and mitigation.

Priority Number 4

STUDENT IT INFRASTRUCTURE: ACCESS AND SECURITY

Budget Request for 2007-08:

\$3.2 million

As the custodian of significant confidential and proprietary information including students' personal data, FIU must implement appropriate protective measures. Additionally, FIU needs to ensure that basic technology is available to educate students.

In order to fulfill FIU's mission of "imparting knowledge through excellent teaching, promoting public service, discovering new knowledge, solving problems through research, and fostering creativity", it is imperative to improve our IT security and student access technology. Currently, only 40% of FIU's inventory of classrooms has installed data/video projectors with 60% of classrooms having substandard or no media equipment at all. This excludes the increasing requirement to provide a wireless environment in the classrooms and throughout campus. This initiative would help FIU install the minimum requirements that grant students greater access to an education and improved academic quality.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: UNIVERSITY PRESIDENT'S EMPLOYMENT AGREEMENT

EXHIBITS/SUPPORTING DOCUMENTS: ■ NONE

FACILITATOR/PRESENTER: ■ ALBERT DOTSON

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

13 JUNE 2006

SUBJECT: COMMITTEE REPORTS

PROPOSED COMMITTEE ACTION:

None. Discussion Items.

- FINANCE AND AUDIT COMMITTEE REPORT
VICE CHAIR MIRIAM LOPEZ
- GOVERNMENTAL RELATIONS COMMITTEE REPORT
CHAIR MIRIAM LOPEZ
- ACADEMIC POLICY AND STUDENT AFFAIRS COMMITTEE REPORT
CHAIR HERBERT WERTHEIM
- ADMINISTRATION AND ATHLETICS COMMITTEE REPORT
CHAIR ALBERT DOTSON

EXHIBITS/SUPPORTING DOCUMENTS:

- None

FACILITATOR/PRESENTER:

- MIRIAM LOPEZ
- HERBERT WERTHEIM
- ALBERT DOTSON