

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

TUESDAY, 21 MARCH 2006  
8:00 A.M.

FLORIDA INTERNATIONAL UNIVERSITY  
GRAHAM CENTER BALLROOMS  
UNIVERSITY PARK CAMPUS  
MIAMI, FL

**MEMBERSHIP**

ALBERT DOTSON, *CHAIR*  
PATRICIA FROST, *VICE CHAIR*  
CLAUDIA PUIG  
BETSY ATKINS  
ALEX PRADO  
*FIU FOUNDATION BOARD OF DIRECTORS ADVISOR*  
CARLOS MIGOYA

**AGENDA**

- |  |                                     |
|--|-------------------------------------|
| <b>I. CALL TO ORDER</b>  | <b>ALBERT DOTSON</b>                |
| <b>II. APPROVAL OF MINUTES</b>                                     | <b>ALBERT DOTSON</b>                |
| <b>III. CHAIR'S REMARKS</b>  | <b>ALBERT DOTSON</b>                |
| <b>IV. ITEMS FOR COMMITTEE ACTION</b>                              |                                     |
| <b>1. UNIVERSITY PRESIDENT'S ANNUAL PERFORMANCE REVIEW PROCESS</b> | <b>ALBERT DOTSON</b>                |
| <b>2. EDUCATIONAL PLANT SURVEY RECOMMENDATIONS</b>                 | <b>MARCOS PEREZ</b>                 |
| <b>REPORTS (NO ACTION REQUIRED)</b>                                |                                     |
| <b>3. HUMAN RESOURCES UPDATE</b>                                   | <b>VIVIAN SANCHEZ</b>               |
| <b>4. ATHLETICS UPDATE</b>   | <b>MARCOS PEREZ/<br/>RICK MELLO</b> |
| ▪ <b>FOOTBALL STADIUM RETROFITTING UPDATE</b>                      |                                     |
| ▪ <b>FIU ATHLETIC ASSOCIATION UPDATE</b>                           |                                     |
| <b>V. OTHER BUSINESS (IF ANY)</b>                                  | <b>ALBERT DOTSON</b>                |
| <b>VI. ADJOURNMENT</b>   | <b>ALBERT DOTSON</b>                |

NEXT ADMINISTRATION & ATHLETICS COMMITTEE MEETING  
IS SCHEDULED FOR JUNE 27, 2006



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

21 MARCH 2006

**SUBJECT: ADMINISTRATION AND ATHLETICS COMMITTEE MEETING MINUTES, 22  
NOVEMBER 2005**

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**PROPOSED COMMITTEE ACTION:**

Adopt the following Resolution:

RESOLVED that the minutes of the meeting of the Florida International University Board of Trustees' Administration and Athletics Committee held on 22 November 2005, attached to this Resolution as Exhibit "A," are hereby approved.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- EXHIBIT "A": 22 NOVEMBER 2005 ADMINISTRATION AND ATHLETICS COMMITTEE MEETING MINUTES.

**FACILITATOR/PRESENTER:**

- CHAIRMAN ALBERT DOTSON



Exhibit "A"

**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES**



**ADMINISTRATION AND ATHLETICS COMMITTEE  
MINUTES  
TUESDAY, 22 NOVEMBER 2005**

**I. CALL TO ORDER**

The Florida International University Board of Trustees' Administration and Athletics Committee meeting was called to order by Chairman Albert Dotson on Tuesday, 22 November 2005, at 8:17 am, at University Park, Graham Center Ballrooms, Miami, Florida.

The following Committee attendance was recorded:

***Present:***

Albert Dotson, *Chairperson*  
Claudia Puig  
Alex Prado

***Excused:***

Betsy Atkins  
Patricia Frost

Trustees Kirk Landon and Bruce Hauptli were also in attendance.

**II. APPROVAL OF MINUTES**

Committee Chair Albert Dotson asked if there were any additions or corrections to the minutes of the 6 September 2005, Administration and Athletics Committee meeting. Hearing none, the Committee adopted the following:

RESOLVED that the minutes of the 6 September, 2005 meeting of the Administration and Athletics Committee held on, attached to this Resolution as Exhibit "A," are hereby approved.

### **III. CHAIRMAN'S REMARKS**

Committee Chair Dotson congratulated University Provost Mark Rosenberg on being named Chancellor of the State University System. Chairman Dotson commended Provost Rosenberg on his many accomplishments as Provost and thanked him for his thirty years of dedicated service and commitment to Florida International University and the South Florida community. The Chairman also welcomed acting Provost Ronald Berkman.

Committee Chair Dotson noted the impact of Hurricanes Katrina and Wilma on the University. He reported that as a result of excellent planning efforts, the University positioned a team to address the hurricane aftermath and as a result the campuses were fully operational within few days after each occurrence. Committee Chair Dotson commended the Emergency Management Team on their Herculean effort. He also noted that classes for the fall 2005 semester were extended for one (1) week to make up for lost time.

Committee Chair Dotson noted the good performance of the football program after moving to Division I-A and added that the University's football team was set to compete against the University of Miami in the 2006 and 2007 seasons. Committee Chair Dotson congratulated Athletic Director Rick Mello on his efforts with recruiting and scheduling. He also congratulated Athletic Director Mello and the University football team on their victory over Western Kentucky on 19 November 2005.

#### **Human Resources and Labor Report**

University CFO and Vice President of Human Resources Vivian Sanchez reported that the University implemented Hurricane Emergency Assistance Loans in order to offer financial support to University employees during the hurricane aftermath. She noted the terms of the loans, that the loans were well-received by University employees, and that the University had approved seventy-nine (79) loans to date.

Vice President Sanchez reported that the PeopleSoft Human Resources module implementation was still pending and options for implementation during 2006 were being considered, including outsourcing.

Vice President Sanchez reported that the three (3) month period to negotiate with the faculty (UFF) stipulated by the Board concluded on October 24, 2005. She noted that UFF, citing the disruptions of Hurricanes Katrina and Wilma, had requested an extension to finalize the union negotiations. VP Sanchez reported that negotiations were still underway with the Nurses Union (SEIU).

#### **Athletics Association of the FIU Foundation**

Vice President Marcos Perez reported on the establishment of an Athletic Association to facilitate promotion and fundraising for I-A football. The Athletic Association would be under the Foundation Board of Directors Athletics Committee.

The Florida International University  
Board of Trustees  
Administration and Compensation Committee  
Minutes  
22 November 2005  
Page 3

### **Athletics Facilities Update**

Vice President Perez reported that because of the University's transition to Division I-A it was now necessary to expand the football stadium. He reported that the projected cost for the retrofitting of the football stadium would be \$25 Million and that the project would be funded through non E&G funds. Trustee Landon suggested the University consider ways the retrofitted stadium could be utilized in the off-season by University and community entities.

### **VI. OTHER BUSINESS**

Chairman Dotson thanked everyone present for their participation in the meeting. He also extended best wishes to the University's departing Provost, Mark Rosenberg.

### **ADJOURNMENT**

With no other business, the meeting of the Florida International University Board of Trustees' Administration and Athletics Committee was adjourned on Tuesday, 22 November 2005, at 8:55 am.

### **Trustee Requests**

*There were no Trustee requests.*

*Attachments: Exhibits "A".*

MEB/meb  
12.6.05





**THE FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES**

21 MARCH 2006

**SUBJECT: UNIVERSITY PRESIDENT'S ANNUAL REVIEW PROCESS**

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**PROPOSED BOARD ACTION:**

Adopt the following Resolution:

RESOLVED that the Florida International University Board of Trustees hereby adopts the University President's Performance Evaluation Process for the 2005 - 2006 fiscal year, attached to this Resolution as "Exhibit B."

**BACKGROUND INFORMATION:**

**STATUTORY AUTHORITY:**

**Section 1001.74 (22) Florida Statutes (2003)**, provides in part that each university board of trustees shall conduct an annual evaluation of the University President in accordance with rules of the Board of Governors and submit such evaluations to the Board of Governors for review. .

**Explanation of Committee Action:**

The Committee is asked to recommend a process for conducting the University president's annual performance evaluation for the 2005-2006 fiscal year.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- EXHIBIT "B" –2006 UNIVERSITY PRESIDENT'S ANNUAL REVIEW PROCESS TIMETABLE and ILLUSTRATIVE (SURVEY) QUESTIONS:



Exhibit “B” PROPOSED TIMETABLE & ILLUSTRATIVE (SURVEY) QUESTIONS

<b>Administration and Athletics Committee                      2006 Process Timetable for President’s Annual Management                      Review and Compensation</b>	
Date	Action
<b>February</b>	
<i>March 21</i>	<b>Committee Meets</b> – Discussion/review 2005 evaluation process. Recommend 2006 Evaluation Process to Board.
<b>March</b>	
<i>March 21</i>	<b>Full Board Meeting</b> – Request Board adopt 2006 Evaluation Process.
<b>June</b>	
<i>June 27</i>	<b>Committee Meets</b> – Review and discuss consulting firm to conduct President’s annual performance evaluation .
<b>June</b>	
<i>June 27</i>	<b>Full Board Meeting</b> – Request Board adoption of contract for consulting firm.
<i>Upon Adoption by Board</i>	Committee chair will contract consultant
<b>August</b>	
<i>August 1</i>	President submits written management self-review to committee chair for Committee review; includes goals and priorities for new fiscal year; subsequent distribution of documents to Trustees.
	Consultant conducts survey of Trustees using the Illustrative Survey Questions (Attached)
<b>September</b>	
<i>September 5</i>	Consultant completes report and submits to Committee chair. Week following: Chair meets with President to discuss results.
<i>September 29</i>	<b>Committee Meets</b> – Review and discuss President’s management review report for submission to full Board; President presents the annual 2005-2006 report and goals for 2006-2007.
<i>September 29</i>	<b>Full Board Meeting</b> – <ul style="list-style-type: none"> <li>• Committee Chair presents report on President’s management review recommendations as prepared by the Committee for Board approval</li> <li>• Board reviews and discusses Committee management review /compensation rating recommendations</li> <li>• Board considers and adopts review rating.</li> <li>• Board adopts recommended goals for current fiscal year</li> </ul>
<b>October</b>	
<i>Week of October 2</i>	Committee Chair provides the President with Committee feedback if any.
<i>Week of October 23</i>	File President’s management review with Board of Governors.
<b>December</b>	
<i>December 5</i>	<b>Committee Meets</b> – Recommends adjustments to President’s contract and salary (if any).
<i>December 5</i>	<b>Full Board Meeting</b> - Considers adjustments to President’s contract and salary (if any).

## Illustrative (Survey) Questions: The Presidency and Management

### **1. Institutional Agenda**

Reflecting on the president's period of service, how has the institution progressed during this time? What can you point to that indicates the institution's health and standing have been strengthened by virtue of specific institutional goals and priorities having been met? Are any major institutional priorities being neglected?

**1 lowest                      2                      3                      4                      5 highest**

### **2. Academic Leadership**

How has the institution's general academic standing advanced since the incumbent began the presidency? What specific improvements in the quality of the institution's academic programs can be largely attributed to the president's leadership? What other achievements are particularly noteworthy with regard to the president's leadership with the faculty in academic planning and innovation? In enrollment management and admissions?

**1 lowest                      2                      3                      4                      5 highest**

### **3. General Management and Planning**

What can you point to as laudable achievements in the institution's infrastructure, staffing, and information systems? Has the president formed a competent, motivated, and respected management team? Are you aware of improvements in personnel and physical-plant management? How would you describe the way institutional planning is conducted?

**1 lowest                      2                      3                      4                      5 highest**

### **4. Fiscal Management and Budgeting**

How well does the president understand the institution's financial condition? Has he or she helped the larger community understand it? Has there been success in meeting budgets and containing costs? Reallocating resources? Adhering to good financial (operating and capital) management practices?

**1 lowest                      2                      3                      4                      5 highest**

### **5. Fund-Raising**

What successes illustrate the president's ability to raise private dollars from individuals, corporations, and foundations? Is it apparent that the governing board is supportive in its personal philanthropy and related activity? Are donations from alumni steady, increasing, or decreasing? For public institutions: How has the president contributed to the development and success of the institution's foundation? How effective is the president with the legislature, its key committees, and the governor?

**1 lowest                      2                      3                      4                      5 highest**

### **6. Internal Relationships**

With which of the following internal groups has the president been particularly effective and ineffective, and why: the governing board, academic and executive officers, staff, faculty, and students? What advice would you give the president concerning ineffective relationships, if any exist?

**1 lowest                      2                      3                      4                      5 highest**

### **7. External Relationships**

With which of the following external groups has the president been particularly effective and ineffective, and why: alumni, local business leaders, elected political leaders, and the media? What advice would you give the president concerning ineffective relationships, if any exist?

**1 lowest                      2                      3                      4                      5 highest**

### **8. Decision Making and Problem Solving**

Please describe the president's leadership style. To what extent does he or she delegate decisions when appropriate? How would you gauge the president's ability to cope in crisis situations? Can the president make difficult decisions in timely ways? Does the board encourage the president to demonstrate courageous leadership and to publicly support difficult decisions after they are made? Can you give some explicit examples?

**1 lowest                      2                      3                      4                      5 highest**

### **9. Other Perspectives**

Reflecting on the president's years of service, what major achievements or shortcomings come to mind? Is there evidence that the governing board and president are fully supportive of one another? What is the most important thing the president can do to strengthen his or her effectiveness? What is the most important thing the governing board can do to strengthen its effectiveness or the president's effectiveness? Any closing words?

**1 lowest                      2                      3                      4                      5 highest**

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

21 MARCH 2006

**SUBJECT: Educational Plant Survey Recommendations**

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**PROPOSED COMMITTEE ACTION:**

Recommend Board adoption of the following Resolution:

RESOLVED that the Florida International University Board of Trustees approve The Florida International University 2005-2006 Educational Plant Survey, as mandated by Florida Statutes (Section 1013.31, F.S., 2005) which is attached to this Resolution as Exhibit "C" and

FURTHER RESOLVED that upon approval of the Update, the University Administrator shall file the survey with the Commissioner of Education and the State Department of Education Office of Educational Facilities.

**BACKGROUND INFORMATION:**

**STATUTORY AUTHORITY:**

**Florida Statutes 1013.31(1), "Educational plant survey; localized need assessment; PECO project funding,--"** states in part,

- (1) At least every 5 years, each board shall arrange for an educational plant survey, to aid in formulating plans for housing the educational program and student population, faculty, administrators, staff, and auxiliary and ancillary services of the district or campus, including consideration of the local comprehensive plan. The Office of Workforce and Economic Development shall document the need for additional career and adult education programs and the continuation of existing programs before facility construction or renovation related to career or adult education may be include in the educational plant survey of a school district or community college that delivers career or adult education programs. Information used y the Office of Workforce and Economic Development to establish facility needs must include, but need not be limited to, labor market data, needs analysis, and information submitted by the school district or community college.

- (a) *Survey preparation and required data.* – Each survey shall be conducted by the board or an agency employed by the board. Surveys shall be reviewed and approved by the board, and a file copy shall be submitted to the Office of Educational Facilities and SMART Schools Clearinghouse within the Office of the Commissioner of Education.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- EXHIBIT “C” - LETTER TO CHANCELLOR ROSENBERG REGARDING FIU EDUCATIONAL PLANT SURVEY RECOMMENDATIONS; NEEDS ASSESMENT PORTION OF PLANT SURVEY FOR UNIVERSITY PARK AND BISCAYNE BAY CAMPUS

**FACILITATOR/PRESENTER:**

- MARCOS PEREZ



## Florida International University

Office of the President

February 17, 2006

Mark B. Rosenberg, Ph.D.  
Chancellor  
State University System of Florida  
Board of Governors  
325 West Gaines Street, Suite 1614  
Tallahassee, Florida 32399

Re: FIU Educational Plant Survey

Dear Mark:

The Needs Assessment portion of the Florida International University Educational Plant Survey was conducted on February 16-17, 2006. This letter reports the University understanding of the recommendations of the Survey Team.

**Site Improvements Recommendations:**

1.1 Landscaping/site improvements are continued for each campus consistent with its adopted Campus Master Plan.

1.2 Satellite Utilities Chiller Plant is recommended.

**Remodeling/Renovation/Addition Recommendations:**

2.1 All projects requiring renovations to space vacated in conjunction with construction of new facilities that require no significant changes in space categories are recommended.

**New Construction/Expansion Recommendations:**

3.1 International Hurricane Center is recommended

3.2 Public Safety is recommended.

3.3 Classroom/Office at BBC is recommended.

## Exhibit "C"

- 3.4 Theatre at BBC is recommended.
- 3.5 Honors College is recommended.
- 3.6 Graduate Classroom is recommended.
- 3.7 Science/Classroom Complex Phase I and II are recommended.
- 3.8 Graduate School of Business Phase II is recommended.
- 3.9 Humanities Center/Offices is recommended.
- 3.10 Construction Management Building at EC is recommended.
- 3.11 Training Complex is recommended.
- 3.12 Health-Sciences Laboratory Clinic is recommended.

### **Standard University-Wide Recommendations:**

SR1. All recommendations for new facilities include spaces necessary for custodial services and sanitation facilities.

SR2. All projects for safety corrections are recommended.

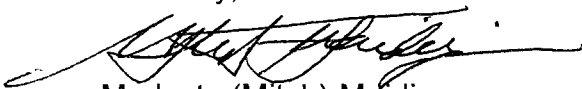
SR3. All projects for corrections or modifications necessary to comply with the Americans with Disabilities Act are recommended.

SR4. Any project required to repair or replace a building's components is recommended provided that the total cost of the project does not exceed 25% of the replacement cost of the building.

SR5. Expansion, replacement and upgrading of existing utilities/infrastructure systems are recommended to support the educational plant, as expanded or modified by the recommended projects.

Upon completion of backup documentation and FIU Board of Trustees' approval, our staff will forward a final copy for your records.

Sincerely,



Modesto (Mitch) Mardique  
President

c: Stanley Goldstein



# Exhibit "C"

ANALYSIS OF SPACE NEEDS BY CATEGORY - FORM B

**FLORIDA INTERNATIONAL UNIVERSITY**  
Main Campus  
Net Assignable Square Feet Eligible for Fixed Capital Outlay Budgeting

	Class- room	Teaching Lab	Study	Research Lab	Office	Aud/ Exhibition	Instruct. Media	Student Academic Support	Gym	Can Sup Ser
<b>Space Needs by Space Type 2010-11*</b>	314,454	358,447	456,584	257,186	960,023	78,093	29,415	15,619	150,199	13
<b>Less:</b>										
1) <b>Current Inventory as of October 2005</b>										
A) Satisfactory Space	139,417	230,204	182,123	204,128	530,405	96,323	15,712	4,108	62,896	
B) Unsatisfactory Space to be Remodeled										
C) Unsatisfactory Space to be Demolished/Terminated										
D) Total Under Construction	6,035	22,173	40,325	0	29,700	10,600	150	4,204	0	
Art Museum (FECG)	700	0	0	0	7,165	10,600	0	1,300	0	
Central Utilities Plant Sub Station	0	0	0	0	400	0	0	0	0	
College of Law	5,335	22,173	40,325	0	22,135	0	150	2,904	0	
<b>Total Current Inventory</b>	145,452	252,377	222,448	204,128	560,105	106,923	15,862	8,312	62,896	ε
2) <b>Projects Funded for Construction thru 2005</b>										
Office/Classroom (Graduate School of Business)	24,775	0	4,680	0	22,760	0	0	0	0	
Social Sciences	17,500	0	0	0	15,570	0	500	0	0	
Molecular Biology	0	0	0	23,700	2,650	0	0	0	0	
<b>Total Funded Construction</b>	42,275	0	4,680	23,700	40,980	0	500	0	0	
<b>Plus: Planned Demolition</b>	0	0	0	0	0	0	0	0	0	
<b>Net Space Needs</b>	<b>126,727</b>	<b>106,070</b>	<b>229,456</b>	<b>29,358</b>	<b>358,938</b>	<b>(28,830)</b>	<b>13,053</b>	<b>7,307</b>	<b>87,303</b>	<b>ε</b>
Percent of:										
Current Inventory and Funded Projects										
Minus Demolition										
Space Needs	60%	70%	50%	89%	63%	137%	56%	53%	42%	

NOTES: Funded projects consisting of space that is not eligible for fixed capital outlay budgeting are not shown.  
\* 2010-11 Space Needs based on 2000-01 NASF/FTE factors and projected FTE of 26,031

# Exhibit "C"

FLORIDA INTERNATIONAL UNIVERSITY 2006-07 CIP

	Class- room	Teaching Lab	Study	Research Lab	Office	Aud/ Exhibition	Instruct. Media	Student Academic Support	Gym	Can Sup Ser
<b>Space Needs by Space Type 2010-11</b>	314,454	358,447	456,584	257,186	960,023	78,093	29,415	15,619	150,199	13
<b>Net Space Needs from Form B</b>	126,727	106,070	229,456	29,358	358,938	(28,830)	13,053	7,307	87,303	4
<b>Percent of Space Needs</b>	<b>60%</b>	<b>70%</b>	<b>50%</b>	<b>89%</b>	<b>63%</b>	<b>137%</b>	<b>56%</b>	<b>53%</b>	<b>42%</b>	
3) Projects Funded for Planning thru 2005-2006	0	0	0	0	0	0	0	0	0	
Sub Total Net Space Needs	126,727	106,070	229,456	29,358	358,938	(28,830)	13,053	7,307	87,303	4
Sub Total Percent	60%	70%	50%	89%	63%	137%	56%	53%	42%	
4) 2006-07 CIP Projects										
Proj 1) Facilities Infrastructure/Capital Renewal	0	0	0	0	0	0	0	0	0	
Sub Total Net Space Needs	126,727	106,070	229,456	29,358	358,938	(28,830)	13,053	7,307	87,303	4
Sub Total Percent	60%	70%	50%	89%	63%	137%	56%	53%	42%	
Proj 2) Public Safety	0	0	0	0	12,000	0	0	0	0	
Sub Total Net Space Needs	126,727	106,070	229,456	29,358	346,938	(28,830)	13,053	7,307	87,303	3
Sub Total Percent	60%	70%	50%	89%	64%	137%	56%	53%	42%	
Proj 3) Science/Classroom Complex-UP (P,C)(C)(C,E)	25,000	30,000	12,750	0	12,000	0	1,000	1,000	0	
Sub Total Net Space Needs	101,727	76,070	216,706	29,358	346,938	(28,830)	12,053	6,307	87,303	4
Sub Total Percent	68%	79%	53%	89%	64%	137%	59%	60%	42%	
Proj 4) Graduate Classroom Building -UP (P,C)(E)	7,500	0	5,000	10,500	10,000	0	750	1,200	0	
Sub Total Net Space Needs	94,227	76,070	211,706	18,858	336,938	(28,830)	11,303	5,107	87,303	4
Sub Total Percent	70%	79%	54%	93%	65%	137%	62%	67%	42%	
Proj 5) Satellite Chiller Plant, UP	0	0	0	0	500	0	0	0	0	
Sub Total Net Space Needs	94,227	76,070	211,706	18,858	336,438	(28,830)	11,303	5,107	87,303	4
Sub Total Percent	70%	79%	54%	93%	65%	137%	62%	67%	42%	
Proj 6) Health-Science Lab Clinic UP(P)(P,C,E)(E)	0	0	1,500	10,000	8,000	0	0	0	0	
Sub Total Net Space Needs	94,227	76,070	210,206	8,858	328,438	(28,830)	11,303	5,107	87,303	4
Sub Total Percent	70%	79%	54%	97%	66%	137%	62%	67%	42%	
Proj 7) Humanities Center/Offices-UP(P,C)(C)(C,E)	4,000	30,000	4,000	0	5,500	0	0	0	0	
Sub Total Net Space Needs	90,227	46,070	206,206	8,858	322,938	(28,830)	11,303	5,107	87,303	4
Sub Total Percent	71%	87%	55%	97%	66%	137%	62%	67%	42%	
Proj 9) International Hurricane Center, UP (P)(P,C,E)	0	1,000	0	3,000	12,000	0	1,000	0	0	
Sub Total Net Space Needs	90,227	45,070	206,206	5,858	310,938	(28,830)	10,303	5,107	87,303	4
Sub Total Percent	71%	87%	55%	98%	68%	137%	65%	67%	42%	
Proj 10) Training Complex, UP (P)(P,C,E)	0	0	0	0	14,420	0	0	0	0	1
Sub Total Net Space Needs	90,227	45,070	206,206	5,858	296,518	(28,830)	10,303	5,107	87,303	3
Sub Total Percent	71%	87%	55%	98%	69%	137%	65%	67%	42%	
Proj 11) Honors College, UP (P,C)(C,E)	10,500	3,000	3,000	3,000	6,500	0	0	0	0	
Sub Total Net Space Needs	79,727	43,070	203,206	5,858	316,438	(28,830)	11,303	5,107	87,303	4
Sub Total Percent	75%	88%	55%	99%	70%	137%	65%	67%	42%	
Proj 12) Construction Management Bldg, EC(P,C)(C,E)	6,500	9,000	2,000	3,000	5,000	0	0	2,000	0	
Sub Total Net Space Needs	73,227	34,070	201,206	2,858	311,438	(28,830)	11,303	3,107	87,303	4
Sub Total Percent	77%	91%	56%	100%	70%	137%	65%	80%	42%	
Proj 14) Graduate School Business Phase II	26,600	3,410	6,000	0	40,740	0	0	0	0	
Sub Total Net Space Needs	46,627	30,660	195,206	2,858	270,698	(28,830)	11,303	3,107	87,303	4
Sub Total Percent	85%	92%	57%	100%	75%	137%	65%	80%	42%	
Proj 15) Science/Classroom Complex-UP Phase II (P,C)(C)(C,E)	40,000	15,000	30,000	0	20,000	0	2,000	1,000	0	
Sub Total Net Space Needs	6,627	15,660	165,206	2,858	250,698	(28,830)	9,303	2,107	87,303	4
Sub Total Percent	98%	96%	64%	100%	77%	137%	72%	87%	42%	
Proj 16) Renovation of Existing Space	0	0	0	0	0	0	0	0	0	
Sub Total Net Space Needs	6,627	15,660	165,206	2,858	250,698	(28,830)	9,303	2,107	87,303	4
Sub Total Percent	98%	96%	64%	100%	77%	137%	72%	87%	42%	

# Exhibit "C"

## FLORIDA INTERNATIONAL UNIVERSITY

Biscayne Bay Campus  
 Net Assignable Square Feet Eligible for Fixed Capital Outlay Budgeting

Based on FTE 4681	Class- room	Teaching Lab	Study	Research Lab	Office	Aud/ Exhibition	Instruct. Media	Student Academic Support	Gym	Campus Support Services	Total NASF
<b>Space Needs by Space Type 2010-11</b>	<b>55,423</b>	<b>45,546</b>	<b>77,283</b>	<b>61,227</b>	<b>136,123</b>	<b>14,043</b>	<b>2,341</b>	<b>2,809</b>	<b>0</b>	<b>19,740</b>	<b>414,535</b>
<b>Less:</b>											
1) <b>Current Inventory as October 2005</b>											
A) Satisfactory Space	46,689	67,553	31,174	14,240	92,798	6,449	1,529	0	0	21,872	282,304
B) Unsatisfactory Space to be Remodeled	0	0	0	0	0	0	0	0	0	0	0
C) Unsatisfactory Space to be Demolished/Terminate	0	0	0	0	0	0	0	0	0	0	0
D) Total Under Construction	0	0	0	0	952	0	0	0	0	0	952
Wolfe University Center Addition	0	0	0	0	952	0	0	0	0	0	952
											0
											0
											0
											0
Total Current Inventory	46,689	67,553	31,174	14,240	93,750	6,449	1,529	0	0	21,872	283,256
2) <b>Projects Funded for Construction thru 2005</b>											
											0
											0
Total Funded Construction	0	0	0	0	0	0	0	0	0	0	0
<b>Plus: Planned Demolition</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Net Space Needs</b>	<b>8,734</b>	<b>(22,007)</b>	<b>46,109</b>	<b>46,987</b>	<b>42,373</b>	<b>7,594</b>	<b>812</b>	<b>2,809</b>	<b>0</b>	<b>(2,132)</b>	<b>131,279</b>
Percent of:											
Current Inventory and Funded Projects Minus Demolition											
Space Needs	84%	148%	40%	23%	69%	46%	65%	0%	0%	111%	68%

NOTES: Funded projects consisting of space that is ineligible for fixed capital outlay budgeting are not shown. Space needs factors have been adjusted.

# Exhibit "C"

## FLORIDA INTERNATIONAL UNIVERSITY - BISCAYNE BAY CAMPUS

	Classroom	Teaching Lab	Study	Research Lab	Office	Auditorium Exhibition	Instructional Media	Student Academic Support	Gymnasium	Campus Support services	Total NASF
<b>Space Needs by Space Type 2010-11</b>	55,423	45,546	77,283	61,227	136,123	14,043	2,341	2,809	0	19,740	414,535
<b>Net Space Needs from Form B</b>	8,734	(22,007)	46,109	46,987	42,373	7,594	812	2,809	0	(2,132)	131,279
<b>Percent of Space Needs</b>	<b>84%</b>	<b>148%</b>	<b>40%</b>	<b>23%</b>	<b>69%</b>	<b>46%</b>	<b>65%</b>	<b>0%</b>	<b>0%</b>	<b>111%</b>	<b>68%</b>
3) Projects Funded for Planning thru 2005-2006	0	0	0	0	0	0	0	0	0	0	0
Sub Total Net Space Needs	8,734	(22,007)	46,109	46,987	42,373	7,594	812	2,809	0	(2,132)	131,279
Sub Total Percent	84%	148%	40%	23%	69%	46%	65%	0%	0%	111%	68%
4) 2010-11 CIP Projects											
Proj 8) Classroom/Office, BBC (P,C,E)	8,000	0	6,000	8,000	16,800	0	800	0	0	0	39,600
Sub Total Net Space Needs	734	(22,007)	40,109	38,987	25,573	7,594	12	2,809	0	(2,132)	91,679
Sub Total Percent	99%	148%	48%	36%	81%	46%	99%	0%	0%	111%	78%
Proj 13) Theater. BBC (P,C,E)	0	0	2,000	0	1,200	2,500	0	1,000	0	0	6,700
Sub Total Net Space Needs	734	(22,007)	38,109	38,987	24,373	5,094	12	1,809	0	(2,132)	84,979
Sub Total Percent	99%	148%	51%	36%	82%	64%	99%	36%	0%	111%	80%
Total Net Space Needs	734	(22,007)	38,109	38,987	24,373	5,094	12	1,809	0	(2,132)	84,979
Total Percent of Net Space Needs	99%	148%	51%	36%	82%	64%	99%	36%	0%	111%	80%

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

21 MARCH 2006

**SUBJECT: HUMAN RESOURCES UPDATE**

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**PROPOSED COMMITTEE ACTION:**

None. Discussion item.

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**EXHIBITS/SUPPORTING DOCUMENTS:**      ■ NONE

**FACILITATOR/PRESENTER:**                      ■ VIVIAN SANCHEZ



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

21 MARCH 2006

**SUBJECT: ATHLETICS UPDATE**

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**PROPOSED COMMITTEE ACTION:**

None. Discussion Item.

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**EXHIBITS/SUPPORTING DOCUMENTS:**

- ATHLETICS UPDATE
- ATHLETICS FACILITIES UPDATE
- ATHLETIC ASSOCIATION UPDATE

**FACILITATOR/PRESENTER:**

- MARCOS PEREZ
- RICK MELLO







## **ATHLETICS UPDATE**

### PROGRAM UPDATE

#### *Swimming & Diving*

FIU's swimming and diving team finished 4<sup>th</sup> in the conference, a stellar feat for a four year old program. Senior Megan Balkenbush (Ft. Collins, Colorado) won the conference championship in both diving events, bringing her career total to five titles. She is a member of the Sun Belt Conference Academic Honor Roll. Junior Zita Zalai (Szeged, Hungary) won the title in the 200 IM.

#### *Indoor Track and Field*

The women placed 3<sup>rd</sup> and the men placed 6<sup>th</sup> in the Sun Belt Championships in February. The women were led by junior Donita Harmon (Albuquerque, NM) who was named the Most Outstanding Female performer of the meet. She was conference champ in the 200 meters, 2<sup>nd</sup> in the 400 meters, 5<sup>th</sup> in the 55 meters on only seven minutes of rest between events, 6<sup>th</sup> in the long jump and ran a leg on the 400 meter relay. Elisa Dieme-Erich (Paris, France) won the long jump.

#### *Football*

There have been three coaching changes on the football staff. Defensive Coordinator Bernard Clark returned to his hometown and is becoming the Defensive Line Coach at South Florida. Running Back Coach Tony Nathan is now the new Running Back Coach of the NFL Baltimore Ravens. Defensive Line Coach Clint Hurtt has returned to his alma mater (University of Miami) where he will be the Defensive Line Coach.

Don Strock has replaced two of the positions to date. Former Arkansas All-America and NFL running back Madre Hill will coach running backs. Last year, Coach Hill was on Steve Spurrier's staff at South Carolina. Kevin Forquier, a 15-year coaching veteran and former Assistant Head Coach and Defensive Coordinator at Middle Tennessee, will take over as Defensive Line Coach.

#### *Basketball*

Women's basketball is currently under consideration for the National Invitation Tournament. The women are currently 15-11 and ranked in the Top 75 nationally (RPI). The women are the 3<sup>rd</sup> seed (East Division) in the Sun Belt Tournament while the men are entering the tournament as the No. 4 or No. 5 seed.

### *Women's Tennis*

The tennis team is ranked No. 41 in the country despite having two student-athletes out due to injuries. FIU has defeated FAU (7-0), Alabama-Birmingham and No. 57 Florida State in Tallahassee. Doubles team Paula Zabala (Miami, Florida) and Nikita Fountain (Nassau, Bahamas) are ranked 19<sup>th</sup> nationally.

### *Baseball*

The team has gotten off to a 6-10 start; however all of the team's losses have come to elite teams – Miami, Southern California, and Alabama.

## FACILITIES UPDATE

Construction has begun on the 8,000-square foot training room and office complex. The training room (where student-athletes receive medical treatment) is scheduled to open in August 2006 and the office complex in December 2006.

## ACADEMIC REPORT

The department's cumulative grade point average was 2.86, the highest in department history. The NCAA released the Academic Percentage Rate (APR) on March 1. All of FIU's 17 sports made either the cut score of 925 or reached the standard on the confidence boundary. The program improved from 910 to 932. The department goal is for every program to reach the 925 cut score and to be in the top half of all institutions in Division 1.



## Florida International University

### ATHLETICS FACILITIES UPDATE

- Background:*** Florida International University's transition to Division 1A Athletics included a prerequisite of an expansion and upgrade to the athletics facilities. The two areas that will be impacted in this plan are the training room and the football stadium and offices.
- Current Status:*** The transition to Division 1A is now complete, placing FIU among the elite 119 institutions competing at this level. The expansion of the football stadium at this time is necessary to provide the additional capacity needed for the 2008 season. The FIU home opener versus University of South Florida in September of 2008 is the beginning of the successful scheduling of premier programs traveling to FIU that season. The original plan called for opening in 2007, however with additional information received from the consulting company Johnson Consulting (same company that performed UCF's football stadium study), it was recommended to move the projected opening to 2008 to facilitate more input into the final stadium design and to create more time to generate outside revenue to fund the project.
- Model:*** The existing location of the FIU stadium will house the new 24,000 to 33,000 seat stadium, maximizing the current field and infrastructure. The stadium will include 16 luxury suites which will double as graduate classrooms. All football offices, locker rooms, restroom facilities, and concessions areas will be upgraded. The estimated cost of the project is \$30,000,000 to \$35,000,000 at 24,000 seats.
- Funding Options:*** The options to fund the stadium will be completed by December 2006 and include the use of private funding, guarantee game money, ticket/ sponsorship revenue, and other sources. The Board of Governors have determined that student fee income may be used for this project which may enable the University to either broaden the scope of the project or have additional funds available to increase the capacity of the athletics program. There will be no Education and General (E&G) funds used for this project.
- Key Issues:*** Home games scheduled for the 2007 season need to be moved to an alternate location.





## Florida International University

### ATHLETIC ASSOCIATION UPDATE

**Mission:** Establish an Athletic Association that will focus on increasing awareness, revenue and community support of the Florida International University Athletics Program; leverage the decision already taken to compete in the Division 1A level; serve as a tool to enhance marketing, recruiting, growth, loyalty, and campus life for the university.

**Situation Summary:** Florida International University has been competing at the Division 1 level since 1986. In 1999, the university began playing football. Five years later, FIU announced its decision to transition to Division 1A, the highest level of intercollegiate athletics. FIU's Athletic Department is currently made up of seventeen Division 1A varsity sports teams.

In 2005, Florida International University realized that in order to be competitive in Division 1A and benefit from the leveraged exposure brought to the university, it was necessary to enhance the business plan with a focus on expanding the stadium, improving the facilities, and increasing operating revenue. As a result, the Athletic Association was created. It is the ultimate goal of the FIU Athletic Department with the increase in its national exposure, to serve the university as an educational and research institution to reach its identified objectives.

**Model:**

PHASE I (Complete)

The FIU Athletic Association has developed its leadership team including an Executive Director and Chairman. Joe Velasco was hired in December to serve as the Executive Director. Joe comes to us from Terremark Worldwide, where he lead the marketing and sales efforts for all indirect channel partners worldwide and Huizenga Holdings, where he held positions with the Florida Panthers and Florida Marlins, and served on special projects for the Miami Dolphins. Jorge De Cespedes accepted his appointment as Chairman of the FIU Athletic Association in January, bringing a love of FIU athletics and credibility to the Association, both internally and externally. Together, the leadership team will ensure all Association initiatives are developed successfully.

In the early stages of the Association, research of several leading university athletic departments was conducted in order to determine the best initial efforts in order to position FIU Athletics for years to come. The profile and requirements for the board members of the Athletic Association have been set and the early stages of the Panther Booster Club have been established with the setting of donor levels and benefits.

***Model:***

**PHASE II (Ongoing)**

The FIU Athletic Association leadership team has established and begun executing the goals and priorities for the Association. Together, they will recruit a volunteer board (number of members to be determined) which will develop a marketing/promotions/fundraising plan and establish measurable goals in key areas. Another initiative for the Association is the development of an annual fund drive for the Panther Booster Club. With the expansion of the football stadium, the Association will provide a marketing plan as well as a Go-to-Market Strategy. Finally, the Association will maintain the responsibility of developing an Athletics Marketing Plan that serves the needs of the university and helps attain its objectives.

***Timeline:***

March, 2006	Begin Recruitment of Association Board Members Develop FIU Athletics Marketing Plan
April, 2006	Finalize Association Board Members Develop Annual Fund Drive (Panther Booster Club)
May, 2006	First Association Board Meeting