

THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES



BOARD MEETING
MINUTES
8 FEBRUARY 2008
Via Conference Call

I. CALL TO ORDER

Chairman David Parker convened the meeting of The Florida International University Board of Trustees at 8:33 am, on Friday, 8 February 2008, via Conference Call.

The following attendance was recorded:

Present:

David Parker
Jorge Arrizurieta
Betsy Atkins
Albert Dotson
Patricia Frost
Bruce Hauptli
Marbely Hernandez

Kirk Landon
Miriam López
Claudia Puig
Rosa Sugrañes
Modesto Maidique
Larry Kahn, *Chairman FIU*
Foundation Board of Directors

EXCUSED:

Armando Guerra
Albert Maury

II. CHAIRMAN'S REMARKS:

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

On behalf of the Board, Chairman Parker congratulated President Maidique for his leadership and thanked Dean Rock and his faculty and staff for their hard work in accomplishing preliminary accreditation for the University's College of Medicine.

President Maidique reported that the Liaison Committee on Medical Education (LCME) granted the University's College of Medicine preliminary accreditation, which allowed the College to accept the first class of future doctors in the fall 2009.

III. Items for Board Consideration:

- **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:

- **HR POLICIES**
 - UNIVERSITY MOVING AND RELOCATION POLICY (*EXHIBIT "A"*)
 - OPERATING HOURS, REST, AND MEAL PERIODS POLICY (*EXHIBIT "B"*)

2. Request to Delegate Authority for Submission of Research Commercialization Assistance Grant Program Proposals

Provost Ronald Berkman presented the Request to Delegate Authority for Submission of Research Commercialization Assistance Grant Program Proposal for Board consideration and approval, noting that in order to facilitate the submission of grant proposals to the Florida Technology, Research, and Scholarship Board and to avoid potential delays, the Board was being asked to delegate to the Vice President for Research the authority to submit Research Commercialization Assistance Grant Program proposals to the Florida Technology, Research, and Scholarship Board on behalf of the University

After discussion, the Board adopted the following Resolution:

RESOLVED that the Florida International University Board of Trustees (the BOT) hereby delegates to the Vice President for Research the authority to submit Research Commercialization Assistance Grant Program proposals to the Florida Technology, Research, and Scholarship Board on behalf of the Florida International University, and

FURTHER RESOLVED, that the BOT authorizes the University President to file this action with the Florida Technology, Research, and Scholarship Board.

3. Presidential Bonus

Compensation Workgroup Chair Betsy Atkins introduced the Presidential Bonus for Board consideration and approval. She introduced Ms. Patricia Ambrose, a partner in the firm Hogan & Hartson, who specializes in employment matters for non-profits and universities. Ms. Ambrose presented benchmark data of comparable institutions. The Workgroup recommended to the Board to grant University President Maidique a bonus of \$50,000 in recognition of his unyielding dedication and commitment to the University. The Workgroup, noting sensitivity to the current budget situation, also recommended to the Board to defer payment of his bonus until the end of his current contract along with an interest rate that reflected the opportunity cost calculated beginning on October 10, 2007.

Trustees engaged in a discussion regarding the President's superior performance rating meriting a higher bonus amount. Trustees also engaged in the President's comments regarding the deferral of the bonus. Chairman Parker proposed an amendment to the Resolution eliminating the deferral component from the Presidential Bonus. The amended Resolution was unanimously approved.

The Board adopted the following Resolution:

WHEREAS, fiscal year 2006 - 2007 was one of exceptional accomplishments in diverse and critical areas for FIU as a result of President Maidique's strong leadership, and

WHEREAS, the overarching goals of Growth, Academic Excellence, Local Development and Financial Stability, were significantly improved and, in most cases, targets were surpassed, and

WHEREAS, the Board of Trustees granted President Maidique a "SUPERIOR" Performance rating based on these exceptional accomplishments, some of which included:

- Graduation of Doctoral Students that exceeded the goal and the State University System's growth rate.
- Record level of Legislative funding (+40% over previous maximums) in both operating funds and capital investment, even after the recent budget cuts.
- Strengthened academic excellence and national program recognition as is evidenced by the results achieved by the accreditation of the College of Law, and Stempel School of Public Health, and national recognition for the International Business, Criminal Justice, Social Work, and History Programs.
- Placement of critical building blocks of the College of Medicine through Legislative approval of the crucial first year start up funds, hiring of Dean and senior staff, and submission of LCME accreditation documents.
- Increased financial stability of university research through considerable growth in overhead funding to cover operating costs.

WHEREAS, to accomplish these goals, President Maidique pursued a strong vision, planned its implementation through a capable senior management team, and leveraged strong internal and external relationships, and

WHEREAS, Section 4.2 of the President's contract provides that the President shall be eligible for a bonus of "\$50,000 or such greater amount as the Board or Board Committee may determine in its discretion"; and

WHEREAS, the President's contract further provides that the bonus shall be determined no later than September 30 and shall be paid within 10 days of its determination; and

WHEREAS, the Board wants to recognize the exceptional accomplishments of President Maidique during the fiscal year 2006 - 2007; and

BE IT RESOLVED that the Board approves a bonus of \$ 50,000.00 for President Maidique, effective September 30, 2007, in recognition of his outstanding leadership. Said sum of \$ 50,000.00 shall not become part of President Maidique's base compensation.

IV. OTHER BUSINESS:

President Maidique noted that in March several Trustees, FIU students, administrators would travel to Tallahassee to lobby legislators and policy makers on the University's needs for the coming year.

Chairman Parker reminded everyone of upcoming University events, such as the College of Business Administration Building Complex Ribbon-Cutting Ceremony and Open House and the South Beach Wine and Food Festival and encouraged all to participate.

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 Friday, 8 February 2008, at 9:37 am.

MB
2.13.08

David Parker
Chairman
FIU Board of Trustees

Modesto A. Maidique
Corporate Secretary
FIU Board of Trustees

Attachments: Exhibits "A" & "B"