



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
FULL BOARD MEETING

Friday, June 4, 2010

9:00 a.m.

Florida International University
Modesto A. Maidique Campus
Graham Center Ballrooms

AGENDA

- | | |
|---|---------------------------------------|
| 1. Call to Order and Chair's Remarks | Chairman Albert E. Dotson, Sr. |
| 2. Foundation Report | Noel Guillama-Alvarez |
| 3. Public Appearances | Albert E. Dotson, Sr. |
| 4. President's Report | Mark B. Rosenberg |
| 5. Action Items – Consent Agenda | Albert E. Dotson, Sr. |

BT1. Minutes, February 20, 2010

FA2. Proposed 2010-2011 – Fixed Capital Outlay Budget

FA4. Signature Authority

- A. Depositories for the University
- B. Authorization to sign checks for the University
- C. Transfer of funds for the University

FA5. Approval of the Amendment to the Bylaws of the Florida International University Research Foundation, Inc.

FA7. Request for Approval of Florida International University's 2011-2012 Fixed Capital Outlay Legislative Budget Request, Consisting of the 5-year Capital Improvement Plan (CIP)

AP1. Tenure as a Condition of Employment

AP2. Tenure Nominations

AP3. Master of Science in Information Technology New Program Proposal

5. Action Items – Consent Agenda (*Continued...*)

AP4. Master of Arts in Global Governance New Program Proposal

AP5. PhD in Biochemistry New Program Proposal

AP6. Limited Access Designation

P1. University Equity Reports

– 2009-10 Enrollment, Gender Equity in Athletics, and Employment

P2. Proposed Amendment to the Employment Agreement for President Mark
B. Rosenberg

6. Action Items

FA1. Proposed 2010-2011 Operating Budget (Tab FA)

Albert Maury

A. University and DSO Operating Budgets

B. University Tuition Fee

C. Tuition for Market Rate Programs

D. Student Health Fee

E. Amendment of University Traffic and Parking Regulation

AP7. 2010 University Work Plan (Tab AP)

S. Lawrence Kahn

7. Status Reports, Board Committees (*For Information Only*)

- External Relations Committee Report
- Finance and Audit Committee Report
- Academic Policy and Student Affairs Committee Report
- Personnel Committee Report
- Athletics Committee Report

8. New Business (*If any*)

Albert E. Dotson, Sr.

9. Concluding Remarks and Adjournment

Albert E. Dotson, Sr.

The next FIU Board of Trustees Full Board meeting is scheduled for Friday, September 24, 2010

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Call to Order and Chair's Remarks

Proposed Board Action:

None. Information only.

Background Information:

Albert E. Dotson, Sr., FIU Board of Trustees Chair, will convene the meeting with opening remarks.

Supporting Documentation: N/A

Facilitator/Presenter: Albert E. Dotson, Sr.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Foundation Report

Proposed Board Action:

None. Information only.

Background Information:

Noel Guillama-Alvarez, FIU Foundation, Inc. Board of Directors Chair, will report on the activities of the Foundation Board since the last meeting of the Board of Trustees.

Supporting Documentation: N/A

Facilitator/Presenter: Noel Guillama-Alvarez

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Public Appearances

Proposed Board Action:

None. Information only.

Background Information:

Public Comment Period (if timely requested and approved)

Supporting Documentation: N/A

Facilitator/Presenter: Albert E. Dotson, Sr.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: President's Report

Proposed Board Action:

None. Information only.

Background Information:

Mark B. Rosenberg, President, will provide the University report.

Supporting Documentation: N/A

Facilitator/Presenter: Mark B. Rosenberg

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

**Subject: FIU Board of Trustees, Foundation Board of Directors Executive
Committee, Joint Retreat Minutes, February 20, 2010**

Proposed Board Action:

Approval of Minutes of the FIU Board of Trustees, Foundation Board of Directors Executive Committee Joint Retreat held on February 20, 2010 at the FIU Modesto A. Maidique Campus, the Patricia & Phillip Frost Art Museum, room 107.

Background Information:

Board members will review and approve the Minutes of the FIU Board of Trustees, Foundation Board of Directors Executive Committee Joint Retreat held on February 20, 2010 at the FIU Modesto A. Maidique Campus, the Patricia & Phillip Frost Art Museum, room 107.

Supporting Documentation:

February 20, 2010 FIU Board of Trustees, Foundation Board of Directors Executive Committee, Joint Retreat Minutes

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**FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
FOUNDATION BOARD OF DIRECTORS EXECUTIVE COMMITTEE
JOINT RETREAT
FEBRUARY 20, 2010
MINUTES**

Call to Order

FIU Board of Trustees Chairman Albert E. Dotson, Sr. convened the meeting at 8:38 a.m. on Saturday, February 20, 2010, at the FIU Modesto A. Maidique Campus, the Patricia & Phillip Frost Art Museum, room 107.

The following attendance was recorded:

Board of Trustees

Albert E. Dotson, Sr., *Chair*
Michael M. Adler
Cesar L. Alvarez
Jorge L. Arrizurieta
Thomas Breslin
Joseph L. Caruncho
S. Lawrence Kahn, III
R. Kirk Landon
Miriam López
Claudia Puig
Anthony Rionda

**Foundation Board of Directors
Executive Committee**

Noel Guillama-Alvarez, *Board Chair*
T. Gene Prescott, *Board Vice Chair*
Richard Brilliant
Carlos B. Castillo
Veronica Cervera Goeseke
Gerald C. Grant, Jr.
Ray E. Marchman

President's Council

Victor C. Balestra, *Vice Chair,*
President's Council

Alumni Association BOD

Jose M. Perez de Corcho,
President Alumni Association
Board of Directors

Excused

Albert Maury, *Vice Chair*

Welcome and Statement of Objectives

FIU Board of Trustees Chairman Albert E. Dotson, Sr. welcomed the Trustees and the Executive Committee of the Foundation Board and thanked them for their participation. He introduced the Vice Chair of the President Council's Mr. Victor C. Balestra and the President of the Alumni Association Board of Directors Mr. Jose M. Perez de Corcho, noting that he looked forward to their contributions to the joint planning session. Chairman Dotson also welcomed President Mark B. Rosenberg, University faculty and staff and guests. Chairman Dotson noted that he looked forward to discussing ways to enhance collaboration between the various University boards.

FIU Foundation, Inc. Board of Directors Chairman Noel Guillama-Alvarez noted that he looked forward to a collaborative session, adding that the Foundation Board was eager to identify ways in which to better-align its priorities with the University's goals.

President Mark B. Rosenberg welcomed all those present to the meeting and thanked them for their participation.

Board Development and Self-Evaluation

Interim General Counsel Isis Carbajal de Garcia provided an overview of Sunshine Law, delineating the requirements of open meetings and public records, noting the possible penalties for non-compliance.

President Rosenberg noted that advances in technology increasingly offered varied and expanded means of communication and therefore, Sunshine Law continued to evolve to sustain these changes. He further noted that annual information sessions would be held in order for Trustees to acquaint themselves with any consequential changes in Sunshine Law.

Chairman Dotson noted that the process of self-assessment provided the Board with an opportunity to provide feedback with respect to their respective roles and responsibilities. He thanked all of the Trustees for completing the self-assessment forms, noting that this was a valuable tool for the benefit of the entire board as it provided a venue for Board members to assess their own individual and joint performance.

Session#1

President's Remarks on State of the University

President Rosenberg introduced a brief video depicting the exponential growth of technology within the recent past.

President Rosenberg provided his vision for the University, *to be a leading student-centered research university known for its local and global engagement*. President Rosenberg also led the discussion on the challenges the University was facing:

- *Setting priorities that are aligned with the times; and*
- *Developing pro-active strategic and campus master plans; and*
- *Attaining financial security through financial diversification; and*
- *Implementing engagement strategy pivoting around research and creative competencies.*

President Rosenberg stated that aggressive leadership was critical and that the Directors, President's Council, Alumni Association Board and Trustees played a critical role. Chairman Dotson opened the floor for comments and questions. The participants discussed legislative, administration and student issues.

President Rosenberg noted that the University was committed to providing quality learning, state-of-the-art research, and problem-solving engagement. He led the discussion on community engagement, noting that a comprehensive work plan would follow in the months ahead. He further noted that while excellence began with the University, FIU could only achieve this if it understood, included and connected with the community at large.

Senior Vice President Sandra Gonzalez-Levy noted that the University partnered with a group of Alumni to “Pantherize” the surrounding community to FIU. She further noted that, in order to increase affinity for the University, the plan consisted of providing FIU Golden Panther memorabilia to the businesses around FIU in the areas of Sweetwater, Doral, Aventura and North Miami. She added that the project would be implemented in phases and has already demonstrated great momentum.

Sr. VP Gonzalez-Levy also provided a report on the upcoming launch of the University’s branding campaign – *Worlds Ahead*. She noted that the branding campaign was developed with input from the University community and was an affirmation and celebration of FIU as a vibrant, diverse, minority community where students and faculty were engaged in groundbreaking research all over the globe.

Q&A Session with President Rosenberg

President Rosenberg noted that newly appointed Vice President for Engagement Divina Grossman would provide the critical leadership for the development and coordination of partnerships with key local, state, national, and global stakeholders. He further noted that community engagement was a multi-faceted approach, which described the relationship between the University and the larger community in a mutually beneficial exchange.

Retreat participants discussed the need for increased community engagement and provided feedback on strategies for building enhanced and creating new relationships. Participants voiced a concern regarding the current political, social and economic climate and provided comments on the significance of each Board member’s role in the success of the University. Participants discussed the importance of engaging the University’s growing alumni base, building an image in the community and the urgency for aggressive and dynamic fundraising.

Session#2

Southern Association of Colleges and Schools (SACS) Update

Provost and Executive Vice President Douglas Wartzok provided the SACS Update, noting that SACS was the University’s primary regulatory body and that accreditation was required to award Federal financial aid. He further noted that the Global Learning for Global Citizenship was the University’s Quality Enhancement Plan (QEP), adding that through an integrated global learning curriculum and co-curriculum, all FIU undergraduates would have multiple opportunities to develop global awareness, a global perspective, and an attitude of global engagement.

Executive Dean of the College of Business Administration Joyce Elam noted that the College was focused on business education for an international marketplace and was among the top international business schools in Florida and the United States. She further noted that through the University’s QEP, the College reinforced its study-abroad programs. She also provided an overview of the University’s Executive Master of Business Administration (EMBA) program in Jamaica, highlighting various unique program features such as the opportunity to study business from both global and multicultural perspectives and the availability of leading-edge information technology for strategic advancement

Budget Issues/Revenue Needs

CFO and Senior Vice President for Administration Kenneth Jessell provided a report on budget issues and revenue needs, noting that while the national economy has shown some signs of improvement, the State's economic outlook remained an area of concern. He noted that the University recognized significant funding challenges and provided an overview of strategies to fill the unfunded shortfall in the near future and beyond.

Athletics

Athletics Director Pete Garcia presented an Athletics Overview, noting that Athletics was unique to American universities as it provided the emotional connection for its students, alumni, and the greater community at large. He noted that Intercollegiate Athletics in the U.S. had a multi-billion dollar economic impact and hundreds of thousands of participating student-athletes.

AD Garcia provided an update on the impact of the University's Athletic Facilities on the Community. He reported that Athletics remained dedicated to community involvement through the rental of their facilities. He noted that Athletics venues, such as the Football Stadium, Baseball Stadium, Soccer Field, and U.S. Century Bank Arena hosted a number of large-scale, nationally and internationally recognized events which included rival high school football games, semi-professional and professional team competitions, high school graduations, summer camps and clinics, and special rallies. He added that Athletics' efforts to reach out to entities such as local businesses, schools, and professional teams would continue to strengthen the University's presence in the community by offering quality venues for their event needs.

Associate Vice President for University Advancement Bill Draughon provided an update on the Zumba for Haiti Workshop held earlier in the day. He noted that aside from raising awareness for the survivors of the January 12 earthquake in Haiti, proceeds from the fundraiser would go toward local Haiti relief efforts.

Session#3

FIU Board of Trustees Full Board Meeting

1. Call to Order and Chair's Remarks

Chairman Albert E. Dotson, Sr. convened the meeting of The Florida International University Board of Trustees at 1:26 p.m., on Saturday, February 20, 2010, at the Modesto A. Maidique Campus, The Patricia & Phillip Frost Art Museum, Room 107, Miami, Florida.

2. Foundation Report

FIU Foundation, Inc. Board of Directors Chairman Noel Guillama-Alvarez presented the Foundation Report, noting that the Foundation Board welcomed Robert C. Moss, Adalio T. Sanchez and Enrique Ramos as new members. Chairman Guillama-Alvarez provided an update on assets, expenses and general revenue. He also provided an update on the investments performance and fundraising efforts.

3. Public Appearances

There were no public appearances.

4. Action Items – Consent Agenda

Chairman Dotson 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:

BT1. Minutes, November 20, 2009

CW1. University Goals, Fiscal Year 2009-2010

FA1. FIU Direct Support Organizations Financial Audits, 2008-2009

- A. FIU Foundation, Inc.
- B. FIU Research Foundation, Inc.
- C. FIU Athletics Finance Corporation

FA2. The Florida International University Herbert Wertheim College of Medicine Self-Insurance Program Investment Policy

AP1. Revision of Regulation 408 – Foreign Exchange Visitor Insurance

AP2. Approval of Regulation 1103 – Textbook Affordability

AP3. Approval of the FIU Annual Report to the Board of Governors

5. Action Item, Board of Trustees

BT2. Amendment to the Operating Procedures of the Florida International University Board of Trustees

Trustee Jorge L. Arrizurieta presented the Amendment to the Operating Procedures of the Florida International University Board of Trustees for Board review and approval, noting that due to the magnitude of the changes, the Board reviewed the proposed amendments during the November 2009 Full Board meeting but deferred any action on the item. He further noted that during the December 2009 Chairs' Meeting, Trustees devoted further review and discussion to the Operating Procedures and identified some matters that would require revision in order to improve governance and Board operations.

Trustee Cesar L. Alvarez identified a few instances in the Proposed Amendment to the Operating Procedures of the Florida International University Board of Trustees that made reference to Workgroups. Chairman Dotson noted that a thorough review would be conducted and that all references to Workgroups would be stricken from the final document.

After discussion, the Board adopted the following Resolution, with the stipulation that all references to Workgroups be stricken:

WHEREAS, the Operating Procedures of the Florida International University Board of Trustees, Article IV, "Amendment of Operating Procedures," provides that the Operating Procedures may be altered, amended or repealed by a two thirds vote of all members of the Board; and

WHEREAS, changes in the Board operations have necessitated changes to the Operating Procedures;

THEREFORE BE IT RESOLVED that the Florida International University Board of Trustees hereby adopts the amendments to the Operating Procedures of the Florida International University Board of Trustees attached to this Resolution as Exhibit “J.”

6. Status Reports, Board Committees and Workgroups

Finance and Audit Committee Report

Chairman Dotson noted that in Trustee Albert Maury’s absence, Trustee Miriam López would present the Finance and Audit Committee report. Trustee López reported that the Finance and Audit Committee met on February 5, 2010 via conference call and provided a brief summary, highlighting each of the report and action items.

Academic Policy Committee Report

Chairman Dotson announced that Governor Charlie Crist appointed Mrs. Patricia Frost to the Florida Board of Governors (BOG), noting that the appointment was effective January 6, 2010. Chairman Dotson stated that Mrs. Frost was an inaugural member of the Florida International University Board of Trustees, further noting that her service has extended to the Foundation Board of Directors where she served for over 20 years. He added that regretfully due to the timing of her appointment to the BOG, the Board was not able to personally thank and recognize Mrs. Frost at the current Retreat. On behalf of the Board, the Chairman extended his gratitude to Mrs. Frost for her leadership, commitment and dedication to the Board, to the University and to the students.

Vice Chair of the Academic Policy Committee Cesar Alvarez noted that the Committee met on February 5, 2010 via conference call and provided a brief overview of all the report and action items.

President Rosenberg welcomed Professor in the Department of Chemistry and Biochemistry Kevin O’Shea and announced his appointment as Interim Dean of the University Graduate School. President Rosenberg noted that Dean O’Shea joined the University in 1991 and thanked him for his hard work and service.

External Relations Workgroup Report

External Relations Workgroup Co-Chair Miriam López reported on items heard by the Workgroup at its February 5, 2010 meeting. She noted that President Rosenberg provided an update on the University’s current Haiti relief efforts, adding that he also reported on his brief visit to Port-au-Prince on February 5, 2010. She noted that Senior Vice President for External Relations Sandra Gonzalez-Levy provided a report on a number of ongoing initiatives and important upcoming events. Co-Chair López further noted that Interim Dean of the College of Education, Marie McDemmond provided an overview of the College’s programs that reach out to the Miami Dade educational communities at various levels. Co-Chair López added that Dr. Divina Grossman discussed her new role as Vice President for Engagement. Co-Chair López also reported that Vice President Stephen Sauls provided an overview of the 2010 State Legislative Session, FIU Day in Tallahassee and the University’s emerging federal priorities for the current session of Congress.

Athletics Workgroup Report

Athletics Workgroup Chair Jorge L. Arrizurieta reported on items heard by the Workgroup at its February 5, 2010 meeting. He noted that Athletics Director Pete Garcia provided an athletics overview report highlighting the noteworthy academic performance of the University's student-athletes and the opening dates for the baseball and softball teams. Chair Arrizurieta also provided an overview of additional reports heard by the Workgroup, specifically updates on facilities construction, year-to-date financials and compliance.

7. New Business

Trustee Jorge L. Arrizurieta announced that he wished to bring forth a new business item for the Board's review and consideration. He noted that during Dr. Gregory B. Wolfe's tenure as University President, he presided over dramatic changes that paved the way for FIU's transformation from a two-year, upper division school with limited graduate programs into a university with a lower division and doctoral programs. Trustee Arrizurieta added that under President Wolfe's leadership, the University's academic standing and reputation was bolstered in Florida and abroad. Trustee Arrizurieta noted that as a Board member, he wished to recognize Dr. Wolfe's pivotal contributions to the University and commitment to higher education.

After discussion, the Board adopted the following Resolution:

WHEREAS, Dr. Gregory B. Wolfe dutifully served as President of Florida International University from 1979 through 1986; and

WHEREAS, during his tenure, President Wolfe helped pave the way for the University's transformation from a two-year, upper division school with limited graduate programs into a university with a lower division and doctoral programs; and

WHEREAS, during President Wolfe's tenure, he helped to bolster Florida International University's academic standing and reputation in Florida and abroad, which led to the creation of international academic programs in Mexico, Switzerland, Peru and various other countries; and

WHEREAS, by the time President Wolfe concluded his tenure as University President in 1986, Florida International University had grown to more than 16,500 students, the campus had evolved into a robust academic center, and the University had been featured in the Top 200 Best Buys in College Education by The New York Times; and

WHEREAS, Dr. Wolfe continued to serve the University and the community in his role as a distinguished professor of international relations;

NOW, THEREFORE, BE IT RESOLVED, that the Florida International University Board of Trustees at its regular meeting this 20th day of February 2010, does hereby recognize, commend and express its gratitude to Dr. Gregory B. Wolfe for his contributions to Florida International University;

BE IT FURTHER RESOLVED, that the Board of Trustees grants to Dr. Gregory B. Wolfe the status of President Emeritus in recognition of his leadership and dedication to the University, the students, and the South Florida community; and

BE IT FURTHER RESOLVED, that this Resolution be included in the minutes of this meeting, and a copy presented to Dr. Gregory B. Wolfe in recognition of his service and as a token of the Board of Trustees' appreciation.

Chairman Dotson stated that while the University eagerly entered this new era under President Rosenberg, that the accomplishments of those that molded FIU must also be recognized. He stated that Dr. Gregory B. Wolfe oversaw very significant changes in the University's history. On behalf of the Board, Chairman Dotson thanked Dr. Wolfe for his leadership and congratulated him on this well-deserved distinction.

Chairman Dotson noted that this was the last Board meeting for student Trustee and Student Government President for the Modesto A. Maidique Campus Anthony Rionda. On behalf of the Board of Trustees, Chairman Dotson extended his gratitude to Trustee Rionda for his leadership, commitment and dedication to the Board, to the University and to the students. Trustee Rionda stated that his service as a student Trustee and President of the student body has been a rewarding and gratifying experience and thanked the members of the Board for their guidance and leadership.

Trustee Rionda invited the University community to participate in the 2010 Relay for Life, dedicated in honor of Dr. Jeffrey Knapp, who passed away February 17, 2010. Trustee Rionda noted that Dr. Knapp was the director of the Academy for the Art of Teaching and a highly regarded and esteemed member of the University's faculty.

Chairman Dotson invited the University community to attend the upcoming Student Government Association (SGA) First-Generation Scholarship fundraiser. He noted that the First Generation Matching Grant Program provided need-based grants to undergraduate students who were enrolled in state universities and whose parents have not earned baccalaureate degrees.

Chairman Dotson encouraged all those present to obtain an FIU license plate, noting that after the first year, an additional fee would be assessed to benefit University scholarship funds.

8. Adjournment of FIU Board of Trustees Full Board Meeting

Since there was no other business, the meeting of the Florida International University Board of Trustees was adjourned on Saturday, February 20, 2010, at 2:18 p.m.

Session#4

Board's Work Plan

Chairman Dotson opened the floor for closing thoughts and comments. Foundation Chairman Guillama-Alvarez noted that the group discussed critical issues on the path to reaching the President's vision for the University. He further noted the importance of fundraising in overcoming the State funding shortfalls as the University entered a new era focused on a globally-engaged, student-centered, quality education.

Trustee R. Kirk Landon noted that through the careful review and discussion of University issues, the Board's Committees were invaluable. He recommended that 10 minutes or another such appropriate amount of time be dedicated at each Board meeting for the discussion of items that the Trustees or Administration may wish to address.

Trustee Landon inquired as to what follow-up action, if any, the Board would take with regards to the Quality of Work Life Survey Report sponsored by the United Faculty of Florida (UFF), FIU Chapter. Chairman Dotson noted that the task would be assigned to the next regularly scheduled Board meeting.

Provost and Exec. VP Wartzok noted that the University administration greatly benefited from the Board's input and feedback, adding that the strategic plan would offer the venue for increased collaboration and participation from the FIU community.

President Rosenberg thanked the participants for their hard work and dedication on behalf of the University and noted that he looked forward to better communication and cooperation between the boards.

Concluding Remarks and Adjournment

Chairman Dotson recognized the President's efforts and accomplishments, and thanked him for his leadership and steadfast commitment to the University. Chairman Dotson thanked all of the participants for their contributions to the Retreat and for their respective support of the University. He noted that for the University to continue on this positive trajectory and to surpass its goals, the FIU community must demonstrate its support by personal involvement and action. Chairman Dotson noted that each member of the key governing boards was responsible for contributing to the University's success.

With no other business, the Joint Retreat of the FIU Board of Trustees and the FIU Foundation, Inc. Board of Directors Executive Committee was adjourned at 2:48 p.m., on Saturday, February 20, 2010.

Albert E. Dotson, Sr.
Chairman
FIU Board of Trustees

Mark B. Rosenberg
Corporate Secretary
FIU Board of Trustees

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

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Proposed 2010-2011 - Fixed Capital Outlay Budget

Proposed Board Action:

Approve the University's 2010-2011 Capital Outlay Budget and authorize the University President to amend the budget as necessary, consistent with Board of Governors and Board of Trustees directives and guidelines.

Background Information:

Section 1013.61, Florida Statutes, requires the Florida International University Board of Trustees adopt a capital outlay budget for the ensuing year in order that the capital outlay needs of the Board for the entire year may be well understood by the public. The capital outlay budget is part of the annual budget and shall be based upon and in harmony with the Board's capital outlay plan. The budget shall designate the proposed capital outlay expenditures by project for 2010-2011 from all fund sources, as amended.

The Capital Outlay Budget governs the University's capital expenditures during the year. The budget is required to be approved by the Board of Trustees prior to July 1, 2010.

Supporting Documentation:

2010-2011 Capital Outlay Budget Request for
Florida International University

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**FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FINANCE AND AUDIT COMMITTEE**

PUBLIC EDUCATION CAPITAL OUTLAY PROJECTS (PECO)

Utilities / Infrastructure / Capital Renewal / Roofs (P, C, E)	\$6,221,914
Public Safety Building Supplement – MAM (P, C, E)	\$1,272,772
Social Sciences – Phase I Completion – MAM (P, C, E)	\$4,150,000
Science / Classroom Complex – MAM (C, E)	\$3,982,942
Stocker Astrophysics Center, MAM BT-814 (P, C, E)	\$1,600,000
Student Academic Support Building (C, E)	<u>\$17,646,976</u>
 TOTAL 2010-2011 CAPITAL OUTLAY BUDGET REQUEST	 \$34,874,604

P = Planning
C = Construction
E= Equipment

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Signature Authority – Depositories

Proposed Board Action:

Approve the following banking institutions as designated depositories at which University funds may be deposited:

Bank of America, N.A.
Jacksonville, FL

U.S. Bank
St. Paul, MN

Wachovia Bank, N.A.
Charlotte, NC

Regions Bank, N.A.
Birmingham, Alabama

Furthermore, the Florida International University Board of Trustees (the BOT) approves that the University President, the Chief Financial Officer, and University Treasurer, are each individually authorized to take all actions necessary to open or close bank accounts at any of the designated depositories.

Background Information:

The BOT is updating its official records with respect to the banking institutions that may serve as depositories of University funds.

Section 1011.42 of the Florida Statutes provides that the board of trustees of each university shall designate the depositories in which any university funds may be deposited. No bank shall be designated unless it is a qualified depository as provided by Florida Statutes.

Supporting Documentation: N/A

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Signature Authority – Authorization to Sign Checks

Proposed Board Action:

Approve that the following officers and employees of the University are authorized to sign checks to pay legal obligations of the University from any and all designated University depositories:

Kenneth A. Jessell, Chief Financial Officer

Charlene M. Blevens, Interim and Deputy Controller

Ramon V. Duenas, Associate Controller

Nathaniel J. Bell, Assistant Controller

Background Information:

The Florida International University Board of Trustees (the BOT) is updating its official records to reflect University officers and employees authorized to sign checks to pay legal obligations on behalf of the University.

The University has depositories at banking institutions at which University funds are deposited and the University pays its legal obligations from said depositories. As such, the BOT must state with particularity the legal name and title of University employees who are authorized to sign checks to pay legal obligations of the University.

Section 1011.42(7) of the Florida Statutes provides that the university board of trustees shall specifically designate and spread upon the minutes of the board the legal name and position title of any university employee authorized to sign checks to pay legal obligations of the university.

Supporting Documentation: N/A

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Signature Authority – Transfer of Funds

Proposed Board Action:

Authorize the University President, or under his authorization a University official as his designee to transfer funds from one depository to another, within a depository, to another institution, or from another institution to a depository for investment purposes and may transfer funds to pay expenses, expenditures, or other disbursements, evidenced by an invoice or other appropriate documentation.

Background Information:

The Florida International University Board of Trustees (the BOT) action updates the President's authority to transfer funds among different university accounts whether within the same banking institution or among different institutions, in accordance with recent statutory changes. The President is also authorized to designate a University official to perform the same actions.

University funds are deposited in accounts established at banking institutions designated as University depositories by the BOT. For various reasons, it may be necessary to transfer funds within a depository, from one depository to another, from a depository to another institution, or from an institution to a depository.

Section 1011.42 (6) of the Florida Statutes provides that the university president or his or her designee, after having been specifically authorized by the university board of trustees, may transfer funds from one depository to another, within a depository, to another institution, or from another institution to a depository for investment purposes and may transfer funds to pay expenses, expenditures, or other disbursements, evidenced by an invoice or other appropriate documentation.

Supporting Documentation: N/A

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Approval of the Amendment to the Bylaws of the Florida International University Research Foundation, Inc. Bylaws

Proposed Board Action:

Approve the Florida International University Research Foundation, Inc. Bylaws as amended on April 21, 2010 and authorize the Chairperson of the Research Foundation to take all actions necessary pertaining to these Amended Bylaws and to confirm the Research Foundation's Articles of Incorporation to these amended Bylaws.

Background Information:

On April 21, 2010, the Florida International University Research Foundation, Inc.'s Board of Directors approved amendments to the Research Foundation's Bylaws.

The Florida International University Board of Trustees must approve any amendments to the FIU Research Foundation, Inc. Bylaws before their becoming effective.

Florida Board of Governors Regulation 9.011 provides that university boards of trustees may establish direct support organizations and health services support organizations and certify them to use university property, facilities and personal services.

Supporting Documentation:

Florida International University Research Foundation, Inc. Bylaws as Amended on the 21st day of April 2010

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BYLAWS

Florida International University Research Foundation, Inc.
(A Not-For-Profit Corporation)

~~Adopted March 14, 2008~~

Adopted April 21, 2010

ARTICLE I Board of Directors

Section 1. Purpose. The purpose of the Florida International University Research Foundation, Inc. ("Research Foundation" ~~or "Corporation"~~) shall be exclusively scientific and educational. This includes the promotion and encouragement of, and assistance to, the research, training activities of faculty, staff, and students of Florida International University through income from contracts, grants, and other sources, including, but not limited to, income derived from or related to the development and commercialization of University work products. The corporation shall provide means by which discoveries, inventions, processes, and work products faculty, staff, and students may be patented, developed, applied, and utilized in order that the results of such research shall be made available to the public and that funds be made available from such discoveries, inventions, processes, and work products for further research at Florida International University.

Section 2. Governance. The business affairs of the Research Foundation shall be managed by and under the direction of the Board of Directors (the "Board") and by various Officers and Committees thereof as powers may be delegated to such Officers and Committees by these Bylaws or by Resolution of the Board. Members of the Board shall be the sole voting members of the Research Foundation and shall be called "Directors."

Section 3. Membership. The Board shall consist of no fewer than ~~ten (10) and no more than twenty (20) voting members~~ nine (9) and no more than fifteen (15) voting members. The President of Florida International University ("FIU"), or his/her designee, the Executive Vice President/Provost, or his/her designee, the Vice President for Research (who shall be the Chairperson of the Board), ~~the Dean of the College of Medicine~~, a member appointed by the Chair of the University Board of Trustees, if such member is appointed, a designee for the Dean of the College of Arts and Sciences, a designee for the Dean of the College of Engineering and Computing and a designee for the Dean of the College of Medicine, all of whom shall be known as Appointed Directors (the "Appointed Directors") of the Board for as long as they hold those offices at the University. In addition, there shall be two representatives of the faculty of FIU, based on their strategic and exceptional contributions to the University's research objectives, and one FIU alumni representative. ~~There shall be one representative of the Deans chosen on a rotating basis for a two (2) year term.~~ The faculty and alumni ~~and dean~~ Board members will be nominated by the Nominating Committee and chosen by the President of FIU. The designees for the Deans of the Colleges of Arts and Sciences, Engineering and Computing and Medicine shall be recommended by the Dean of each respective College and shall be chosen by the President of FIU. The designee of the Vice President/Provost shall be recommended by the Vice President/Provost and chosen by the President of FIU.

All other members of the Board shall be nominated and elected pursuant to the provisions set forth in Article I, Section 4 and shall be known as the "Elected Directors". The Elected Directors shall be ~~Miami-Dade County business~~

members of the community and other members having qualifications specified from time to time by the Nominating committee and consistent with the strategic objectives of the Research Foundation.

Section 4. Election. Elected Directors shall be selected to fill expiring and vacant terms at the Annual Meeting of the Board. Elected Directors may also be elected at any other regular or special meeting of the Board. Nominations for Elected Directors shall be made by the Nominating Committee as described in Article V, Section 2 (iii) of these Bylaws.

Section 5. Vacancies of Elected Directors. Vacancies occurring during a term of an Elected Director may be filled by the Board at any regular or special meeting of the Board. The Elected Directors so chosen shall hold such office until the next regular Annual Meeting of the Board at which time his or her successor shall be elected.

Section 6. Vacancies of Appointed Directors. In the case of a vacancy of an Appointed Director, the person who is acting as the University President or his/her designee, the Executive Vice President/Provost, or his designee, the Vice President for Research, and the ~~Dean of the College of Medicine~~ persons holding the positions at the University equivalent to the positions of the designees for the Deans of the Colleges of Arts and Sciences, Engineering and Computing and Medicine shall fill the vacancy until the permanent appointment is made at which time the person appointed to hold the position shall be named as the new Appointed Director for that position. Any vacancy among the Elected Directors may be filled by a majority vote of the remaining members of the Board. The term of office of a director chosen to fill a vacancy shall expire at the latter of the next annual meeting of the Board or at such time as a successor shall be duly elected and qualified.

Section 7. Resignation or Removal. A Director may resign at any time by giving written notice to the Chairperson or to the Secretary ~~of the Board~~. Any such resignation shall take effect at the time specified therein or, if no time is specified therein, upon its acceptance by the Board. Any Elected Director who is not present for three (3) consecutive regular meetings of the Board, and whose absences are not excused by the Chairperson, shall be deemed to have submitted his/her resignation, subject to reinstatement by a majority vote of the other Directors. In addition, any Director may be removed from office by a two thirds vote of all of the Directors, effective as of the date of such vote.

Section 8. Term of Office. The President of FIU or his/her designee, the Executive Vice President/Provost ~~or his/her designee~~, the Vice President for Research and the ~~Dean of the College of Medicine~~ designees for the Deans of the Colleges of Arts and Sciences, Engineering and Computing and Medicine shall serve as Directors for such time as each respective individual continues ~~serve as President, Executive Vice President/Provost, Vice President for Research or Dean of the College of Medicine~~ to hold his/her position at the University. The Faculty ~~and and~~ Alumni ~~Dean~~ representatives shall serve for a term of two (2) year and be eligible to serve for an additional two (2) year term. The Elected Directors shall serve a three-year term and shall be eligible for re-election for no more than two (2) additional three-year terms.

Section 9. Powers and Duties of the Board of Directors. The property, affairs, activities, and concerns of the corporation shall be vested in the Board. All management functions shall be exercised by the Board, and by various Officers and Committees thereof as powers may be delegated to such Officers and Committees by these Bylaws or by action of the Board. The Chairperson shall preside over all meetings of the Board. The corporation may open offices in

foreign countries or outside the area where it is primarily domiciled in the event that this is required in connection with a University research project and is deemed necessary by the Board.

ARTICLE II Meetings

Section 1. Meetings. Regular meetings of the Board shall be held at least two times a year. One such meeting shall be held in November of each year and such meeting shall be the Annual Meeting of the Board when new Directors and Officers shall be elected and take office, subject to other provisions of these Bylaws. Written notice of each meeting shall be faxed or emailed by the Secretary, to each Director at the last recorded University address, fax number or email address of each Director not fewer than seven (7) calendar days prior to the meeting. The Secretary must provide written notice, by fax or email, to all Directors of any changes to the meeting schedule at least seven (7) calendar days prior to the date of the originally scheduled meeting day or of the new meeting date, whichever date occurs earlier. Special Meetings may be called by the Chairperson, the President of the University in his capacity as University President, or by any two (2) Directors with at least seven (7) calendar days written notice provided to all of the Directors by fax or email. The agenda for Special Meetings shall be limited to matters listed in the written notice of the Special Meeting. Notice to the public of all meetings of the Board shall be given by posting on the ~~Office of~~ ~~Research website~~ Florida International University Research Foundation website at <http://fiurf.fiu.edu> and faxing such notice and agenda to a newspaper of general circulation not less than seven (7) days prior to each meeting, and will include a statement of the general subject matters to be considered.

Emergency Meetings: An emergency meeting of the Board may be called by the Chairperson ~~or the Vice Chairperson in the Chairperson's absence,~~ upon no less than forty-eight (48) hours notice whenever, in the opinion of the Chairperson ~~or the Vice Chairperson~~ an issue requires immediate Board action. Whenever such emergency meeting is called, the Chairperson will notify the Secretary. The Secretary will immediately serve either verbal or written notice upon each member of the Board, and shall provide notice to the public, by any procedure that is fair under the circumstances, stating the date, hour and place of the meeting and the purpose for which the meeting has been called. No other business will be transacted at the meeting unless additional emergency matters are agreed to by a majority of those Board members in attendance. The minutes of each emergency meeting will show the manner and method by which notice of such emergency meeting was given to each member of the Board and to the public.

Section 2. Quorum. A quorum of the Directors shall be a majority of the voting Directors in office at the time of the vote. A quorum must be present (in person or via telephone) to transact any business of the Research Foundation at a meeting.

Section 3. Voting. Each Director shall have one vote. When a quorum is present (in person or via telephone) at the meeting, all questions shall be decided by majority vote of the voting Directors present, except as otherwise provided in these Bylaws, by law or by the Articles of Incorporation.

Section 4. Proxies. Proxies, general or special, shall not be accepted for any purpose in Board or Committee meetings.

Section 5. Telephone Meetings. Board and Committee meetings may be conducted by telephone conference or similar communications facilities if the Chairperson of the Board or the Chairperson of the Committee determines it is appropriate and if all persons participating in such meetings are able to hear each other as if the meeting were held in person. All telephone meetings must be in full compliance with all requirements of the Sunshine Law. The notice of any meeting conducted by means of telephone or similar communication facilities will state where and how members of the public may gain access to the meeting.

ARTICLE III Officers

Section 1. Number. The officers of this corporation shall be a ~~Chairperson, a Vice Chairperson, President, three Vice Presidents~~, a Secretary, and a Treasurer. ~~They also shall serve as officers of the Board of Directors. The chairperson of the Research Foundation and the Board shall be the President of FIU or his/her designee. The three Vice Presidents shall be the Dean of the College of Arts and Sciences, the Dean of the College of Engineering and Computing and the Dean of the College of Medicine. The President, Secretary, and Treasurer of the Research Foundation shall be elected as set forth in Article III, Section 2.~~ All other officers of the Research Foundation ~~and the Board~~ shall be nominated by the Nominating Committee and elected by the Board.

Section 2. Method of Election of Elected Officers. Elected Officers shall be elected at the Annual Meeting of the Board, from nominations submitted to the Directors by the Nominating Committee or from nominations from the floor. No Officer may hold more than one Research Foundation office concurrently. Elected Officers shall serve for a term of one year and ~~shall be eligible to succeed himself/herself no more than two (2) additional terms. may be re-elected~~. A

quorum must be present (in person or via telephone) to transact any business of the Research Foundation at a meeting.

Section 3. Vacancies. In case any vacancy occurs in an elected office, an election shall be held at the first Regular or Special Meeting of the Board after such vacancy occurs and nominations may be received directly from the floor to fill such vacant positions. Notice of such vacancy and scheduled election must be given in the prior written notice for the regular or special meeting at which such election shall take place.

Section 4. Compensation. Neither the Officers nor the Directors shall receive compensation for being officers or members of the Board other than their usual salaries as employees of FIU, for those members who also are employed by FIU.

Section 5. Resignation and Removal. An Officer of the Research Foundation may resign at any time by giving written notice to the Board, the Chairperson or the Secretary of the Research Foundation. Any such resignation shall take effect at the time specified therein or, if no time is specified therein, upon its acceptance by the Board. Any Officer may be removed from office by a two-thirds vote of all of the Directors, effective as of the date of such vote.

ARTICLE IV Duties of Officers

Section 1. ~~Chairperson of the Board. The Chairperson of the Board shall be a Director and~~ President of the Research Foundation. The President shall be a member of the Executive Committee. He/She shall preside at all meetings of ~~of the Board and of~~ the Executive Committee. He/She shall communicate to the Board such matters and make such suggestions as may in his/her opinion tend to promote the business and affairs of the Research

Foundation. The Chairperson and the President are each authorized to execute in the name of the Research Foundation, with the Secretary attesting, all certificates, contracts, deeds, notes and other documents or legal instruments authorized or issued by the Board. Among the ~~Chairperson's~~ President's powers and duties, without limitation, are , ~~are the power to appoint the members and Chairpersons of all Standing Committees established by the Board, except when members or Chairpersons are designated by these Bylaws; to name Special Committees and appoint their members and Chairpersons;~~ from time to time, to perform such matters as may be assigned to the President by the Board; to represent the Research Foundation at official functions of the University and elsewhere as he/she may determine proper; and to present a report of the activities of the Research Foundation and the conduct of his/her office at each Annual Meeting. The ~~Chairperson-Research Foundation President~~ shall report to the Research Foundation Board and the President, in his capacity as President of the University, on all matters pertaining to the Research Foundation.

Section 2. Vice ~~Chairperson-Presidents~~. The Vice ~~Chairperson-Presidents~~ shall be responsible for assisting the Chairperson or the Board in any way so designated by the Chairperson and a Vice-President shall serve as temporary ~~Chairperson-President, as determined by the Board Chairperson~~ in the President's absence. ~~He/she~~ The Vice Presidents shall perform such duties as may from time to time be assigned to ~~him/her~~ them by the Chairperson of the Board, the Board or the Executive Committee.

Section 3. Secretary. The Secretary shall keep full and accurate minutes of all meetings of the Board, all meetings of the Executive Committee and all Committee meetings in a book provided for that purpose and shall

transmit all notices required by the Bylaws of the Research Foundation. The Secretary shall have custody of the corporate seal of this corporation. The Secretary may attest to documents with the Chairperson in the name of this corporation and, when required, shall affix thereto the seal of the corporation. Any contract not attested by the Secretary must be signed by two persons as witnesses. The Secretary shall have charge of all official records of this corporation, which shall be at all reasonable times open for the inspection of any Director, and the Secretary shall in general perform all duties incident to the management of the office of Secretary for the Board. The Secretary shall perform such other duties as may be assigned to him/her by the Chairperson, the Board or the Executive Committee.

Section 4. Treasurer. ~~The—Except as may be otherwise specified by resolution of the Board,~~ the Treasurer ~~shall serve as Chairperson for the Finance and Audit Committee. He/She and his or her designee(s)~~ shall receive and keep the funds of the Corporation and pay out the same in accordance with the ~~guidelines established by the Board.~~ requirements of the Trust Indenture or related bond documents and/or applicable Corporation and/or University policies and procedures with respect to expense reimbursements. The Treasurer shall ensure that consistent and reliable financial practices are followed, and that any Corporation investments are made and managed in accordance with the terms of any applicable Trust Indenture or related bond documents and/or policies of the Corporation or University pursuant to any such strategic allocation ranges as may be established by this Board. The duties of the Treasurer shall include, but not be limited to, the following:

(i) The deposit of all cash monies, checks, and other credits to the account of this corporation in such bank or banks or other depositories as the Board may designate; to review all receipts and vouchers for payment made to

and all vouchers and checks made by this corporation; to regularly maintain a full and accurate account of all funds received and paid out on accounts administered by this corporation; and to render to the Board an account and statement of all the Treasurer's transactions at each meeting of the Board and at such other times as the Board may determine;

(ii) To prepare with the Chairperson an annual budget for the coming year to be approved by the Board at the last meeting held before the end of the fiscal year. The budget shall separately delineate planned actions which result in a commitment of FIU resources or which represent significant commitment of the resources of the Research Foundation. Said budget shall be submitted to the President of FIU for approval and recommendation to the FIU Board of Trustees each year no later than thirty (30) days following the beginning of the Research Foundation's fiscal year;

(iii) To cause an annual audit to be made by an independent certified public accountant of the corporation's books and records as soon as possible after the close of the fiscal year of the Research Foundation and to have the results reported to the Chairperson of the Research Foundation immediately and to the full Board at its next meeting thereafter. The annual audit report shall be submitted by the President of FIU to the Board of Trustees for review no later than the end of the fourth month following the close of the Research Foundation's fiscal year. The annual audit report also shall be submitted to the Auditor General and to the Board of Governors no later than nine (9) months after the close of the Research Foundation's fiscal year. The audit shall be conducted in accordance with rules promulgated by the Board of Trustees of FIU and with policies adopted by the Auditor General; and

(iv) The treasurer shall at all reasonable times exhibit his or her books and accounts to any Director of this corporation and shall in general perform all duties incident to the management of the office of Treasurer for the Board.

Section 5. Checks. ~~Unless otherwise delegated by the Board, C~~checks or drafts on the funds of this corporation shall be signed by any two of the Officers or Directors authorized to do so by the Board, or by any two University employees authorized to do so by the Chief Financial Officer of the University, and approved by the Board of Directors.

ARTICLE V Committees

Section 1. Designation and Appointment of Committees. Committees of the Board shall either be Standing Committees, as designated by these Bylaws, or Special Committees, as established by the Chairperson. The Chairperson shall appoint the members of all Committees and designate their chairpersons, except as otherwise specified by these Bylaws. All members of the Committees shall have equal voting rights. Two voting members of any Committee, except the Executive Committee as provided for below in these bylaws, shall constitute a quorum and a majority vote of the voting members of the Committee present, after a quorum has been declared, shall be required to enact business of the Committee. The actions of any Committee shall be subject to review and approval by the Board at its next ensuing meeting, except when the power to act is specifically granted to a Committee by these Bylaws or by action of the Board or the Executive Committee. Each Committee shall keep approved minutes and submit them to the Board for review and to the Secretary for record-keeping.

Section 2. Standing Committees. The Board shall have the following Standing Committees:

(i) Executive Committee. The Board may elect at its Annual Meeting an Executive Committee consisting of three Directors, which committee shall have such powers as may be delegated to it by the Board. The Chair of the University Board of Trustees may appoint a member of the Executive Committee. Three members of the Executive Committee shall constitute a quorum. A majority of the Executive Committee shall be sufficient to exercise all of its powers. The Executive Committee of the Board shall have and may exercise all powers and authority of the Board when the Board is not in session, subject only to such restrictions or limitations as the Board may, from time to time specify, except that the Executive Committee shall have no authority to alter, amend, or repeal the Articles of Incorporation or Bylaws of the Foundation, to remove Directors or Officers or to elect Directors or Officers. All actions of the Executive Committee shall be reported in writing to the Board at the next ensuing meeting of the Board. All actions of the Executive Committee shall be ratified and included in the minutes of the Board.

(ii) Finance and Audit Committee. The Finance Committee shall consist of up to five members appointed by the Chairperson subject to the approval of the Board, of which three members also must be Directors. The Committee shall advise the Board and the Chairperson on all financial matters related to this corporation, including annual budgeting, equity holding, fund/investment management, securities liquidation, license agreements, insurance needs, audits and financial statements, taxes, and other issues relating to the financial stability of the corporation. The Finance Committee may also be called upon for advice in the consideration of major expenditures and capital outlays. The Finance Committee shall be responsible for the preparation and periodic review of the Research Foundation's annual budget in compliance with the provisions set forth in Article IV, Section 4 (ii), and it shall review

the yearly audit done by the outside auditors. It shall cause a financial audit of its accounts and records to be conducted by an independent certified public accountant after the close of each fiscal year. The audit report shall be submitted by the President of the University to the Board of Trustees no later than the end of the fourth month following the close of the organization's fiscal year. It shall monitor the work of the Research Foundation's Treasurer and shall review and report to the Board on the Research Foundation's financial statements. It shall ensure that all financial reports are filed in a timely manner. To prepare a quarterly expenditure plan to be reviewed and approved quarterly by the President of FIU or his or her designee who shall be a Vice President or other senior officer of FIU reporting directly to the President. The plan shall separately delineate planned actions which result in a commitment of FIU resources or which represent significant commitment of the resources of the Research Foundation.

(iii) Nominating and Development Committee. The Nominating and Development Committee shall consist of up to three members appointed by the Chairperson, subject to the approval of the Board, and shall receive recommendations for nominees to the Board and to act as Elected Officers. It shall evaluate such recommendations, and present nominations for open positions to the Board, as well as a slate of officers, at least fifteen (15) days prior to the Annual Meeting or at any other properly noticed meeting if a vacancy occurs.

Section 3. Other Standing Committees. At the first meeting of the Board, or as soon thereafter as is practical, the Chairperson shall, subject to the approval of the Board, appoint such other Standing Committees as he/she may deem necessary and advisable to assist in the conduct of the Research Foundation's affairs.

Section 4. Special Committees. The Chairperson may, from time to time, establish Special Committees to assist the Board in carrying out the purposes of the Research Foundation. The Chairperson shall report the establishment of all Special Committees which he/she has authorized, and the names of their Chairpersons and members to the Executive Committee and the Board at the next ensuing regular meeting of the Executive Committee and the Board.

Section 5. Committee Quorum. A majority of any Committee of the Research Foundation shall constitute a quorum for the transaction of business, except as otherwise noted in these Bylaws. All other terms and conditions set forth in these Bylaws pertaining to Board meetings shall also apply to Standing and Special Committee meetings.

ARTICLE VI Indemnification

This corporation shall, to the extent legally permissible, indemnify and defend each of its directors, officers, employees, or other agents against all liabilities and expense, including, where applicable, amounts paid in satisfaction of judgments in compromise of actions, suits, claims or other proceedings, as fines or penalties, or as counsel fees, actual and reasonable paid or incurred in connection with the defense or disposition of any action, suit or other proceeding, whether civil or criminal, in which such person may be involved by reason of employment by the Research Foundation or by Board service, except with respect to any matter as to which such person shall have been adjudicated in any proceeding not to have acted in good faith, or not to have acted in the reasonable belief that such action was in the best interest of the corporation; provided that any payment by the way of settlement, compromise, or consent decree shall be indemnified there under only to the extent that it shall be determined by the Board to have been made in the best interest of the corporation; and further provided that no settlement hereunder shall be entered

into without the prior consultation and approval of a duly authorized representative of the Board. Any person believing himself to be entitled to indemnification or defense under this article, in order to qualify for indemnification or defense hereunder, shall notify the Chairperson immediately upon the occurrence giving rise to said entitlement.

ARTICLE VII

Seal

The seal of this corporation shall bear the words "Florida International University Research Foundation, Inc.", as more particularly shown in the following impression:

ARTICLE VIII

Amendments

Section 1. Amendment to Bylaws. The Bylaws of this corporation may be altered, amended, rescinded or repealed by a two-thirds vote of the Board at any Regular or Special meeting of the Board. All amendments must be approved by the Board of Trustees of FIU, upon recommendation by the President of FIU prior to their effective date.

Section 2. Amendments to the Articles of Incorporation. The Articles of Incorporation of the Research Foundation may be altered or amended at any regular or special meeting of the Board by resolution approved by the affirmative vote of a majority of the voting Directors present, subject to approval by the Secretary of State of Florida as required by law and subject to any approval which may be required by the Board of Trustees of FIU. Written notice of any proposed amendment of the Articles of Incorporation shall be mailed to each Director not fewer than fifteen (15) days prior to any meeting at which such proposed amendment is to be considered.

Section 3. Requirements of Florida Law. All amendments to the Bylaws and Articles of Incorporation of the Research Foundation shall comply with Florida law and appropriate state rules and policies.

ARTICLE IX Miscellaneous

~~Section 1. Use of University Resources and Name. Any use by the Research Foundation of FIU resources or FIU's name shall be approved by the President of FIU.~~

Section ~~1~~ 2. Employees. No employee of this corporation shall be considered to be an employee of the State of Florida or The Florida International University Board of Trustees solely by virtue of his/her employment by the Research Foundation. Any employee of the State of Florida or The Florida International University Board of Trustees who is assigned to work on Research Foundation matters, shall not be considered an employee of the Research Foundation.

Section ~~2~~ 3 Checks and Depositories. Except as may otherwise be specified in these Bylaws, the Board shall provide, by Resolution, which Officers or Directors or other representatives are authorized to draw checks on the accounts of the Research Foundation and may impose any reasonable terms, conditions or limitation on such authority. Checks or drafts of the Research Foundation shall be signed by any two of the Officers or Directors, authorized to do so by the Board or by these Bylaws and approved by the Research Foundation Board of Directors. Funds of the Research Foundation shall be deposited to the credit of the Research Foundation only in institutions approved by the Board by resolution and only in financial institutions insured by the Federal Deposit Insurance Corporation or the Federal Savings and Loan Insurance Corporation.

Section ~~4-3~~. Fiscal Year. The fiscal year of the Foundation shall be consistent with the fiscal year of the University.

Section ~~5~~ 4. Service of Process. Service of process shall be made on the office of the University's General Counsel.

Section ~~6~~ 5. Sunshine Laws. Public access to Board records will be governed by the provisions of ~~the Public Records Law, Chapter 119-Section 1004.28,~~ Florida Statutes. It is the policy of the Corporation to maintain and/or dispose of all records made or received in connection with Corporation business in accordance with a document retention schedule as the Board may adopt from time to time. Board meetings shall be governed by the provisions of the Open Meetings Law, Chapter 286, Florida Statutes.

ARTICLE X

Code of Ethics – Conflict of Interest

Directors stand in a fiduciary relationship to the University and the Research Foundation. Therefore, Directors shall act in good faith, with due regard to the interests of the University and the Foundation, and shall comply with the fiduciary principles and law set forth in the Code of Ethics for Public Officers and Employees, Chapter 112, Part III, Florida Statutes. Directors shall comport themselves in accord with the statutory Code of Ethics and the Conflict of Interest Policy attached to these Bylaws as Appendix "B". Each Director shall annually complete and sign a disclosure form as required by said policy. The Corporation shall maintain the highest ethical standards in all of its operations in order to protect and preserve the Corporation's good name, business interests, and the community at

large, and accordingly, it is the policy of the Corporation to adhere to the requirements of the Florida Whistleblower's Act, as applicable.

ARTICLE XI Parliamentary Procedure

Where not addressed by these Bylaws, the Articles of Incorporation, or Florida law, all matters of procedure shall be governed by Roberts Rules of Order (latest edition).

ARTICLE XII Powers of the President of the University

The President of the University shall have the following powers and duties: (1) Monitor and control the use of University resources by the Research Foundation; (2) Control the use of the University name by the Research Foundation; (3) Monitor compliance of the Research Foundation with state and federal laws; (4) Recommend to the Board of Trustees of FIU an annual budget; (5) Review and approve expenditure plans at least quarterly; (6) Approve salary supplements and other compensation or benefits paid to University faculty and staff from the Research Foundation assets; and salaries, benefits, and other compensation paid to employees of the Research Foundation, consistent with the policies of the FIU Board of Trustees.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Request for Approval of Florida International University's 2011-2012 Fixed Capital Outlay Legislative Budget Request, consisting of the 5-year Capital Improvement Plan (CIP)

Proposed Board Action:

Approve the Florida International University 2011-2012 Fixed Capital Outlay Legislative Budget Request, consisting of the 5-year Capital Improvement Plan (CIP) and authorize the University President to amend the Legislative Budget Request as necessary, consistent with Board of Governors and Board of Trustees directives and guidelines.

Background Information:

Section 1013.64 (4) (a), Florida Statutes, requires the Florida International University Board of Trustees to update annually its fixed capital outlay budget request. Currently, the State University System of Florida Board of Governors is developing policy guidelines related to the submission of university Five-Year Capital Improvement Plans. It is anticipated that the Board of Governors will approve these guidelines at their June 2010 meeting with a request for Board of Trustee approval in August. In addition to Public Education Capital Outlay (PECO) projects, the capital request will include projects under the Courtelis Facilities Enhancement Challenge Grant Program. It is anticipated that Florida International University will have the opportunity to submit a revised Fixed Capital Outlay Budget Request to the Board of Governors in December 2010.

The Fixed Capital Outlay Budget Request governs the University's proposed capital expenditures during the next five years. The Fixed Capital Outlay Budget Request must be approved annually by the Board of Trustees.

Supporting Documentation:

2011-2012 Fixed Capital Outlay Budget Request
for FIU

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FLORIDA BOARD OF GOVERNORS
Capital Improvement Plan (CIP-2) and Legislative Budget Request
Period: 2011-2012 through 2015-2016
Florida International University Board of Trustees

Priority Number	Project	2011-12	2012-13	2013-14	2014-15	2015-16	Total
1	FACILITIES INFRASTRUCTURE /CAPITAL RENEWAL - UW (P,C,E)	\$10,500,000	\$10,500,000	\$10,500,000	\$10,500,000	\$10,500,000	\$52,500,000
2	STUDENT ACADEMIC SUPPORT CENTER - MMC(C,E)	\$10,740,450					\$10,740,450
3	STRATEGIC LAND ACQUISITION - UW (A)	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$10,000,000
4	SATELLITE CHILLER PLANT EXPANSION - MMC (P,C,E)	\$7,000,000					\$7,000,000
5	REMODEL./RENOV. OF EXIST. EDUC. SPACE - UW (P,C,E)	\$3,000,000	\$3,000,000	\$3,000,000	\$3,000,000	\$3,000,000	\$15,000,000
6	SCIENCE LABORATORY COMPLEX - MMC (P,C)(C)(C,E)	\$29,461,453	\$22,500,000	\$10,445,115			\$62,406,567
7	GRADUATE SCHOOL OF BUSINESS, Phase II - MMC (P,C)(C,E)(C,E)	\$3,298,097	\$31,430,731	\$6,264,319			\$40,993,147
8	REMODEL./RENOV. OF EXIST. EDUC. SPACE - MMC (P,C,E)(P,C,E)			\$20,515,000	\$19,647,331		\$40,162,331
9	REMODEL./RENOV. OF STUDENT ACADEMIC SUPPORT - BBC (P,C,E)(P,C,E)			\$24,565,000	\$5,009,571		\$29,574,571
10	REMODEL./RENOV. OF ACADEMIC DATA CENTER - MMC (P,C,E)(P,C,E)				\$12,775,000	\$7,557,500	\$20,332,500
11	HUMANITIES CTR., (ARTS & SCIENCES) - MMC (P,C)(P,C,E)				\$26,738,584	\$15,619,276	\$42,357,860
12	CLASSROOM/OFFICE, (ACADEMIC IV) - BBC (P,C)(C,E)				\$4,038,392	\$29,867,351	\$33,905,743
13	CONSTR. MGT. & ENGINEERING EXPANSION - EC (P,C)(C,E)				\$1,081,164	\$13,543,227	\$14,624,391
14	TRAINING COMPLEX (HUMAN RESOURCES) - MMC (P,C)(P,C,E)				\$1,513,248	\$16,968,899	\$18,482,147
15	HONORS COLLEGE - MMC (P,C)(C,E)				\$2,018,860	\$18,583,362	\$20,602,222
16	SOCIAL SCIENCE, Phase II - MMC (P,C)(C,E)				\$11,062,331	\$18,224,145	\$29,286,476
TOTAL PECO REQUEST		\$66,000,000	\$69,430,730	\$77,289,435	\$99,384,481	\$135,863,759	\$447,968,405

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Priority Number	Project	2011-12	2012-13	2013-14	2014-15	2015-16	Total
17	STADIUM/STUDENT ACADEMIC MEETING ROOMS, MMC (C,E)	\$1,000,000					\$1,000,000
18	COLLEGE OF LAW BR-832, MMC (E)	\$367,902					\$367,902
19	IHRC- WALL OF WIND TESTING FACILITY- PH. II, MMC (E)	\$100,000					\$100,000
20	COLLEGE OF NURSING & HEALTH SCIENCES (MOLECULAR BIOLOGY)/HEALTH SCIENCES LABORATORY CLINIC, MMC (E)	\$164,541					\$164,541
21	HOSPITALITY MANAGEMENT - CARNIVAL STUDENT CENTER, BBC (P,C,E)	\$500,000					\$500,000
22	ENGINEERING CENTER- LAB REMODELING AND EXPANSION, MMC (E)	\$25,000					\$25,000
23	HOSPITALITY MANAGEMENT - BEVERAGE MANAGEMENT CENTER, BBC (P,C,E)	\$949,425					\$949,425
24	GRADUATE SCHOOL OF BUSINESS- PHASE I, MMC (E)	\$446,880					\$446,880
25	PATRICIA AND PHILLIP FROST ART MUSEUM, MMC BR-839 (E)	\$97,000					\$97,000
26	BROAD AUDITORIUM, SOCIAL SCIENCES - Phase I - MMC (P,C,E)	\$250,000					\$250,000
27	STOCKER ASTROPHYSICS CENTER, MMC BT-814 (P,C,E)	\$601,275					\$601,275
28	CONSTR. MGT. & ENGINEERING EXPANSION - EC (P,C)(C,E)	\$98,500					\$98,500
TOTAL CHALLENGE GRANT REQUEST		\$4,600,523					\$4,600,523

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Tenure as Condition of Employment

Proposed Board Action:

Approve Tenure as a Condition of Employment as specified in the Board materials.

Background Information:

Board of Governors Regulation 1.001 provides that each board of trustees is authorized to establish the personnel program for all employees of the university including tenure. The nominees for Tenure as a Condition of Employment had tenure at their previous institutions.

The University President is recommending the granting of Tenure as a Condition of Employment for two (2) nominees listed in the supporting documentation.

Supporting Documentation: Tenure as a Condition of Employment Nominees
Attachment 1 – Tenure as a Condition of Employment
Nominees' Bios

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**Tenure As a Condition of Employment Nominees
2009-2010**

NAME	DEPARTMENT	PROPOSED RANK
COLLEGE OF BUSINESS ADMINISTRATION		
Ruth Ann McEwen	Accounting	Professor
ROBERT STEMPEL COLLEGE OF PUBLIC HEALTH AND SOCIAL WORK		
Elena M. Bastida	Health Promotion and Disease Prevention	Professor

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Ruth Ann McEwen

School of Accounting, College of Business Administration

Ruth Ann McEwen, Ph.D., CPA, was Associate Dean, Dean of Accreditation and Administration, and Professor of Accounting for the Sawyer Business School at Suffolk University in Boston. Dr. McEwen was Associate Professor at Virginia Commonwealth University in Richmond, Virginia, as well as Assistant Professor at Temple University, in Philadelphia, Pennsylvania. She earned her Ph.D. in Management and Masters of Science in Industrial Management from Georgia Institute of Technology. Dr. McEwen completed her undergraduate degree, a Bachelor of Science in Medical Technology, from Alabama A&M University.

Dr. McEwen successfully led the efforts at Suffolk for initial accounting accreditation and maintenance of AACSB accreditation for both Business and Accounting in 2004. She has taught graduate Financial Accounting at the Intermediate and Doctoral levels for more than 20 years.

Dr. McEwen's articles have been widely published in such premier journals as *The Accounting Review*, *Decision Sciences* and *Accounting Horizons*. She is the author of two BNA Portfolios and in 2009 published a book entitled, "Transparency in Financial Reporting - A concise comparison between IFRS and US GAAP." Dr. McEwen has presented a series of papers focusing on current financial reporting and the usefulness of GAAP accounting information to the Financial Accounting Standards Board and the Governmental Accounting Standards Board.

Dr. McEwen has consulted with the Financial Accounting Standards Board, where she was deeply involved with the FASB's Codification project. She has also worked with corporate clients in Europe and has been a visiting professor with the University of Maastricht, the Netherlands.

Elena M. Bastida

Department of Health Promotion and Disease Prevention, Robert Stempel College of
Public Health and Social Work

Dr. Elena Bastida is a medical sociologist who received her Ph.D. with honors from the University of Kansas and the recipient of pre-doctoral and post-doctoral fellowships from The National Institutes of Health. Most recently she was Associate Dean for Research at the University of North Texas Health Science Center, School of Public Health where she also served as Chair of the Department of Social and Behavioral Health.

Dr. Bastida is a nationally recognized expert on health disparities, Hispanic health, aging and public health. She currently is engaged in community participatory research working with low income minority populations. She has a long and uninterrupted record of NIH funded research. Since 1990, Dr. Bastida has received continuous NIH funding; a record that presently extends until 2013, when her current NIH funded project will expire. Dr. Bastida has published widely in well established and prestigious journals including The American Journal of Public Health, Health Economics, The Gerontologist, Journal of Aging and Health, Diabetes Care, Health Psychology and Journal of Research in Aging.

Dr. Bastida has been the recipient of numerous awards for excellence in teaching including the University of Texas System Chancellor's Award for Outstanding Teaching, which she received in 1999. Her dedication to mentoring and advising has been widely recognized. In 2001, she received the Mentor Role Model Award, a national program sponsored by the National Center on Minorities and Health Disparities. Throughout her years of teaching at the University of Texas Pan American, Dr. Bastida continuously ranked in the top 95% in student teaching evaluations for excellence in teaching. She was also voted by students as "Advisor of the Year."

In summary, throughout her career, Dr. Bastida has been widely recognized by her peers, colleagues and students as a prolific researcher and a dedicated teacher and mentor.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Tenure Nominations

Proposed Board Action:

Approve the Tenure Nominations as specified in the Board materials.

Background Information:

Board of Governors Regulation 1.001 provides that each board of trustees is authorized to establish the personnel program for all employees of the university including tenure.

The University President is recommending the granting of Tenure for twenty two (22) nominees listed in the supporting documentation.

Supporting Documentation:

Tenure Nominations

Attachment 2 - Tenure Process

Attachment 3 - Tenure Nominees' Bios

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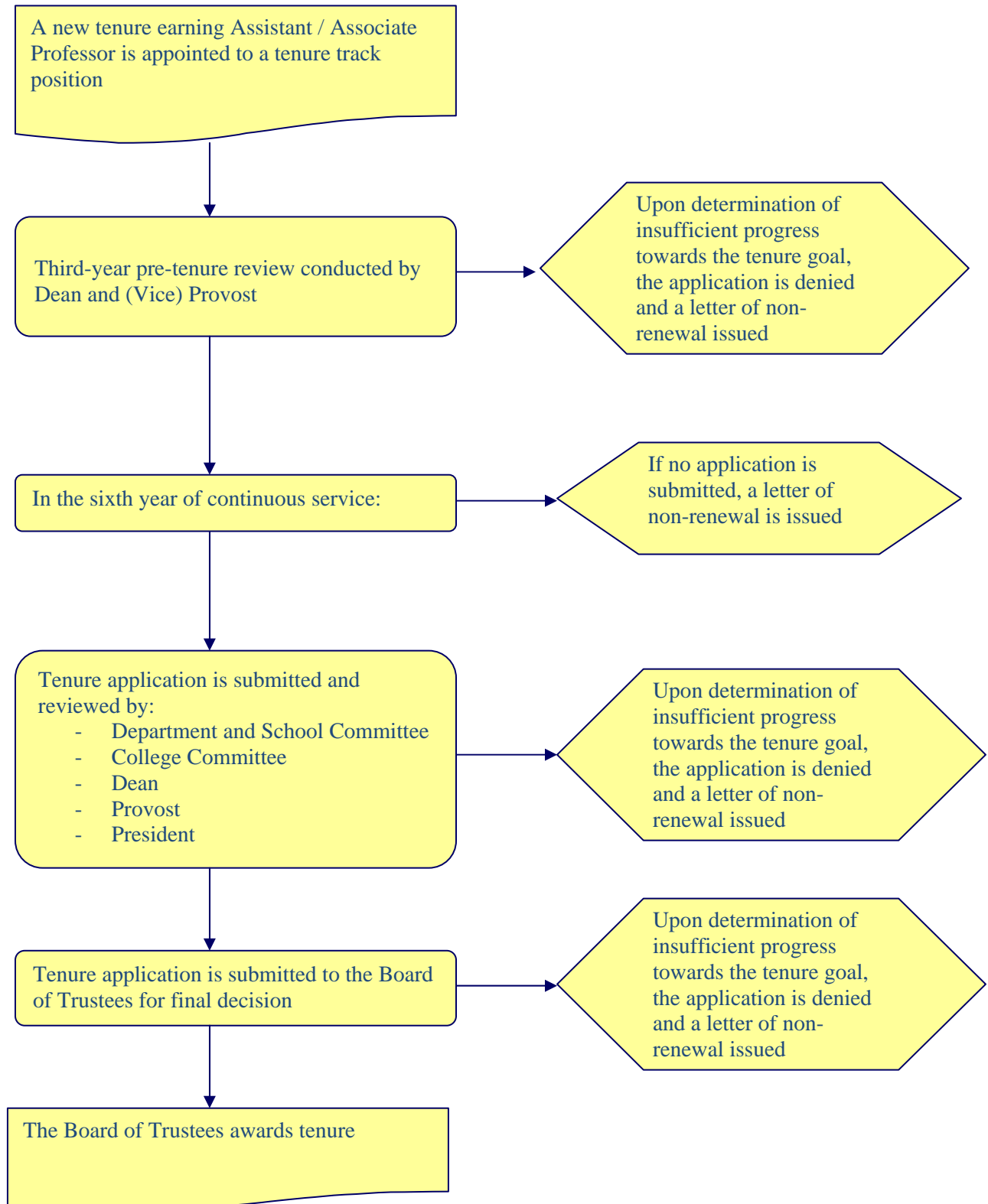
Tenure Nominations

2009 - 2010

NAME	DEPARTMENT	PROPOSED RANK
COLLEGE OF ARTS AND SCIENCES		
Sean Allen-Hermanson	Philosophy	Associate Professor
Manuel M. Barbieri	Biological Sciences	Associate Professor
Joseph N. Boyer	Earth & Environment	Associate Professor
Shlomi Dinar	Politics & International Relations	Associate Professor
Clement Fatovic	Politics & International Relations	Associate Professor
Sukumar Ganapati	Public Administration	Associate Professor
Rob T. Guerette	Criminal Justice	Associate Professor
Leung Kim	Biological Sciences	Associate Professor
Russell E. Lucas	Politics & International Relations	Associate Professor
Laura A. Ogden	Global Sociocultural Studies	Associate Professor
COLLEGE OF BUSINESS ADMINISTRATION		
Aya Chacar	Management & International Business	Associate Professor
Karlene C. Cousins	Decision Sciences & Information Systems	Associate Professor
Brice Dupoyet	Finance	Associate Professor
Weidong Xia	Decision Sciences & Information Systems	Associate Professor
COLLEGE OF ENGINEERING AND COMPUTING		
Evangelos Christidis	Computing & Information Sciences	Associate Professor
Anuradha Godavarty	Biomedical Engineering	Associate Professor
S. Masoud Sadjadi	Computing & Information Sciences	Associate Professor
Chunlei (Peggy) Wang	Mechanical & Materials Engineering	Associate Professor
Yimin Zhu	Construction Management	Associate Professor
COLLEGE OF LAW		
Hannibal Travis		currently Associate Professor
COLLEGE OF NURSING AND HEALTH SCIENCES		
Amy Paul-Ward	Occupational Therapy	Associate Professor
Mark Rossi	Physical Therapy	Associate Professor

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Tenure Process



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Sean Allen-Hermanson

Department of Philosophy, College of Arts and Sciences

Sean Allen-Hermanson received his B.A. in Philosophy (Honors) from Dalhousie University. He went on to pursue his M.A. at Concordia University, and then the Ph.D. in the Department of Philosophy at the University of Toronto, concentrating in philosophy of the mind. During completion of all requirements for the doctorate (which he received in 2003), he was hired by the University of Oklahoma (Norman) in 2002 and worked as a Visiting Assistant Professor in the Philosophy Department. Desiring to teach and work at a research-intensive institution, Allen-Hermanson applied to and was hired by the Philosophy Department at Florida International University in (2003).

During the past seven years he has written four scholarly articles in very prestigious journals, including one on animal consciousness and blindsight in what is arguably the leading journal for the discipline (*The Journal of Philosophy*). In addition, he wrote a chapter in an edited collection for Springer, and has co-authored an entry in the influential and prestigious Stanford Encyclopedia of Philosophy. He has presented at national and international conferences, as well as individual philosophy departments, about 20 times over the past seven years. As a result of his increasing academic profile, he has served as a peer-reviewer for several academic presses, including Oxford, Thompson, and Wadsworth, as well as the *Journal of the History of Philosophy*. Allen-Hermanson has been sought to speak at the Wolfsonian, and other local venues, and his work has attracted an invitation to contribute to the prestigious *Harvard Review of Philosophy*. In his scholarly work, both publishing and public presentations, he has maintained a high level of academic integrity, professionalism and quality in keeping with the highest standards and practices of the university he serves and represents.

Manuel M. Barbieri

Department of Biological Sciences, College of Arts and Sciences

Dr. Barbieri received his Doctoral degree in Biochemistry and Cellular Biology from Universidad Nacional de San Luis, San Luis, Argentina in 1992. He also holds a BS in Chemistry, and a MS in Biochemistry and Chemistry. Dr. Barbieri initiated his postdoctoral training in the Department of Cell Biology at Washington University, School of Medicine in Saint Louis, MO working on membrane trafficking and intracellular signaling communication. During his postdoctoral training he was able to obtain a National Institute of Health award to support his work in cancer biology, which allowed him to acquire his first independent position in research track as Research Instructor. Dr. Barbieri's research productivity and outstanding contributions to the field of cell and molecular biology allowed him to be promoted as a Research Assistant Professor. He also secured a grant support from the American Cancer Society and the Diabetes Society.

In August 2004, Dr. Barbieri became an Assistant Professor at Florida International University. During his appointment at FIU, he was funded with the FIU Foundation Award, the National Institute of Health S06- and SC1-SCORE Grants, and the prestigious Jose Carreras International Foundation Award. Dr. Barbieri is also a member of the American Society of Cell Biology and the American Society of Microbiology. His work on intracellular membrane trafficking and signaling has been published in several peer-reviewed journals thereby contributing to the FIU national and international name recognition. In conjunction with the Sponsored Research Office he is working on the intellectual property of a newly discovery gene as a potential tumor suppressor. He mentored graduate and undergraduate students, advising them to present their scientific work in local, national and international meetings and symposiums, as well as postdoctoral fellows in the United States of America, France and South America. Therefore, over the past five years, Dr. Barbieri has developed an excellent research agenda, contributing through scholarship and teaching at the local, national, and international levels thereby building an honorable intellectual reputation. Dr. Barbieri has maintained a high level of academic integrity, professionalism and quality in keeping with the highest standards and practices of the university he serves and represents.

Joseph N. Boyer

Department of Earth and Environment, College of Arts and Sciences

Dr. Boyer received his B.S. in Microbiology in 1978 from the American University in Washington, DC. He went on to pursue his Ph.D. in Marine Science at the Virginia Institute of Marine Science of the College of William & Mary, concentrating in marine microbiology and biogeochemistry. Upon completion of all requirements for the doctorate in 1987, he was hired as an Instructor by East Carolina University (1987 – 1990) during which time he taught ecology courses and worked on the ecology of the nitrogen cycle in the Neuse River Estuary. He then moved to Waterline Ltd., Prince Edward Island, Canada as an Aquatic Biologist (1990 – 1992) to design and develop closed-system nitrifying biofilters for finfish aquaculture. Following this, he took a Postdoctoral position at the Institute of Ecosystems Studies (1992 – 1995) to study the microbial ecology of dissolved organic carbon cycling in groundwater. He came to the Southeast Environmental Research Center (SERC) at Florida International University as an Assistant Scholar/Scientist in 1995 to work in marine water quality and biogeochemistry. He was promoted to Associate Scholar/Scientist in 2001, became Associate Director of the Center in 2003, and was then appointed Director of SERC in 2009.

He has 47 peer reviewed research publications (9 with supervised students) and 44 technical reports in fields ranging from microbial ecology, biogeochemistry, water quality, and bacterial metagenomics. Of these, over 70% are related to the greater Everglades, estuaries, and Florida Keys ecosystems. His current research addresses both natural and human-induced physical/chemical effects on microbial communities and water quality. Since coming to FIU, he has generated >\$17 million in external grants and contracts. He is a founding principal investigator of the NSF-funded Florida Coastal Everglades LTER and directs the Water Quality Monitoring Network for the Florida Keys National Marine Sanctuary. His most recent NOAA grant focuses on developing research and management goals for their coastal South Florida program. Boyer serves on 12 national and regional scientific advisory boards. He has presented at more than 42 international, national, and regional science conferences during the past five years. As a result of his increasingly familiar academic profile, he has served as a peer-reviewer for numerous agency proposal review and selection boards, including five national program reviews and has been involved in multiple assessments of federal science programs. He has served on 17 graduate student committees, two as major professor, and has supported 5 postdoctoral associates. Through his collaboration and cooperation with local, State, and federal agencies, Dr. Boyer has built a rigorous research foundation and developed a solid public intellectual reputation for himself and for FIU's environmental teaching and research programs.

Shlomi Dinar

Department of Politics and International Relations, College of Arts and Sciences

Shlomi Dinar received his Bachelor's degree in Political Science and Rhetoric and Communication from the University of California, Davis. He completed his Master's degree in International Affairs at Columbia University's School of International and Public Affairs and his Doctorate degree (with distinction) in International Relations at the Johns Hopkins University School of Advanced International Studies. During the past six years he has written a monograph: *International Water Treaties: Negotiation and Cooperation along Transboundary Rivers* (Routledge 2008). He has also published a co-authored textbook: *Bridges over Water: Understanding Transboundary Water Conflict, Negotiation and Cooperation* (World Scientific 2007). Most recently, a book manuscript edited by Dinar, titled *Beyond Resource Wars: Scarcity, Environmental Degradation, and International Cooperation*, was accepted for publication by MIT Press and is forthcoming in Fall 2010. Dinar has also published several scholarly articles including an article in the flagship journal of the field of environmental politics (*Global Environmental Politics*) and another in a journal ranked among the most influential journals in the disciplines of political science and geography (*Political Geography*). Dinar has also published eight chapters in edited books in such presses as MIT Press, Routledge, Taylor & Francis, Springer, and Kluwer. During the past six years, Dinar has presented and lectured at more than fourteen local, national, and international conferences and venues. As a result of his increasingly familiar academic profile, he has served as peer-reviewer for a grant proposal for the National Science Foundation and article manuscript reviewer for leading journals such as *International Studies Quarterly*, *Journal of Peace Research*, *Political Geography*, and *Ecological Economics*. During the AY 2007-2008, Dinar was awarded a Smith Richardson Foundation Junior Faculty Research Grant. Dinar is currently working to complete a book manuscript on conflict and cooperation over shared rivers in the Middle East, North Africa, and Central Asia. Most recently, he was invited to embark on a semester-long visiting fellowship at the prestigious Institute of Advanced Study at Durham University in the United Kingdom.

One of the most rewarding aspects of his university work, however, has been achieved through his teaching and service. In his first year at Florida International University, Dinar devised a new undergraduate (INR 4463: International Negotiation) and graduate (INR 5352: Environment and Security) course. Dinar has also served on several committees including leading the assessment of student learning outcomes for his department as well as working with fellow committee members to devise a curriculum for a professional Master's degree for the newly created School of International and Public Affairs. Dinar has also taken the lead in creating the Middle East Society (MES), a membership organization headquartered on the Biscayne Bay Campus.

Clement Fatovic

Department of Politics and International Relations, College of Arts and Sciences

Clement Fatovic received his B.A. in Political Science and in Psychology in 1995 from Rutgers University, where he graduated first in his class with a 4.00 grade point average. He received his M.A. (2000) and his Ph.D. (2002) in Government from Cornell University, where he was the recipient for numerous fellowships. His dissertation, *Constitutionalism and Character: Executive Power and the American Founding*, was awarded the first annual Janice N. and Milton J. Esman Annual Prize for Distinguished Scholarship by the Government Department at Cornell University. Upon completion of his doctoral studies, Fatovic taught political theory at the University of Florida (2002-2003), Vassar College (2003-2004), and Florida International University (2004-present), where he is currently an Assistant Professor of Politics and International Relations.

Dr. Fatovic teaches a broad range of courses within the sub-field of political theory, from ancient and medieval political theory to contemporary democratic theory. His research focuses primarily on the development of liberal constitutionalism within Anglo-American political thought, with a special emphasis on executive power, emergency action, and the rule of law. Dr. Fatovic examines the historical and theoretical tensions between emergency powers and liberal constitutionalism in his book *Outside the Law: Emergency and Executive Power* (Baltimore, MD: The Johns Hopkins University Press, 2009). He has published articles on these and other topics in journals such as the *American Journal of Political Science*, *History of Political Thought*, *Journal of the History of Ideas*, *Perspectives on Politics*, and *The Good Society*. His current projects explore the tensions between the rule of law and democracy in the legal and political thought of twentieth century German thinkers such as Carl Schmitt and Jurgen Habermas. Dr. Fatovic is currently a member of the American Political Science Association and the Western Political Science Association.

Sukumar Ganapati

Public Administration Department, College of Arts and Sciences

Sukumar Ganapati received his Ph.D. in Planning in 2003 from the School of Policy, Planning, and Development at the University of Southern California, having obtained the Master's in Planning (M. Pl.) degree from the same university in 1994. He graduated with the Bachelor of Architecture (Honors) degree from the Indian Institute of Technology, Kharagpur (India) in 1987, after which he had worked as a professional architect in Pondicherry (India) and taught in the Architecture department in Manipal Institute of Technology, Manipal (India) for nearly four years. Upon completion of his Ph.D., he worked as the Assistant Director of the Center for International Policy, Planning, and Development in the University of Southern California. He joined the Public Administration Department at Florida International University in 2004. In 2001, the California State University, Northridge honored him with the "Outstanding Professor Award". His article in *Habitat International* in 2001 won the Jorge E. Hardoy Memorial Prize for best paper given by the International Sociological Association. He joined the Public Administration Department at Florida International University in 2004.

Dr. Ganapati's research focuses on the role of institutions in the urban context, particularly with respect to housing, community development, and information technology. The research is both international and domestic in scope. He has 16 refereed publications and is the sole or first author of all but one. His work is published in top ranked peer-reviewed journals, which include: "Housing Studies, International Journal of Urban and Regional Research" (in press), "Journal of the American Planning Association, Journal of Environmental Planning and Management, Journal of Planning Education and Research" (JPER), "Public Administration and Development, Public Administration Review" (in press), "Urban Affairs Review, and the International Journal of Electronic Government Research". Other publications are chapters in books edited by well known experts in the field. He has presented at 18 regional and national conferences while at FIU. At FIU, Dr. Ganapati has taught doctoral, master's and bachelor's level courses. He has mentored seven student publications (written jointly with him or on their own). He obtained the Honorable Mention for the Chester Rapkin Award in 2008, which is an award for the best article published in JPER. As one scholar commented, Dr. Ganapati "is addressing one of the most salient policy issues of the 21st century... His cutting edge, comparative work fills a void in the planning literature". Dr. Ganapati's tenure at FIU has thus been spent in developing an excellent research agenda, continuing to build a solid public intellectual reputation, and contributing through scholarship and teaching.

Rob T. Guerette

Department of Criminal Justice, College of Arts and Sciences

Rob T. Guerette joined FIU as an Assistant Professor in the Criminal Justice Department in August, 2004. He holds a doctorate degree from Rutgers University-Newark and was a Fellow at the Eagleton Institute of Politics, Rutgers University-New Brunswick. His research has appeared in *Criminology* (forthcoming), *Crime & Delinquency*, *Crime Prevention Studies*, *Criminology & Public Policy*, the *European Journal on Criminal Policy and Research*, the *Journal of Criminal Justice*, and *Security Journal*. He is author of “Migrant Death: Border Safety and Situational Crime Prevention on the U.S.-Mexico Divide” (2007); co-editor of the book “Migration, Culture Conflict, Crime and Terrorism” (2006); and a co-author of a book chapter in “Deadly Lessons: Understanding Lethal School Violence” (2002).

He has worked on projects in consultation or affiliation with the Department of Homeland Security – U.S. Border Patrol, the National Research Council, United States Department of Justice-Office of Community Oriented Policing Services (COPS), British Home Office Research Directorate, the Miami Police Department, and the New Jersey Department of Probation and Parole. Dr. Guerette’s primary research interests include situational crime prevention/problem-oriented policing, human smuggling and transnational crime, and public policy related to crime. Formerly, he was private criminal and civil investigator where he worked an assortment of cases on federal and state levels.

Leung Kim

Department of Biological Sciences, College of Arts and Sciences

Dr. Leung Kim received his B.S. in Biochemistry from Yonsei University (Korea) and M.S. in Biochemistry from Korea Advanced Institutes of Science and Technology (KAIST). He received his Ph.D. in 1996 in the Department of Molecular Biology and Biochemistry at Rutgers, The State University of New Jersey. Between 1996-2003, Dr. Kim was hired as a postdoctoral fellow by the National Institutes of Health, during which he studied the mechanisms of cell differentiation using the social amoeba *Dictyostelium* as a model organism. With the desire to teach and work at a research-intensive institution, he applied to and was hired by the Biological Sciences Department of Florida International University in 2003.

Since his arrival at FIU he has published multiple articles in prestigious journals on the mechanisms on cell differentiation and migration. Also, he has presented at numerous national and international conferences. The significance of Dr. Kim's research was recognized in 2005 by an invitation to the prestigious Gordon Conference where he presented his findings on the effect of reactive oxygen species on directional cell motility. In addition, he received an invitation in 2006 to chair a session at the International *Dictyostelium* Conference, due largely to international recognition of his expertise in the field. These scholarly activities, as one scholar argued, "put him as one of the world's leading experts in the use of *Dictyostelium* as a model organism." Dr. Kim has been the recipient of approximately \$1.7M in external, peer-reviewed funding. This funding has not only enabled him to pursue his own research, but has also resulted in the addition of new infrastructure at FIU and is viewed as critical by members of its Department of Biological Sciences. Dr. Kim has been successful in guiding undergraduate students, graduate students, postdoctoral fellows, and in mentoring a student to attain his Ph.D.

Russell E. Lucas

Department of Politics and International Relations, College of Arts and Sciences

Russell E. Lucas received his Ph.D. in Government from Georgetown University in 2000. Previously he earned both a B.A. in Political Science (1992) and an M.A. in Modern Middle Eastern and North African Studies (1994) from the University of Michigan. After earning his doctorate he held post-doctoral research positions in Jerusalem and Amman. He taught at Wake Forest University (Winston-Salem, North Carolina) as a visiting professor. He began the tenure track in 2003 as an Assistant Professor at the University of Oklahoma (Norman, Oklahoma) in a joint appointment between the School for International & Area Studies and the Department of Political Science. Since 2006 he has been an Assistant Professor of Political Science at Florida International University. His major areas of teaching are in the areas of Comparative Politics and Middle East Studies.

Lucas's research and teaching interests lie at the intersection of Comparative Politics, International Relations, and interdisciplinary Middle East Studies. His research focuses on the maintenance of domestic political stability in the midst of forces for regional and international change. Within this general framework, his research has developed two broad streams: (1) the survival of authoritarian regimes in the Arab World, and (2) public opinion and its links to foreign policy in the Middle East. He has received grants from Fulbright, the U.S. Institute of Peace, the American Center for Oriental Research, the University of Haifa, the Truman Institute of the Hebrew University of Jerusalem, the University of Oklahoma, and Florida International University. Lucas is the author of *Institutions and the Politics of Survival in Jordan: Domestic Responses to External Challenges* (SUNY Press, 2005) which explores the dynamic processes of authoritarian rule that allow some regimes to liberalize politically without yielding to a full transition to democracy – especially in difficult economic and international contexts. He is also the author of book chapters and journal articles in *International Studies Quarterly*, *Journal of Democracy*, *International Journal of Middle East Studies*, *Middle East Journal*, *Middle Eastern Studies*, *Civil Wars*, *International Interactions*, and *the Middle East Review of International Affairs*. He has conducted research in Jordan, Israel, and Kuwait. He is a member of the American Political Science Association and the Middle East Studies Association. He is an expert on political stability and change in the Middle East and has given lectures to the US Air Force and in elementary and secondary schools.

Laura A. Ogden

Department of Global & Sociocultural Studies, College of Arts and Sciences

Laura A. Ogden's formal training as an academic social scientist began at University of North Carolina Chapel Hill, where she earned a B.A. in Political Science in 1990. She continued her studies at the University of Florida in the Department of Anthropology and earned an M.A. degree in 1994. As a consulting anthropologist, she worked for a Jicarilla Apache-owned research company in New Mexico, then for the Governor's Commission for a Sustainable South Florida. She left consulting and entered the Ph.D. program in Anthropology at the University of Florida and received her Doctorate in 2002. Her doctoral research investigated the cultural history of the Florida Everglades and the politics of Everglades restoration programs and was supported through the U.S. Environmental Protection Agency's Science to Achieve Results (STAR) graduate fellowship. Since December 2003, she has been employed as an assistant professor in the Department of Anthropology & Sociology, recently reorganized as the Department of Global and Sociocultural Studies.

She conducts basic research in environmental anthropology and supervises graduate research projects. Her research seeks to understand the ways in which human and nonhuman processes interact to create landscapes, with a particular emphasis on the politics that shape our landscape practices. Her work bridges the social and biophysical sciences, both drawing from social and ecological theory and making contributions to these literatures. For the past decade she has conducted fieldwork in the Florida Everglades, though she is currently involved in a new multi-site comparative project that expands her research to investigate processes of environmental change in four cities. She has published in multiple peer-reviewed journal articles, including two as sole author in the top-ranked *American Anthropologist* and *Cultural Geographies*. Her second book, *The Bill Ashley Jungles: Landscape Ethnography and the Politics of Nature*, is currently in press with the University of Minnesota Press. Dr. Ogden has been successful in attracting resources to fund her research at FIU. She has obtained \$5.3M in grants and contracts to FIU as PI or co-PI. She is a co-PI on the Long Term Ecological Research-Florida Coastal Everglades II funded by the National Science Foundation for over \$4.2 million. She has also received funding from other federal agencies including the National Park Service. She serves the science community as the co-Chair for social sciences for the National Science Foundation's Long Term Ecological Research Program and is an elected board member for the Anthropology & Environment Section of the American Anthropological Association. In addition to representing her research and the discipline at 26 conferences, she recently served as a plenary speaker for the National Science Foundation's triennial science meeting for the Long Term Ecological Research Program.

Aya Chacar

Department of Management and International Business, College of Business Administration

Dr. Chacar is the Kauffman Associate Professor of Management and International Business at Florida International University. She earned her PhD from UCLA and an MBA from Rensselaer Polytechnic Institute. Her research on the drivers of value creation and appropriation by firms, entrepreneurs, and top executives, through innovation, improved firm performance and institutional change has been published in leading outlets including the Strategic Management Journal, the Journal of International Business Studies, the Journal of Management Studies, Advances in Strategic Management, and Managerial and Decision Economics.

Her research has been conducted in the national and international contexts on the pharmaceutical, high technologies, major leagues baseball and other industries. This research and her teaching have won numerous accolades including Best Paper Award from the Academy of Management's IM division and Best Course Award. Aya Chacar teaches in various executive and graduate programs and has taught in various company programs including Baxter and Sara Lee. Dr. Chacar has been an active member in the Strategic Management Society (SMS) and the Academy of Management (AOM). She has served the field in various roles. She was recently elected as a representative at large for the Competitive Strategy IG at SMS and was part of the founding team of the Strategic Human Capital IG at SMS. She has reviewed for various conferences, helping twice with the planning and organization of the SMS conference and as an AOM division liaison and committee member. She will be co-chairing the Strategic Management Society Meeting in Miami in 2011. She also reviews for several journals including the Strategic Management Journal and was formerly an editorial board member of Strategic Organization (SO!).

Karlene C. Cousins

Decision Sciences & Information Systems Department, College of Business

Dr. Karlene C. Cousins received her B.Sc. in Computer Science and Physics (Honors) and M.Sc. in Computer Information Systems degrees from the University of the West Indies, Kingston, Jamaica. She then worked for 10 years in the information systems field in the financial, manufacturing, aviation and healthcare industries. During this period she served as a Management Consultant at Deloitte Touche Tohmatsu. She has also served as Management Information Systems Manager at the Airports Authority of Jamaica, a statutory organization responsible for managing Jamaica's international airports and aerodromes. She then went on to pursue a Ph.D. in Computer Information Systems at the Georgia State University which she completed in January, 2005. She was hired by the Florida International University in August 2004 as an Assistant Professor. During the past six years her research has focused on the development of theoretical explanations for the social construction of information technologies, and the implications of alternative organizational designs such as virtual, mobile and networked organizations. She has published several articles in prestigious journals including the *European Journal of Information Systems*, a premier journal in the field of information systems.

Dr. Cousins is most known for her work in the empirical examinations of evolving work practices as a result of the capability of mobile technology to accommodate both work and life activities. She has developed high level conceptual designs for future ubiquitous computing environments to concurrently support work life transitions and activities across multiple life domains. In this area, she has published articles in prestigious journals such as the *Communications of the AIS* and *Information and Organization*. Her work has also appeared in the proceedings of the *ACMs International Conference on Mobile Computing and Networking*, *INFORMS*, and the *European Conference on Information Systems*. She is past Managing Editor of *Information and Organization* and has served as Associate Editor for the *ICIS Conference on Information Systems*, the premier research conference for information systems academics. As a result of growing recognition of her expertise, she has served as a peer reviewer for many leading journals including *MIS Quarterly*, *Information and Organization*, and *Decision Support Systems*. Dr. Cousins teaches courses which focus on managing the information systems function. Dr. Cousins has received many college wide awards including rewards for outstanding research.

Brice Dupoyet

Department of Finance, College of Business Administration

Dr. Brice Dupoyet received his Ph.D. in Finance from the University of Washington (Seattle) in 2003 and a Bachelor's degree (Summa Cum Laude) in Finance with a minor in Mathematics from California State University (Fresno) in 1997. Prior to his doctoral studies he worked for two years (1997-1999) as a Financial Analyst of International Operations at the E&J Gallo Winery in Modesto, California. Presently, he is a faculty member in the Department of Finance and Real Estate in the College of Business.

Dr. Dupoyet's research focus is on derivative securities (options and futures), asset pricing, and portfolio theory. Dr. Dupoyet has published papers in both Finance and Economics journals, including the *Journal of Futures Markets*, *Journal of Banking and Finance*, *Journal of Economic Dynamics and Control*, *Macroeconomic Dynamics*, *Frontiers in Finance and Economics*, *Applied Financial Economics* and *Physica A*. Dr. Dupoyet has served as a referee for the *Journal of Financial and Quantitative Analysis*, *Journal of Futures Markets*, *Journal of Economic Dynamics and Control*, *Quantitative Finance*, *European Journal of Finance*, and *Financial Decisions*. Dr. Dupoyet currently teaches Advanced Risk Management, Portfolio Management, and Advanced Investments with an emphasis on Financial Econometrics at the Master's level. He also teaches the Seminar in Options at the Doctoral level.

Weidong Xia

Department of Decision Sciences and Information Systems, College of Business Administration

Dr. Weidong Xia received his Ph.D. in information systems and strategic management from the University of Pittsburgh, Master of Science in information systems and management science and Bachelor of Science in computer aided design and computer aided manufacturing from Beijing University of Aeronautics and Astronautics. He joined FIU in 2007 after serving for nine years on the faculty as an Assistant Professor in the Carlson School of Management at the University of Minnesota. He was a co-founder and co-director of the University of Minnesota CIO Research Consortium on IS/IT Organizational Design and Governance and has collaborated with a number of companies such as 3M, Cargill, Medtronic, Northwest Airlines, Travelers, and US Cellular. His research examines how organizational design and capabilities facilitate assimilation and utilization of information technology enabled business innovations in order to improve projects, user satisfaction and business performance. He has published eight papers in premier journals and five papers in high quality journals. Three of his papers were published in *MIS Quarterly*, a prestigious journal that is in all business school ranking lists such as Financial Times and UT Dallas list. Since he joined FIU in 2007, he has published three papers including one Financial Times/UT Dallas list journal (*MIS Quarterly*), one other premier (*Journal of MIS*), and one high quality (*Journal of IT Management*). He has presented more than 30 papers in peer-refereed international conferences. He has two papers under revisions for CBA designed premier journals, two other papers under journal reviews and is actively working on six research projects. He is an Associate Editor of *Information Systems Research* (on all business school ranking lists such as Financial Times and UT Dallas lists). He has served as a Managing Editor for *MIS Quarterly*, an Editorial Board Member of *Journal of Database Management*, a reviewer for the best journals in his field such as *MIS Quarterly*, *Information Systems Research*, *Journal of MIS*, and *Organization Science*, and an Associate Editor for the *International Conference on Information Systems*, the premier conference in his field. He has presented and served as committee member, track chair, reviewer and discussant in a number of international conferences.

Dr. Xia has been actively serving on faculty committees/task forces and led initiatives such as creating the FIU College of Business Undergraduate Certificate Program in Project Management, establishing FIU Student Project Management Chapter and serving as the faculty advisor, establishing mentoring programs with the Project Management Institute (PMI), and creating the PMI-sponsored FIU and University of Miami joint student Project Management Competition.

Evangelos Christidis

School of Computing and Information Sciences, College of Engineering and Computing

Dr. Evangelos Christidis (aka Vagelis Hristidis) is an Assistant Professor at FIU. His undergraduate education was in Electrical and Computer Engineering at the National Technical University of Athens, Greece. Upon completion of his studies there in 1999, he joined the PhD program at the Computer Science program at the University of California, San Diego, where he received his MS and PhD degrees in 2000 and 2004 respectively. Dr. Christidis was a DIMACS scholar in the summer of 2002 at AT&T Labs-Research at Florham Park, NJ, and the summer of 2003 he was an intern at Microsoft Research at Redmond, WA. Dr. Christidis' main research expertise is on information discovery in various domains including bibliographic, clinical and biological databases. He is also working on effective information sharing, keyword search in relational and semi-structured databases, performance and semantics of ranked queries, Web search, and XML storage and parsing. He has published more than 45 research articles, which have received more than 1,500 references as reported by Google Scholar. He is also the editor (and author of four chapters) of the book "Information Discovery on Electronic Health Records", published by CRC - Taylor & Francis in December 2009. Dr. Christidis has developed and published complex systems like ObjectRank bibliographic search (<http://dbir.cs.fiu.edu/BibObjectRank/>) and PatentsSearcher (<http://PatentsSearcher.com>), which indexes the USPTO database.

Dr. Christidis has received funding from the National Science Foundation, the Department of Homeland Security and the Kauffman Entrepreneurship Center, including the NSF CAREER Award. His main research work addresses the problem of bridging the gap between databases and information retrieval. Dr. Christidis also received the Excellence in Research Award by the School of Computing and Information Sciences (2006), the FIU Faculty award (2008) and the Kauffmann Entrepreneurship award (2008). He has also graduated two PhD students in 2009, who are currently PostDocs at University of Wisconsin, Madison and University of Michigan, Ann Arbor. Finally, he has setup a K-12 outreach program to promote Computer Science education.

Anuradha Godavarty

Department of Biomedical Engineering, College of Engineering and Computing

Anuradha Godavarty received a B.S. in Chemical Engineering from University of Madras, India and she completed her M.S. in Chemical Engineering from University of Tennessee, Knoxville. She went on to pursue her Ph.D. in Chemical Engineering at Texas A&M University, concentrating on non-invasive optical imaging of large tissue volumes. After obtaining her Ph.D., Godavarty was hired as a Post-Doctoral Associate in the Department of Computer Science at the University of Vermont, Burlington. Desiring to teach/work at a research-intensive institution, Godavarty was hired by the Department of Biomedical Engineering, College of Engineering and Computing at Florida International University. At FIU, Godavarty has established an Optical Imaging Laboratory, where her research focus has expanded from her past experience in breast cancer diagnostic applications to functional brain mapping in autistic children.

In the last six years at FIU, Godavarty has received a total funding of ~\$1.7M, from agencies including NIH, DoD, Florida Department of Health, and Coulter Career Award for her translational breast cancer imaging research. She has published 58 technical articles (peer-reviewed journals and conference proceedings) with a total of 628 citations and an h-index of 14. Godavarty has also presented her research at over 50 national/international conferences and/or invited talks. Her translational research has been protected by 2 U.S. Non-Provisional Patents (filed by FIU) and a recent disclosure to be filed for a U.S. Provisional Patent. Godavarty has received various awards, which include the Kauffman Professor Award, Sylvia Sorkin Greenfield Award, and has been nominated as the 2010 finalist for the HealthCare Heroes Award in the Biomedical Category by the Miami Chamber of Commerce. Her research on breast cancer imaging has been highlighted by popular press including via local radio broadcast, by the Radiological Society of North America, and Miami WSVN Channel 7, and various other newspapers/weblinks. Godavarty has trained and supervised 25 graduate and undergraduate students in her Optical Imaging Laboratory at FIU; 4 of her students received Outstanding Student awards at the department or college level. Apart from her research and teaching credentials, Godavarty is an Associate Editor of the *Medical Physics* journal and has been a reviewer for over 15 peer-reviewed journals in her research area.

S. Masoud Sadjadi

School of Computing and Information Sciences, College of Engineering and Computing

Dr. Masoud Sadjadi received his B.S. in Hardware Engineering in 1995, M.S. in Software Engineering in 1999, and Ph.D. in Computer Science from Michigan State University in 2004. He has been an Assistant Professor of Computer Science in FIU since 2004. In 2005, with support from IBM and NSF, Dr. Sadjadi co-founded the Autonomic Computing Research Laboratory engaging students and faculty members in autonomic computing research. In 2006, his multi-disciplinary work in the use of cyberinfrastructure as the means to solve complex scientific and engineering applications resulted in a three-year funding from NSF CI-TEAM program where he expanded his research not only cross different disciplines, but also cross geographical boundaries, collaborating with top researchers in Computer Science, Meteorology, Biology, Chemistry, and Physics from USA, China, and Brazil. Dr. Sadjadi was a founding faculty member and later a steering committee member of the Latin American Grid (LA Grid) Initiative. This work, aiming at Hispanic workforce development, resulted in productive research collaborations with world-class scholars within IBM (USA, China, India, France, and Japan) and Barcelona Supercomputing Center (Spain) among others, engaging a large number of FIU graduate and undergraduate students. Dr. Sadjadi is currently the Principle Investigator of a \$2.3M grant from the highly competitive NSF PIRE program, conducting research in cyberinfrastructure enablement and facilitating on-site student and faculty research within top research institutions world-wide.

In summary, Dr. Sadjadi's research has been supported by NSF, IBM, Kaseya, TeraGrid, Amazon, and FIU for a total of over \$4.7 million as PI or Co-PI. He has published 68 papers (5 book chapters, 11 journal articles, and 53 conference/workshop papers, and numerous posters). His papers have appeared in top-ranked, peer-reviewed CS conferences and Journals of his field. According to Google Scholar, his article on Composing Adaptive Software in IEEE Computer was cited 277 times. Dr. Sadjadi has served as Editorial Board Member, Program Co-Chair, Program Committee Member, and Referee for numerous international conferences and journals, as well as Panelist for several funding agencies. He has developed five new and taught 11 different courses at FIU, all with high teaching evaluations. He has mentored more than 80 graduate and undergraduate students. He has graduated one Ph.D. student who is currently an Assistant Professor at South Dakota State University. In 2007, he received the Excellence in Mentoring Award by SCIS at FIU.

Chunlei (Peggy) Wang

Department of Mechanical and Materials Engineering, College of Engineering and Computing

Dr. Chunlei Wang is currently an assistant professor in the Department of Mechanical and Materials Engineering. She received all her three degrees in Solid State Physics from Jilin University, China, including B.S. ('90) from Physics Department, M.S. ('93) and Ph.D. ('97) degrees (PhD advisors: Prof. Guangtian Zou and Prof. Akio Hiraki) from State Key Laboratory of Superhard Materials. Most of her PhD research was conducted in Prof. Akio Hiraki's lab ('95-'98) at the Osaka University supported by Japanese Government Scholarship. Her PhD research was focused on fabrication, characterization and application of CVD diamond films. After she received her PhD, she spent three years as a research associate in Prof. Toshimichi Ito 's Fundamentals of Electrical Engineering Lab ('98-'01), Department of Electrical Engineering, Osaka University and involved as a key personnel in a "Research for the Future" program sponsored by the Japan Society for the Promotion of Science (JSPS). One of her contributions is development of a novel homoepitaxial growth technology that was used to grow the purest CVD diamond layer. She joined Prof. Henry Lee's Fiber Optics and Compound Semiconductor Lab ('01-'02) and Prof. Marc Madou 's BioMEMS lab ('03-'06) at the Henry Samueli School of Engineering, University of California, Irvine as a postdoctoral researcher first, then assistant specialist and assistant research professor until 2006. In Madou group, Dr. Wang's research accomplishments resulted in several grants, patents, publications, and even a start-up company named "Carbon Microbattery Corporation". Her 3D C-MEMS work has been invited and introduced in the McGRAW-HILL Yearbook of Science & Technology 2006 as one of the significant contributions in MEMS research field on 2006.

Dr. Wang's research interest lies in the understanding of the physics of multifunctional materials such as various types of carbon (especially diamond and glassy carbon), gallium nitride which is the basis of blue lasers, and newly developed nanoscale materials (such as carbon nanofibers, Si nanowires and Ni nanowires). In the past three years, she has built a multidisciplinary research group, currently including 1 postdocs, 5 PhD students, 2 MS student and 2 undergraduate students. Her research has been funded by NSF, DARPA, AFOSR, Army SBIR and ACS etc. She has received over \$1.5M in the past three years as PI at FIU (over \$5M total award amount). Her novel on-chip supercapacitor research has been supported by the DARPA Young Faculty Award. One of her collaboration work on micro biofuel cells is currently funded by NSF Nanoscale Interdisciplinary Research Team (NIRT) program (2007-2011). The FIU-Waseda collaboration in bioMEMS was recently funded by NSF international research experience for students (IRES) program. Dr. Wang has also received a Major Research Instrumentation (MRI) award as PI with four co-PIs from NSF; a nanoimprinting system was purchased and installed in AMERI, an open-access shared facility at FIU, which further improves FIU's nanofabrication capability. Dr. Wang has published 62 peer reviewed journal publications, 30 proceedings, 144 conference abstracts and presentations, and several other journal papers in submission or preparation. In addition, she has submitted 7 patents and 26 disclosures until March 2010.

Yimin Zhu

Department of Construction Management, College of Engineering and Computing

Dr. Yimin Zhu received his B.Sc. in Civil Engineering from Huazhong University of Science and Technology in China. He went on to pursue his Ph.D. in the M. E. Rinker, Sr. School of Construction at the University of Florida, concentrating in construction management. Upon completion of all requirements for the doctorate in 1999, he first worked in the industry. Desiring to teach/work at a research-intensive institution, he worked in the building construction program at Georgia Institute of Technology as a visiting professor between 2001 and 2002. Then he applied to and was hired by the Construction Management Department at Florida International University in 2004. During the past six years he has published several scholarly articles in prestigious journals, including the journal of construction engineering and management, the journal of computing in civil engineering, the journal of engineering management, and automation in construction. He has presented at more than ten national and international conferences during the past six years. As a result of his increasingly familiar academic profile, he has served as a peer-reviewer for the journal of construction engineering, the journal of computing in civil engineering, and the journal of engineering management, the leading journals devoted to the study of construction engineering and management. He is the vice-chair of the intelligence computing committee of the American Society of Civil Engineers (ASCE) and the co-chair for the 2011 ASCE Computing in Civil Engineering Workshop to be held in Miami, Florida.

In his scholarly work, both publishing and public presentations, he has maintained a high level of academic integrity, professionalism and quality in keeping with the highest standards and practices of the university he serves and represents. His research was funded by the Florida Department of Transportation, the General Services Administration, the Department of Energy, and private foundations. In 2006, a group of construction management students, advised by Dr. Zhu, won the National Grand Champions Award in the 6th Annual Associated Builders and Contractors (ABC) Student Chapters Construction Management Competition. In close collaboration with faculty in other departments between 2006 and 2008, he took a key role in the development of a zero-net energy demonstration house representing the latest U.S. building technologies in the Olympic Village in Beijing, China. Dr. Zhu's time, then, over the past six years, has been spent in developing an excellent research agenda, continuing to build a solid public intellectual reputation, and contributing through scholarship and teaching at the local, national, and international levels.

Hannibal Travis
College of Law

Hannibal Travis is Associate Professor of Law, Associate Dean for Information Resources, and Interim Director of the Law Library at FIU's College of Law. He received his B.A. summa cum laude in philosophy from Washington University in St. Louis, and his J.D. magna cum laude from Harvard Law School. Following law school, he clerked for the Honorable William Matthew Byrne, Jr. on the U.S. District Court for the Central District of California, and practiced law in the New York office of Debevoise & Plimpton, as well as in the San Francisco office of O'Melveny & Myers. Since 2005, he has taught Intellectual Property, Internet Law, Antitrust Law, and Introduction to International and Comparative Law.

Professor Travis has published articles on copyright, trademark, and antitrust law in the American University Law Review, Berkeley Technology Law Journal, Hofstra Law Review, Notre Dame Law Review, Pepperdine Law Review, Tulane Law Review, University of Miami Law Review, Virginia Journal of Law and Technology, and Yale Journal of Law and Technology. His works have focused on the intellectual property implications of new technologies and user-generated content, as well as antitrust and telecommunications law as applied to broadband and Wi-Fi Internet access markets. His article on Google's intellectual property disputes was selected by Thomson Reuters (West Group) as one of the best articles relating to intellectual property law that was published in 2008. Courts and commentators frequently cite his research, ranging from the U.S. Court of Appeals and World Intellectual Property Organization to the authors of more than 15 books and dozens of law review articles. His forthcoming articles address Internet censorship around the world, the FCC's role in regulating intellectual property enforcement, the FCC's interpretation of the First Amendment in broadcast and Internet regulation proceedings, the impact of patent reform on software and Internet patents, and the interpretation and application of the U.N. Convention for the Prevention and Punishment of the Crime of Genocide. Professor Travis has published a book on genocide with Carolina Academic Press and book chapters with Oxford University Press, Thomson Reuters, and Transaction Publishers.

Amy Paul-Ward

Department of Occupational Therapy, College of Nursing and Health Sciences

Dr. Amy Paul-Ward received her B.A. in Anthropology (Honors) from the University of California, Los Angeles. She received a Master's degree in Medical Anthropology with a concentration in International Health from Case Western Reserve University. She went on to complete her Doctoral degree in Medical Anthropology from the University of California, Los Angeles in 1997. Upon completion of her PhD, Dr. Paul-Ward worked as a health education specialist at the Centers for Disease Control and Prevention from 1998-2001. She returned to academia as a Post-Doctoral Fellow in Disability Studies at the University of Illinois at Chicago in October, 2001. While at the University of Illinois, Dr. Paul-Ward entered into the Department of Occupational Therapy's Post-professional Master's program, earning a Master's degree in 2006. To fulfill her desire to both conduct research and teach at a research-intensive university, she sought a position in the Department of Occupational Therapy at Florida International University. Since joining the FIU faculty as an Assistant Professor in August 2004, she has made significant scholarly contributions. These contributions include eight refereed journal publications, with three in the *American Journal of Occupational Therapy*, the premier journal in the field of occupational therapy. These publications include key topics such as the intersections of occupational therapy, occupational science, medical anthropology, and social justice.

Dr. Paul-Ward has made a scholarly impact on the field of occupational therapy with her work being cited both nationally and internationally by other scholars and practitioners 35 times. In addition to her publications, Dr. Paul-Ward has received both intramural and extramural funding to support her research. During the 2008- 2009 academic year she submitted an R01 application to the National Institute of Child Health and Development and a Challenge Grant application to the National Institute of Mental Health. She is currently preparing to resubmit an R34 application to the National Institute of Mental Health. Her cutting edge research program has grown out of significant pilot work investigating issues surrounding the transition of adolescents from the foster care system to independent adulthood and related supports and barriers. As a community participatory action researcher, Dr. Paul-Ward is spearheading the collaborative development of an occupation-based intervention designed to benefit a group at risk for lifelong health disparities. Dr. Paul-Ward is playing an important role in shaping the future of the profession in several key ways including preparing the next generation of occupational therapists through teaching and professional service. Through her teaching, Dr. Paul-Ward prepares occupational therapy students to critically consider the interrelationships of culture, health, and disability and readies them for multiple research and practice roles. Notably, in the last three years, she has received \$247,000 in scholarship funds from the Health Resources and Human Services Agency Scholarship for Disadvantaged Students program. This funding enables disadvantaged students to pursue a Master's degree in Occupational Therapy. Other significant professional contributions include serving as a member of the Editorial Review Board of the *American Journal of Occupational Therapy* and as the co-chair of the National Association of Practicing Anthropologists' Anthropology, Occupational Therapy and Occupational Science special interest group.

Mark Rossi

Department of Physical Therapy, College of Nursing and Health Sciences

Dr. Rossi began his educational experience at Saint Joseph's College in Rensselaer, Indiana earning a Bachelors of Science degree in Mathematics/Physics in 1983. Desiring to be a physical therapist, he was accepted into the Health/Science and Physical Therapy Program at Touro College in New York, graduating in 1989 with a Bachelors of Science degree in Health Science and a Masters degree in Physical Therapy. His first research project was the Masters thesis titled: "Cardiovascular Response to Whole Body Tilting." In 1991, He continued his research interests as a Research Scientist for KRUG Life Sciences (Wyle Laboratories), Motor Performance Laboratory NASA/Johnson Space Center; Houston, Texas. Responsibilities included development of instrumentation for in-flight neuromuscular evaluation, evaluation of human performance during emergency egress from the orbiter, and the development of exercise countermeasures for long duration space flight. He was involved in evaluating lower limb muscular strength over a 16-week bed-rest study and also completed several flights on the KC-135 "Vomit Comet" testing instrumentation used to assess the H-Reflex during space flight missions. His experience at NASA energized him to continue education at the Doctoral level. Dr. Rossi chose Texas Woman's University (TWU) in Houston Texas to complete his doctoral degree in physical therapy. At TWU he received a National Institute of Disability and Rehabilitation Research (NIDRR) training grant. He also received funding through the Foundation for Physical Therapy and the American Physical Therapy Association Post-Professional Doctoral Scholarship program. He graduated from TWU in 1997 with a Doctor of Philosophy. His dissertation study focused on neuromuscular function, mobility, and perceived function in individuals who had total knee arthroplasty. Dr. Rossi has continued this line of research focusing on outcomes after knee joint replacement.

In 2007 Dr. Rossi was awarded the Alumni Achievement Award from Touro College's Physical Therapy program. In 2008, he was a McNair mentor for the McNair Scholars program at Florida International University. Dr. Rossi was recently honored as an "Edge Runner Research Presenter" by the College of Nursing and Health Sciences and has served on the University Honorary Degree and Awards Committee for the last three years. From 2004-2008, Dr. Rossi served as a member of the Abstract/Proposal Review Committee of the American Physical Therapy Association of which he has been a member of for over 20 years. Over the last year, he was a participant in the Delphi survey by the Mary Pack Arthritis Program (Vancouver, BC) to develop the best consensus for rehabilitation following knee and hip joint replacement. Dr. Rossi has recently been appointed Associate Editor of BMC Musculoskeletal Disorders and is also a journal reviewer for four other peer reviewed journals. Dr. Rossi has published over 20 peer-reviewed articles and over 65 presented/published works. Dr. Rossi has been at Florida International University since 2004.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Master of Science in Information Technology New Program Proposal

Proposed Board Action:

Approve the Master of Science in Information Technology (CIP 11.0103) new program proposal.

Background Information:

The School of Computing and Information Sciences (SCIS) plans to offer a Master's of Science degree in Information Technology (MSIT) to complement its current graduate offerings of Master's and doctorate degrees in Computer Science. The MSIT degree program will cover information technology from a software and computer science perspective.

This MSIT program will allow FIU to be on the forefront of the national trend in IT education: IT is recognized as a major field of employment in the years to come. A report from the US census bureau identifies IT as one of the ten fastest growing job categories. While IT originated from within Computer Science it has evolved into a substantial body of knowledge with significant impact on all aspects of commercial activity.

The MSIT program's goal is to expand the graduate degree offerings and to supplement the undergraduate degree in Information Technology. The MSIT program will significantly raise the enrollment at the GRAD1 level for the School. FIU's current MS in Computer Science program has been able to avoid the national trend of declining enrollment, but is only maintaining current enrollment levels with little or no growth. The MSIT program can easily double the current GRAD1 enrollment in a relatively short time.

The MSIT program will be offered as a professional course of study consisting of 10 courses for a total of 30 course credits. Potential students for this program will be drawn from 3 distinct populations: (1) IT professionals employed at local locations of major corporations; (2) science and technology teaching professionals at local schools and colleges; and (3) graduates from the Bachelor of Science or the Bachelor of Arts in Information Technology.

Florida Board of Governors Regulation 1.001 provides that each board of trustees has the responsibility for the authorization and discontinuance of degree programs. Approval of new degree programs must be pursuant to the criteria established by the Florida Board of Governors.

Supporting Documentation: MS in Information Technology New Program Proposal

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New program proposal: Master of Science in Information Technology (CIP 11.0103)

College of Engineering and Computer Science

Executive Summary

In a rapidly changing technological world, we need experts that make it simple for individuals, businesses, and companies to get the job done without having to wonder *how* it is done. The responsibility of the field of Information Technology is to produce these problem solvers.

In 2001, Peter Denning, a past president of the Association for Computing Machinery (the premier organization of computing professionals in the world) and the Director of the ACM IT Profession Initiative, reported that¹ “An important movement is taking place on campuses. This is the movement to organize IT schools. It is a welcome movement to form an IT profession. This movement is gaining a momentum that overcomes the territoriality of traditional academic departments. ... Ten years ago, it would be anathema to consider such a program. Now, it’s about to become mainstream.”

Until 2000, colleges of computing and IT were few in number. The pioneers include the School of Information Technology and Engineering at George Mason University (1986), the School of Computer Science at Carnegie Mellon University (1988), the College of Computing at Georgia Institute of Technology (1991), and the College of Information Science and Technology at the University of Nebraska, Omaha (1996).

When the School of Computer Science underwent its internal University Program Review in 2003-2004, one major theme of our future endeavors was our role as an enabler of technological research and education in other disciplines. In fact, when we joined the College of Engineering (now, College of Engineering and Computing) in July 2005, our name was changed to the School of Computing and Information Sciences reflecting our changing role and academic emphasis.

We started offering the BA in Information Technology in fall 2002. IEEE Computer Society, through its publication IT Pro, quoted our then Director of IT programs, Dr. Masoud Milani, “We appear to be unique in Florida programs in that our degree is offered as a second degree, which fulfills our aim of producing IT-enhanced graduates².” We initiated the first major BS in IT program in fall 2003. We are now perfectly placed to request authorization to offer the advanced degree program in the field, *Master of Science in Information Technology* (MSIT). This program will provide advanced education to our undergraduates, and complement our existing graduate programs, Master of Science and Doctor of Philosophy in Computer Science.

The proposed program will allow FIU to be on the forefront of the national trend in IT education and provide a well-trained highly-skilled labor force to the national and local industries. We expect the graduates of this program to be well versed in the fundamental themes of any IT

¹ Peter J. Denning, “The IT School’s Movement,” Communications of the ACM, August 2001, pp. 19-22.

² William Armitage and Arthur Karshmer, “Florida’s Universities Tackle the IT Curriculum,” IT Pro, (IEEE Computer Society Publication), September/October 2003.

degree program, the importance of communication skills and the acceptance of multi-platform, distributed computing environments. In simpler words, our graduates will be able to talk about the technology in ways that make sense. They will be able to look at myriad technologies because they are exposed to many, and not wed to one. They will be able to help others understand what they need. They will be able to design it, implement it, and use it.

Students in this program will be required to take 30 credits of graduate level courses from 10 courses. The curriculum will include a small number of required core courses, many elective courses, and offer great flexibility in customizing the program offerings for industry sectors, and companies. Currently, we expect to concentrate our offerings through the following specializations:

- Software
- System Administration
- Data and Knowledge Management

The students for this program will come from a variety of sources, primary ones being graduates from BS in IT programs, teaching professionals working for the area school systems as well as community colleges who are teaching computer science, mathematics, IT, and other scientific disciplines, and working professionals from local industries who want and need to upgrade their skills to meet the challenges of today's world.

Implementation Analysis					
	Total Estimated Costs	Projected Students			FTE
		Full-Time Headcount	Part-time Headcount	Total Headcount	
First Year of Implementation	\$382,250	19	44	63	23.06
Second Year of Implementation		22	46	68	25.31
Third Year of Implementation		27	50	77	29.25
Fourth Year of Implementation		31	53	84	32.34
Fifth Year of Implementation	\$512,250	37	58	95	37.13

Costs for Proposed Program - First and Fifth Years

	First Year				Fifth Year			
Instruction & Research	General Revenue		Contracts & Grants	Summary	General Revenue		Contracts & Grants	Summary
	Current	New			Current	New		
Position (FTE)								
Faculty	2.00	0.00	0.00	2.00	3.00	0.00	0.00	3.00
A&P	0.75	0.00	0.00	0.75	0.75	0.00	0.00	0.75
USPS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	2.75	0.00	0.00	2.75	3.75	0.00	0.00	3.75
Salary Rate								
Faculty	\$200,000	\$0	\$0	\$200,000	\$300,000	\$0	\$0	\$300,000
A&P	\$45,000	\$0	\$0	\$45,000	\$49,000	\$0	\$0	\$49,000
USPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$245,000	\$0	\$0	\$245,000	\$349,000	\$0	\$0	\$349,000
I&R								
Salaries & Benefits	\$306,250	\$0	\$0	\$306,250	\$436,250	\$0	\$0	\$436,250
OPS Graduate Assistants	\$36,000	\$0	\$0	\$36,000	\$36,000	\$0	\$0	\$36,000
Other Personnel Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenses	\$20,000	\$0	\$0	\$20,000	\$20,000	\$0	\$0	\$20,000
Graduate Assistant Waivers	\$10,000	\$0	\$0	\$10,000	\$10,000	\$0	\$0	\$10,000
Operating Capital Outlay	\$10,000	\$0	\$0	\$10,000	\$10,000	\$0	\$0	\$10,000
Electronic Data Processing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Library Resources	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Special Categories	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total I & R	\$382,250	\$0	\$0	\$382,250	\$512,250	\$0	\$0	\$512,250

Number of Anticipated Graduates						
GRADUATE DEGREE PROGRAM						
NAME OF PROGRAM: MS in Information Technology CIP CODE: 11.0103						
	YEAR 2 2011-2012	YEAR 3 2012-2013	YEAR 4 2013-2014	YEAR 5 2014-2015	YEAR 6 2015-2016	YEAR 7 2016-2017
NUMBER OF GRADUATES	25	30	35	40	45	50

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Master of Arts in Global Governance New Program Proposal

Proposed Board Action:

Approve the Master of Arts in Global Governance (CIP 30.2001) new program proposal.

Background Information:

The proposed Professional Master of Arts in Global Governance (MAGG) builds on the combined efforts of Florida International University's internationally-oriented disciplines, centers, and institutes, now brought together under the School of International and Public Affairs (SIPA) and features a distinguished faculty knowledgeable and experienced in globalization studies. In addition, the MAGG would reinforce FIU's mission to achieve excellence in global studies and international understanding. The proposed MAGG program will yield a professional degree for students interested in careers in the private sector, the public sector, international organizations (IGOs), or non-profit organizations (NGOs). The program will enhance the students' knowledge and skills in policy analysis, budgeting, methodologies, grant and professional writing, and presentation skills, in conjunction with the contents in one of five tracks: 1) Globalization and Security, 2) Global Economy, 3) Global Inequalities, 4) Global Leadership, and 5) Globalization and Religion (contingent on external funding). The first cohort in the program will complete the track on Globalization and Security. Additional tracks will be offered for future cohorts as the number of students and demand for these tracks expands. This program features substantive collaborations with the College of Business, which helps support one of the tracks in Leadership, and will eventually complement a joint degree program that SIPA is in the process of planning with the College of Law.

Florida Board of Governors Regulation 1.001 provides that each board of trustees has the responsibility for the authorization and discontinuance of degree programs. Approval of new degree programs must be pursuant to the criteria established by the Florida Board of Governors.

Supporting Documentation: MA in Global Governance New Program Proposal

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New program proposal: Master of Arts in Global Governance (CIP 30.2001)

College of Arts & Sciences

Executive Summary

The proposed Professional Master of Arts in Global Governance (MAGG) builds on the combined efforts of Florida International University's internationally-oriented disciplines, centers, and institutes, now brought together under the School of International and Public Affairs (SIPA) and features a distinguished faculty knowledgeable and experienced in globalization studies. In addition, MAGG would reinforce FIU's mission to achieve excellence in global studies and international understanding. The proposed MAGG program will yield a professional degree for students interested in careers in the private sector, the public sector, international organizations (IGOs), or non-profit organizations (NGOs). The program will enhance the students' knowledge and skills in policy analysis, budgeting, methodologies, grant and professional writing, and presentation skills, in conjunction with the contents in one of five tracks: 1) Globalization and Security, 2) Global Economy, 3) Global Inequalities, 4) Global Leadership, and 5) Globalization and Religion (contingent on external funding). The first cohort in the program will complete the track on Globalization and Security. Additional tracks will be offered for future cohorts as the number of students and demand for these tracks expands. This program features substantive collaborations with the College of Business, which helps support one of the tracks in Leadership, and will eventually complement a joint degree program that SIPA is in the process of planning with the College of Law.

The Office of the Dean of the College of Arts and Sciences has committed to fund a position of Program Coordinator who will take responsibility for overseeing the main functions of the program, including recruiting students, organizing curricular offerings, and managing the budget. In addition to recruitment, this position will take responsibility for placement to assure that students have career training and advising opportunities and will be successful in finding jobs upon graduation. The cost of this position is not shown as it will be from current budget sources.

The MAGG program will be a two year (36 credits) professional M.A. program. It will involve five courses (15 credits) of required foundation coursework, four courses (12 credits) in the track of Globalization and Security with additional ones of the five tracks listed above offered in the future; two courses (6 credits) of electives; and an exit requirement of a capstone course (3 credits) involving a Master's Project based on a case study that utilizes the skills obtained through the program. The MAGG program will emphasize the role of internships and study abroad in familiarizing the student with policy issues in professional settings within the U.S. and throughout the world. This degree program is of a different academic orientation and will be the first of its kind in the SUS system and one of two in the state of Florida. Creating such a program is an essential ingredient of the SIPA strategic plan to become a full-fledged member of the Association of Professional Schools of International Affairs (APSIA) which includes over 30 very select universities worldwide that specialize in international academic and outreach programs. APSIA schools that offer a similar degree include the School of International and Public Affairs at Columbia University, the Sanford School of Public Policy at Duke University, the Elliott School of International Affairs at George Washington University, the Edmund A.

Walsh School of Foreign Service at Georgetown University, the Paul H. Nitze School of Advanced International Studies at Johns Hopkins University, the John F. Kennedy School of Government at Harvard University, the Graduate School of Public and International Affairs at the University of Pittsburgh, and the Henry M. Jackson School of International Studies at the University of Washington, among others.

Students will choose one of the two selected tracks from five areas in which to specialize. The areas have been chosen to address the issues that are most significant today and in which our faculty have specific expertise. These areas will be differentiated by curriculum through the formation of tracks. The Globalization and Security track addresses the problem of security as a fundamental human need from two perspectives: (1) the traditional geopolitical-military and (2) the newer, more critical view that the state-centered high politics approach distorts understandings of security. The fact is that globalization has significantly affected international security from both perspectives. On the traditional geopolitical-military side, globalization has in some measure leveled the playing field between states and non-state entities to such an extent that the 21st century demonstrates the permeability of state boundaries while at the same time demonstrating the heightened destructive capability of military weaponry whether in the hands of states or non-state actors. From the more critical perspective, the scale and character of modern-day security challenges have broadened and intensified and now include immigration and refugee flows, environmental change and resource scarcity, transnational crime and terrorism, poverty, and weak/failed states.

The second track, Global Economy, tackles the issues of national and transnational economics in an increasingly globalized society from the perspective of policy and practice, international trade, and development. It will focus on such critical economic topics such as monetary and fiscal policy in an open economy, balance of payment crises, exchange rate system choices, currency unions and international debt, and economic inequality through population growth and unequal economic development. The structure of this track requires a sequential approach to the courses taken.

The Global Inequalities track addresses how globalization has accelerated the flows of information, technology, people and capital throughout the world – facilitating social, political, economic and cultural transformations in the process. Yet, as critical scholars of globalization have demonstrated, the benefits of living in a global world are not evenly distributed. Indeed, global agents of change often exacerbate existing social inequalities and have the power to create new categories of social difference and practices that increase social vulnerabilities, with significant human and policy implications.

The Global Leadership track trains students to understand and negotiate the dilemmas of providing leadership in a world transformed by the changes of scale inherent in globalization and the range of international policy problems characteristic of the early twenty-first century. This track requires students to develop dual competency in the practical aspects of leadership on one hand and in the analysis of international policy problems on the other, skills especially well suited to a regional entrepôt such as Miami.

The fifth track, which is contingent on funding from the Luce Foundation, to which a proposal is being submitted in spring 2010, Globalization and Religion, focuses on how religion functions as

a strong cultural, political, and economic force that influences but is also governed by public policy decisions (this track will be developed pending Luce Foundation financial support, where a proposal will be submitted in spring 2010). Religion in this interdisciplinary context will be studied as a double-edged sword, as both oppressor and liberator, as source of authority and vehicle for change, and topics will include analysis of the role of faith-based initiatives. In the current era, religious traditions are no longer isolated or restricted to certain world regions but are spread through population shifts, international trade, and other modes of cultural and commercial exchange.

Implementation Analysis					
	Total Estimated Costs	Projected Students			FTE
		Full-Time Headcount	Part-time Headcount	Total Headcount	
First Year of Implementation	\$215,848	25	0	25	28.13
Second Year of Implementation		50	0	50	56.25
Third Year of Implementation		50	0	50	56.25
Fourth Year of Implementation		50	0	50	56.25
Fifth Year of Implementation	\$456,996	50	0	50	56.25

Costs for Proposed Program - First and Fifth Years

	First Year				Fifth Year			
Instruction & Research	General Revenue		Contracts & Grants	Summary	General Revenue		Contracts & Grants	
	Current	New			Current	New		
	Position (FTE)							
Faculty	0.42	0.00	0.00	0.42	1.12	0.00	0.00	1.12
A&P	0.50	0.00	0.00	0.50	0.50	0.00	0.00	0.50
USPS	1.00	0.00	0.00	1.00	1.00	0.00	0.00	1.00
Total	1.92	0.00	0.00	1.92	2.62	0.00	0.00	2.62
Salary Rate								
Faculty	\$58,000	\$0	\$0	\$58,000	\$155,000	\$0	\$0	\$155,000
A&P	\$25,000	\$0	\$0	\$25,000	\$25,000	\$0	\$0	\$25,000
USPS	\$40,000	\$0	\$0	\$40,000	\$40,000	\$0	\$0	\$40,000
Total	\$123,000	\$0	\$0	\$123,000	\$220,000	\$0	\$0	\$220,000
I&R								
Salaries & Benefits	\$159,900	\$0	\$0	\$159,900	\$286,000	\$0	\$0	\$286,000
OPS Graduate Assistants	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Other Personnel Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenses	\$55,948	\$0	\$0	\$55,948	\$170,996	\$0	\$0	\$170,996
Graduate Assistant Waivers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operating Capital Outlay	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Library Resources	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Special Categories	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total I & R	\$215,848	\$0	\$0	\$215,848	\$456,996	\$0	\$0	\$456,996

NUMBER OF ANTICIPATED GRADUATES

<i>GRADUATE DEGREE PROGRAM</i>

NAME OF PROGRAM: **Master of Arts in Global Governance (MAGG)**
 CIP CODE: **30.2001**

	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7
	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
NUMBER OF GRADUATES	25	25	25	25	25	25

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: PhD in Biochemistry New Program Proposal

Proposed Board Action:

Approve the PhD in Biochemistry (CIP 26.0202) new program proposal.

Background Information:

The PhD in Biochemistry program prepares students for advanced research and training capabilities in the expanding fields of biochemistry and molecular biology, a field that has been growing rapidly. A deeper understanding of the principles of biochemistry and molecular biology will also complement the development of research at FIU's Herbert Wertheim College of Medicine.

Biochemistry has become a fundamental discipline in biology, chemistry and medicine. The proposed Ph.D. in Biochemistry will be a coordinated program; it will be a shared degree among the Department of Chemistry & Biochemistry, the Department of Biological Sciences, and the Herbert Wertheim College of Medicine. The primary faculty members participating in the degree will be from all three participating units, each having demonstrated expertise in teaching and research in biochemistry. Students participating in this program will, upon graduation, be expertly positioned to obtain employment in academia and industry, particularly where biomedical technology is developed or employed. The integration of biochemistry and molecular biology faculty from the Department of Chemistry & Biochemistry, the Department of Biological Sciences and the Herbert Wertheim College of Medicine will achieve sustained cooperation among the respective faculties.

The proposed Ph.D. program directly supports institutional goals and the Florida SUS's Strategic Planning priorities and accountability measures.

Florida Board of Governors Regulation 8.011 (4)(a) New Academic Program Authorization, provides in relevant part:

(a) *Professional and Research Doctoral Degree Programs* - Each university board of trustees must approve new professional and research doctoral degree programs for submission to the Board of Governors for authorization, in accordance with the criteria outlined in BOG Regulation 6C-8011(3). In approving new doctoral degree programs for implementation authorization, the Board of Governors will consider the sufficiency of the university proposal evaluation process, the distinctive mission of the university, alignment with the State University System Strategic Plan, and the extent to which the programs will contribute to the economic development of the local community and the state.

Supporting Documentation:

PhD in Biochemistry New Program Proposal

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New program proposal: PhD in Biochemistry (CIP 26.0202)

College of Arts and Sciences and Herbert Wertheim College of Medicine

Executive Summary

This graduate program is designed to meet the need for advanced research and training capabilities in the expanding fields of biochemistry and molecular biology. For many years these fields have been growing rapidly. It has become evident that although substantial growth to support an increasingly important biomedical industry has been attained, many fundamental aspects of eukaryotic and prokaryotic biochemistry and molecular biology remain to be explored and brought into biomedical application. It is also our belief that strong programs in biochemistry and molecular biology, leading to a deeper understanding of their principles, complement the development of research-based medical school programs; having this program will strengthen FIU's new medical school.

Biochemistry has become a fundamental discipline in biology, chemistry and medicine. The proposed Ph.D. in Biochemistry will be a coordinated program; it will be a shared degree among the Department of Chemistry & Biochemistry, the Department of Biological Sciences, and the Herbert Wertheim College of Medicine (henceforth referred to as the three participating units). The primary faculty members participating in the degree will be from all three participating units, each having demonstrated expertise in teaching and research in biochemistry. Students participating in this program will, upon graduation, be expertly positioned to obtain employment in academia and industry, particularly where biomedical technology is developed or employed. The College of Arts and Sciences and the Herbert Wertheim College of Medicine at FIU have shown great interest in this program because of the inherent value to the Colleges. Furthermore, a strong extant Ph.D. program in Biochemistry will enhance the hiring of new faculty in the medical school at FIU and provide both expertise and opportunities in research for future medical students.

Although a graduate program in biochemistry has not existed at FIU, the departments of Chemistry & Biochemistry and of Biological Sciences have been very active in expanding their research capabilities in biochemistry and molecular biology. Both departments have been awarding graduate degrees that could have been awarded under the banner of biochemistry had this degree program existed. They have had many joint Ph.D. committees made up of faculty of both Chemistry & Biochemistry and Biological Sciences. These students, while getting a good, progressive and stimulating education, received diplomas that do not directly state their major field: Biochemistry. The College of Medicine opened in fall 2009, having hired faculty during the previous year. On its faculty are several accomplished biochemists, so it is poised for graduate education in biochemistry with active, well funded research programs.

The heart of this degree will be a core of graduate courses that provide a firm foundation in the theory and techniques of biochemistry, combined with a choice of deepening understanding in either of two directions: biochemistry or molecular biology. We will build upon that with graduate seminar courses that delve deeply into the current research literature. Each student will be required to complete five core courses and an additional two elective courses. The total

number of credit hours required for the proposed program is 75. Likewise, with the combined research opportunities of the three participating units, students will have the opportunity to develop research expertise in either area of emphasis. The integration of biochemistry and molecular biology faculty from the Department of Chemistry & Biochemistry, the Department of Biological Sciences and the Herbert Wertheim College of Medicine will achieve sustained cooperation among the respective faculties. It will also establish a degree that substantially improves upon existing degrees for the target students.

With the continuing growth in the biotechnology sector, there are many job opportunities in industry, academia, and government laboratories for students with a Ph.D. in Biochemistry. Nationally, a 21% growth in job openings for Biochemists and Biophysicists by 2014 vs the 2004 level was projected in *Monthly Labor Review*.¹ There is every reason to believe this trend will continue for the foreseeable future.

A program run jointly by three units requires a carefully planned administrative structure. Details will have to be finalized upon approval of the program, but the three participating units have agreed in principle that the following administration structure would be desirable and workable. A Program Director chosen from among the faculty of the Departments of Chemistry & Biochemistry and of Biological Sciences would oversee the program with input from an executive committee, called the Biochemistry Graduate Committee. This committee would be formed with equal representation from the three participating units. Any faculty member at FIU holding dissertation advisor status and having a relevant research area could in principle apply for inclusion among the Biochemistry Faculty authorized to mentor Biochemistry Ph.D. students; approval of the three departments jointly running the program would be required.

The proposed Ph.D. program directly supports Goals 1 (access to and production of degrees), 2 (meeting statewide professional and workforce needs) and 3 (building world-class academic programs and research capacity). The program indirectly supports Goal 4 (meeting community needs and fulfilling unique institutional responsibilities) via the program's support of the new medical school at FIU and the training of local students.

The Florida State University System's Strategic Planning Resource for the period leading up to 2012-13 also identifies the following as priorities: meeting skilled workforce needs and directing resources to targeted fields. Doctorates in emerging technologies are identified in particular. The proposed Ph.D. in Biochemistry meets all of these criteria. The biomedical and biotechnology fields are sustaining a very rapid growth at the present time, as the 21% projected growth in jobs for biochemists and biophysicists between 2004 and 2014, mentioned above, demonstrates. Ph.D. training in biochemistry is critical for meeting the growing workforce demand.

The SUS Strategic Planning Resource also identifies a set of seven Accountability Measures. Among these are (III) to meet state workforce needs and (VII) to build world class academic research capacity. These measures clearly make the proposed program a priority. Furthermore,

¹D. E. Hecker, "Occupational employment projections to 2014," *Monthly Labor Review*, Nov. 2005, p.70.

the SUS projects an increase of 58.2% in the number of first professional degrees, many of which are doctorates, between the 2002-03 and the 2012-13 academic years. The proposed Ph.D. program is clearly and directly supportive of these measures.

Implementation Analysis

Implementation Timeframe	Projected Student Enrollment (From Table 1)		Projected Program Costs (From Table 2)		
	HC	FTE	Total E&G Funding	Contract & Grants Funding	E&G Cost per FTE
Year 1	4	3	\$263,250	\$0	\$87,750
Year 2	8	6			
Year 3	13	9.75			
Year 4	18	13.5			
Year 5	24	18	\$624,560	\$0	\$34,698

Costs for Proposed Program - First and Fifth Years

	First Year				Fifth Year			
Instruction & Research	General Revenue		Contracts	Summary	General Revenue		Contracts	Summary
	Current	New	& Grants		Current	New	& Grants	
Position (FTE)								
Faculty	0.55	0.15	0.00	0.70	1.85	0.00	0.00	1.85
A&P	1.00	0.00	0.00	1.00	1.00	0.00	0.00	1.00
USPS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	1.55	0.15	0.00	1.70	2.85	0.00	0.00	2.85
Salary Rate								
Faculty	\$87,498	\$13,679	\$0	\$101,177	\$267,338	\$0	\$0	\$267,338
A&P	\$62,500	\$0	\$0	\$62,500	\$62,500	\$0	\$0	\$62,500
USPS	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$149,998	\$13,679	\$0	\$163,677	\$329,838	\$0	\$0	\$329,838
I&R								
Salaries & Benefits	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
OPS Graduate Assistants	\$0	\$97,574	\$0	\$97,574	\$195,148	\$97,574	\$292,722	\$585,444
Other Personnel Services	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Expenses	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Graduate Assistant Waivers	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Operating Capital Outlay	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Electronic Data Processing	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Library Resources	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Special Categories	\$0	\$2,000	\$0	\$2,000	\$2,000	\$0	\$0	\$2,000
Total I & R	\$0	\$99,574	\$0	\$99,574	\$197,148	\$97,574	\$292,722	\$587,444

Number of Anticipated Graduates						
GRADUATE DEGREE PROGRAM						
NAME OF PROGRAM: Ph.D. in Biochemistry CIP CODE: 26.0202						
	YEAR 2 2011-2012	YEAR 3 2012-2013	YEAR 4 2013-2014	YEAR 5 2014-2015	YEAR 6 2015-2016	YEAR 7 2016-2017
NUMBER OF GRADUATES	0	0	0	3	4	5

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Limited Access Designation

Proposed Board Action:

Approve Limited Access designation for eight (8) academic programs:

Bachelor of Accounting (CIP code: 52.0301)
Bachelor of Business Administration (CIP code: CIP 52.0201; 52.0801; 52.1101, 52.1201;
52.1401; 52.1501; 52.1001)
Bachelor of Health Services Administration (CIP code: 51.0701)
Bachelor of Arts in Music, Bachelor of Music (CIP code: 50.0901)
Bachelor of Science in Communication (CIP code: 09.0101)
Bachelor of Science in Hospitality Management (CIP code: 52.0901)
Bachelor of Science in Nursing (CIP code: 51.1601)
Bachelor of Science in Social Work (CIP code: 44.0701)

Background Information:

Florida Board of Governors Regulation 8.013 Limited Access, provides in relevant part:

(1) The Board of Governors may declare certain degree programs as limited access programs, upon request by a university board of trustees. University degree programs may be approved as limited access programs for the following reasons:

- (a) The number of students who have met all the requirements for admission to the university and to the program is in excess of available resources (examples are: space, equipment or other instructional facilities; clinical facilities; adequate faculty to meet acceptable student-faculty ratios; fiscal or other resource limitations). In the case of such programs, selection for admissions shall be competitive. The selection criteria shall be determined by the program, recognizing that the standards applied to the criteria may vary from term to term depending on the number of student spaces available and the quality of the applicant pool. The selection criteria shall be published in the university catalogue along with the standards used for admissions decisions at the time the catalogue is published.
 - (b) The program is of such a nature (normally in the fine or performing arts) that applicants must demonstrate through an audition or submission of a portfolio that they already have the minimum skills necessary for them to benefit from the program.
 - (c) The program is of such a nature that in order to demonstrate potential for success in the program, applicants must attain a grade point average (GPA) and/or other standards (e.g. standardized test scores) that are above those required for admission to the university offering the program.
-

Supporting Documentation: Limited Access forms (8)

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**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Accounting (BACC)
Program: Bachelor of Accounting
Six digit CIP code: 52.0301

1. Will the entire program be limited access or only a specific track?

The entire program will be limited access

2. If only a track is limited access, please specify the name of the track

3. How many students will the program plan to accommodate?

Fall: 3,600 students; Spring 1,200 students: Summer: 1,000 students

4. When do you propose to initiate limited access?

The College's GPA requirements has been raised from 2.25 to 2.35 in 2001, then to 2.50 in Spring 2008, and then to 2.75 in Fall 2009. Additionally, all core pre-req courses have been required since Spring 2008.

5. What is the justification for limiting access?

Academically or professionally qualified faculty sized inadequate to meet acceptable, benchmarked or accreditation agency student-faculty ratio standards; financial limitations and budget constraints

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

The means will be capping the enrollment in addition to enforcing the College's current admission policy: College admission requirements include 60 semester hours of lower level coursework or an AA degree or equivalent, satisfying University requirements for admission including its Core Curriculum requirements, GPA of 2.75, and all seven College pre-core courses completed with a minimum grade of C. Once admitted, student must pass an entrance exam. Failure to do so will preclude student from registering for any upper division course in the major.

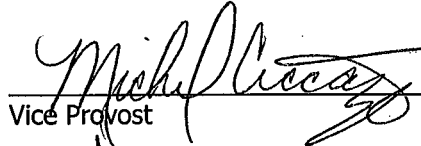
7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program.

Student diversity in the program is currently considered extremely enriched. The proposed changes are not expected to significantly impact student admissions in terms of race or gender based on informal estimates. Currently, specific student demographic data appears in Appendix A.

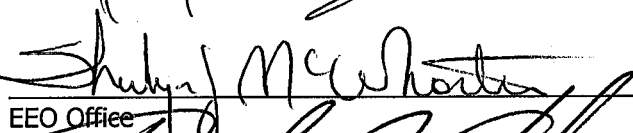
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

The College does not collect employment data for students who successfully complete its undergraduate programs. However, since the College will be implementing limited access (only) by increasing the admission requirements, it is expected that this initiative will increase the likelihood that student retention and graduation rates will increase resulting in similar graduation statistics as in the past. Therefore, the demand is expected to be met more or less as in the past.

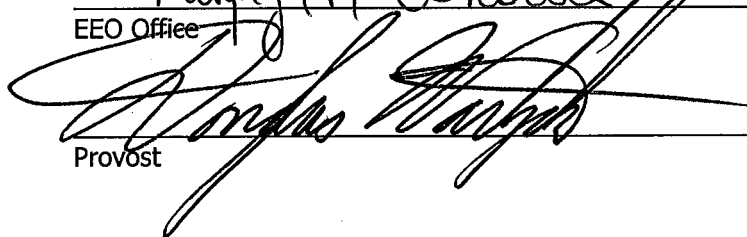
Request Initiated by:


Vice Provost

EEO Officer's Signature:


EEO Officer

Provost Signature:


Provost

Send the completed form to: Dr. Dorothy J. Minear
Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	81	1		593	99	35	11			820	
Male	75	1		440	73	28	6			623	
Total	156	2		1033	172	63	17			1,443	

**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Business Administration (BBA)
Program: Bachelor of Business Administration
Six digit CIP code: CIP 52.0201; 52.0801; 52.1101, 52.1201; 52.1401; 52.1501; 52.1001

1. Will the entire program be limited access or only a specific track?

The entire program will be limited access

2. If only a track is limited access, please specify the name of the track

3. How many students will the program plan to accommodate?

Fall: 3,600 students; Spring 1,200 students; Summer: 1,000 students

4. When do you propose to initiate limited access?

The College's GPA requirements has been raised from 2.25 to 2.35 in 2001, then to 2.50 in Spring 2008, and then to 2.75 in Fall 2009. Additionally, all core pre-req courses have been required since Spring 2008.

5. What is the justification for limiting access?

Academically or professionally qualified faculty sized inadequate to meet acceptable, benchmarked or accreditation agency student-faculty ratio standards; financial limitations and budget constraints

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

The means will be capping the enrollment in addition to enforcing the College's current admission policy: College admission requirements include 60 semester hours of lower level coursework or an AA degree or equivalent, satisfying University requirements for admission including its Core Curriculum requirements, GPA of 2.75, and all seven College pre-core courses completed with a minimum grade of C.

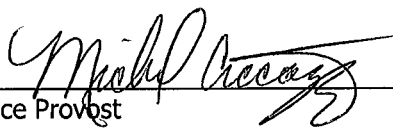
7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program.

Student diversity in the program is currently considered extremely enriched. The proposed changes are not expected to significantly impact student admissions in terms of race or gender based on informal estimates. Currently, specific student demographic data appears in Appendix A.

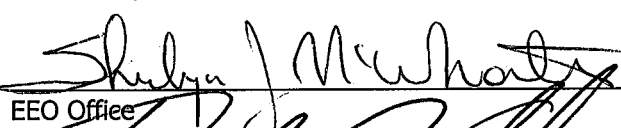
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

The College does not collect employment data for students who successfully complete its undergraduate programs. However, since the College will be implementing limited access (only) by increasing the admission requirements, it is expected that this initiative will increase the likelihood that student retention and graduation rates will increase resulting in similar graduation statistics as in the past. Therefore, the demand is expected to be met more or less as in the past.

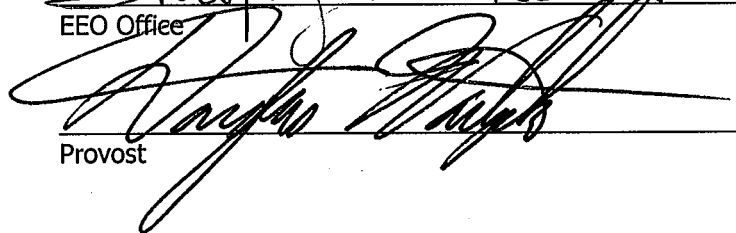
Request Initiated by:


Vice Provost

EEO Officer's Signature:


EEO Officer

Provost Signature:


Provost

Send the completed form to:

Dr. Dorothy J. Minear
Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown

CIP 52.0201 Management

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	83			475	94	17	2			671	
Male	101			502	122	25	6			756	
Total	184			977	216	42	8			1,427	

CIP 52.0801 Finance

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	57			336	64	14	4			475	
Male	56	1		479	95	25	6			662	
Total	113	1		815	159	39	10			1,137	

CIP 52.1101 International Business Management

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	50	1		421	84	21	5			582	
Male	41	3		476	113	24	4			661	
Total	91	4		897	197	45	9			1,243	

CIP 52.1201 Management Information Systems

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	6	1		31	6	3				47	
Male	26	1		119	23	8	1			178	
Total	32	2		150	29	11	1			225	

CIP 52.1401 Business Marketing Management

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	42			287	66	8	3			406	
Male	31			191	34	12	1			269	
Total	73			478	100	20	4			675	

CIP 52.1501 Real Estate

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	6			9	2					17	
Male	7			12	9	1				29	
Total	13			21	11	1				46	

CIP 52.1001 Human Resources Management

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	30			158	25	4	1			218	
Male	15			28	3	1				47	
Total	45			186	28	5	1			265	

STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC

University: Florida International University

Degree(s) offered: Bachelor of Health Services Administration (BHSA)

Program: BHSA Degree Program, Department of Health Policy & Management, Stempel College of Public Health & Social Work

Six digit CIP code: 51.0701

1. Will the entire program be limited access or only a specific track?

The entire program will be limited access; there are no tracks.

2. If only a track is limited access, please specify the name of the track

N/A

3. How many students will the program plan to accommodate?

Around 200, constraints of accreditation requirements for the MPH degree limiting the student/faculty ratio.

4. When do you propose to initiate limited access?

Initiation begun.

5. What is the justification for limiting access?

The BHSA is a professional degree, The healthcare management profession requires practitioners with a high degree of knowledge, skill and dedication. The Bachelor of Health Services Administration (BHSA) qualifies students for entry-level management positions in health services delivery organizations. Graduates with BHSA degrees in health administration usually begin as administrative assistants or assistant department heads in larger hospitals. They also may begin as department heads or assistant administrators in small hospitals or nursing care facilities. The degree also prepares individuals for further study in public health policy or management. It is an excellent career development pathway for persons licensed in clinical health and medical care professions but lacking an undergraduate degree.

Limiting access to the BHSA is justified because of the small number of faculty in the Department of Health Policy and Management (HPM), which is offering two degrees, coupled with the requirements from the Council on Education for Public Health (CEPH), the accrediting body for public health. The faculty complement is currently at four with an Interim Department Chair. Searches are underway for a new Department Chair and another faculty position. The CEPH required student/faculty ratio is 10:1 overall.

The BHSA has gradually increased enrollment (see Appendix A) from 236 in 2007 to 371 in the Fall of 2009, even though limited access has been in place. Some of the increase may be attributed to the closure of the Bachelor of Health Sciences degree program.

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

To qualify for admission to the program, FIU undergraduates must have

1. Completed 60 hours of course work or have completed the Associate in Arts degree or its equivalent, at an accredited college or university.
2. Satisfied the general University requirements for admission, including the University's Core Curriculum requirements.
3. Met the University's lower division requirements, including CLAST.
4. Completed the State University System Common Prerequisites for Health Services Administration programs:
 - ACG 2021 Accounting for Decisions
 - ACG 2071 Managerial Accounting
 - CGS 2060 Introduction to Microcomputers
 - ECO 2023 Principles of Microeconomics
 - STA 2023 Stat Bus and Eco
5. Have achieved a minimum grade point average of 2.5 or higher.

We have limited access to this program by implementing a 2.5 or higher GPA, instead of the 2.0 required by other undergraduate programs.

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program?

According to data provided by the Florida International University Office of Planning and Institutional Research, during the Fall 2009 semester, 78% of students in the BHSA Program were female and 22% were male. More than half (56%) of the students in the program were Hispanic, 31% were African American or other Black, and the remainder were white (7%), Asian (5%) and not reported (0.5). BHSA program students are representative of Florida International University's minority-serving institution status. Since the proposed method of limiting access has already been implemented, we do not expect these profiles to change.

The program targets Hispanic and Black students in its recruitment at area community colleges. Because we have seen a trend in increasing enrollment with similar distributions of minorities, we anticipate limiting access should continue to have a similar effect of promoting diversity.

8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

"Employment of medical and health services managers is expected to grow 16 percent from 2008 to 2018, faster than the average for all occupations. The healthcare industry will continue to expand and diversify, requiring managers to help ensure smooth business operations," according to the U.S. Bureau of Labor Statistics.

Request Initiated by:

Vice Provost

EEO Officer's Signature:

EEO Office

Provost Signature:

Provost

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Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown, BHSA Program, Florida International University, Fall 2009

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total
Female	91	0	n/a	162	22	13		290		290
Male	23	0		47	06	5	2		81	81
Total	114	0		209	28	18	2	290	81	371

Source: Office of Planning and Institutional Research, Florida International University

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STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC

University: Florida International University
Degree(s) offered: Bachelor of Arts in Music, Bachelor of Music
Program: School of Music (hereafter, SOM)
Six digit CIP code: 50.0901

1. Will the entire program be limited access or only a specific track?

All tracks will be limited access.

2. If only a track is limited access, please specify the name of the track

N/A

3. How many students will the program plan to accommodate?

We are aiming for an eventual enrollment of 325. Currently, our undergraduate population is around 200, based on the number of declared music majors enrolled in fall 2009.

4. When do you propose to initiate limited access?

The program has been limited access since the early years after inception in 1972.

5. What is the justification for limiting access?

The School of Music meets the criterion for Limited Access set forth by the BOG in Regulation 63-801.C, Article 1(a). Access is already limited *de facto*: in order to complete the SOM's undergraduate degrees, students must take several performance courses in the form of instrumental lessons, large ensembles (e.g., Orchestra), and small ensembles (e.g., Chamber Music). Access to these courses is by permission, and that permission is obtained through an audition. Therefore, it is structurally impossible for a student to major in music without auditioning. They may be able to take some required courses but not a sizeable percentage of them. The majority of students interested in majoring in music *do* in fact audition for the SOM, either during their senior year of high school or during the semester prior to transferring from another institution. Every so often, however, some students manage to declare themselves as music majors and are coded as such without the SOM's consent, even though they cannot perform at a level that would enable them to take our applied music requirements. This does them no service, since the time they spend pursuing an ultimately unfeasible academic goal slows their progress towards the baccalaureate degree in a more appropriate field. Moreover, although we offer many courses for non-majors, and some of these include performance opportunities, our curriculum does not include beginner's courses in individual applied instruction; we do not offer remediation for students not prepared to perform in our major ensembles and our private studios.

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

The following is our current admission policy, as printed in the FIU Course Catalog:

Freshman/Sophomore Admission

Freshman admission requires an audition and placement test in Music Theory. Contact the School of Music at (305) 348-2896 for an audition appointment.

Transfer Admission

To qualify for admission to the program, FIU undergraduates must meet all the lower division requirements including CLAST, completed 60 semester hours, and must be otherwise acceptable into the program. Music students at the University come from a wide variety of academic backgrounds from Florida, other states and countries. Because of this diversity, the faculty of music gives basic preliminary examinations in order to assist the student to eliminate any deficiencies: 1. Music History - consisting of all periods of history. 2. Music Theory - consisting of sight singing, melodic and harmonic dictation and written harmonization and analysis.

We hold four audition days on weekends spaced throughout the academic year. These are publicized through our website, through recruiting information sent to high schools and colleges throughout the state, and through the recruiting efforts of our individual faculty. In addition, we accommodate individual auditions on other days, as needed. Video auditions are possible in the case of geographically distant applicants. Once a student is accepted, the SOM sends them a letter of *conditional* acceptance into the music program, provided they are admitted to FIU. Each semester, the SOM sends the Registrar a list of admitted students with their intended track.

All of these procedures will remain in place we have gained official status as a Limited Access Program. The only difference is that it will no longer be possible for the rare student who bypasses the audition process to be coded as a music major.

Transfer students, notably those from regional community colleges (e.g., Miami-Dade College and Broward Community College) have equal access to our programs. For example, in 2009, 58% of students graduating with a B.M. or B.A. from the FIU School of Music were transfers, and 85% of transfers (approximately 50% of the total) were from state and community colleges in Miami-Dade, Broward, and Palm Beach counties. Most of these transferred with an Associates Degree, although some transferred with fewer than 60 credits. *ALL* of them auditioned successfully for the School of Music. Similar statistics are available for previous years as well, and prospective transfers from state community colleges continue routinely to audition. Therefore, making the audition requirement official should not affect equal access for Florida community college Associate of Arts degree graduates.

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program?

Please see Appendix A below. The figures here exclude non-resident aliens, for whom FIU does not collect ethnic data. 10% of students are African-American, 4% Asian, 65% Hispanic, and 20% white. These numbers represent well the ethnic diversity of South Florida. The proposed action will have little impact; even if it were not institutionalized, students would still have to demonstrate their eligibility for enrolling in individual performance courses. That most of our students apply from within the state public school system and the SUS helps ensure that our students reflect the diversity of Florida's population. 1/3 of our majors are female, but some of our tracks (e.g. Vocal Performance) have a majority of female students.

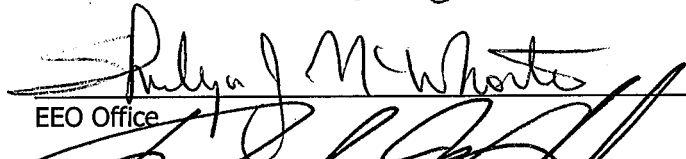
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

Music is a highly competitive field. SOM graduates do well in securing admission to well-regarded graduate programs, teaching posts in private and public primary and secondary schools, jobs in the non-profit and entertainment sectors, and performance opportunities. Nonetheless, demand is not such that limiting access would pose any sort of burden, nor is a lack of resources the principal reason why we are applying for limited access status.

Request Initiated by:


Vice Provost

EEO Officer's Signature:


EEO Officer

Provost Signature:


Provost

Send the completed form to:

Dr. Dorothy J. Minear
Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A:**Ethnic Breakdown for Bachelor of Music**

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	1			20	8	1	1			31	
Male	7			48	17	5	1			77	
Total	8			68	25	6	2			108	

Ethnic Breakdown for Bachelor of Arts in Music

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	6			23	2	6				31	
Male	4			30	11	1	1			47	
Total	10			53	13	7	1			78	

**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Science in Communication
Program: School of Journalism and Mass Communication
Six digit CIP code: 09.0101

1. Will the entire program be limited access or only a specific track?

The B.S. in Communication

2. If only a track is limited access, please specify the name of the track

N/A

3. How many students will the program plan to accommodate?

We will accommodate those who meet the entrance requirements

4. When do you propose to initiate limited access?

A minimum test score (grammar test) requirement has been effective since 1994.

5. What is the justification for limiting access?

- A. Our program requires a higher level of communications and language skills to be successful
- B. We are limited in class size for skills classes by our accrediting agency and our student/faculty ratio is high

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

Requirements: Student must have a 3.0 GPA and score a 70 or better on the school's language skills test to enter our gatekeeper course, MMC 3104C; they must secure a score of 78 to successfully exit the course. They must also complete a writing sample.

Everyone has the assurance of equal access for entering the program.

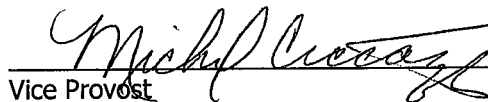
7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program.

When we instituted these requirements several years ago, we saw no impact by race or gender. Our program is quite diverse, as the numbers illustrate and we continue to work at being open to diversity through our curriculum. Our total enrollment last year was 67 percent Hispanic, 13 percent African American and 4 percent Asian/Pacific Islander. We are also more than three-fourths female.

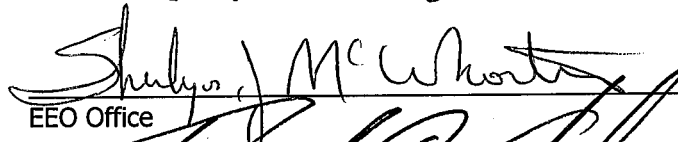
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

Yes, our graduates are in demand because we train them in multimedia across all platforms. These requirements are for the whole undergraduate program and these are no other resources to be reallocated.

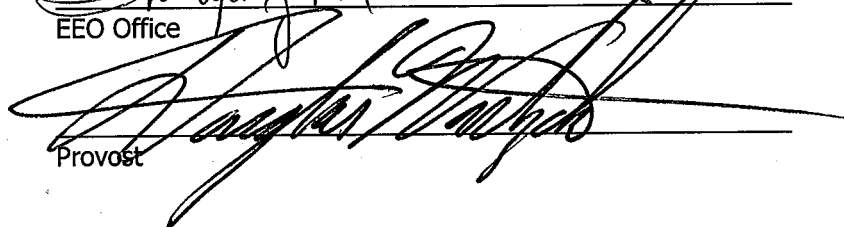
Request Initiated by:


Vice Provost

EEO Officer's Signature:


EEO Office

Provost Signature:


Provost

Send the completed form to: Dr. Dorothy J. Minear
Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Appendix A: Ethnic Breakdown

CIP 09.0102 Mass Communication									
UNDERGRADUATE HEADCOUNT BY GENDER AND ETHNICITY									
(Excluding Non-Resident Aliens)									
STDT_LVL	(Multiple Items)								
STU_PROGRAM_CAT	090102								
CIP_DESCR	Communication (Mass)								
UNIVERSITY WIDE		ETHNICITY							
TERM_DESC	GENDER	African American	Asian	Hispanic	Native American	White	Not Reported	Grand Total	
Fall 2007	FEMALE	133	25	859	2	192	5	1,216	
	MALE	42	7	263		67	3	382	
Fall 2007 Total		175	32	1,122	2	259	8	1,598	
Fall 2008	FEMALE	118	23	799	1	178	6	1,125	
	MALE	52	5	223	1	54	5	340	
Fall 2008 Total		170	28	1,022	2	232	11	1,465	
Fall 2009	FEMALE	105	20	738	2	144	8	1,017	
	MALE	38	7	228	1	44	3	321	
Fall 2009 Total		143	27	966	3	188	11	1,338	

**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Science in Hospitality Management
Program: Hospitality Management
Six digit CIP code: 52.0901

1. Will the entire program be limited access or only a specific track?

We only offer one degree: Bachelor of Science in Hospitality Management. The entire degree will be limited access.

2. If only a track is limited access, please specify the name of the track

n/a

3. How many students will the program plan to accommodate?

We can accommodate up to 1250 undergraduate students.

4. When do you propose to initiate limited access?

We would like to begin limited access in Fall 2010.

5. What is the justification for limiting access?

The number of qualified students exceeds the resources available (eg. faculty-to-student ratio too high, classroom space limited).

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

We are requesting the minimum transfer GPA to be increased to 2.25 (from 2.0). Students with an Associate of Arts degree will need a 2.25 GPA, the same as other transfer students. We do not expect the increased GPA requirement to have a significant impact on the Florida Associate of Arts applicant pool.

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program.

See Appendix A for current race and gender profiles. We do not expect our limited access status to impact our race or gender profiles as the vast majority of our transfer students enter with above 2.25 GPA.

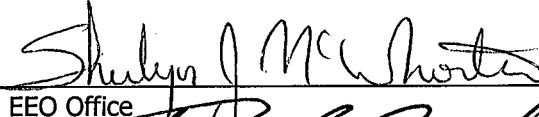
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

Yes, our graduates are in high demand by the hospitality industry.


Request Initiated by:


Vice Provost

EEO Officer's Signature:


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Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Total
Female	76	1	0	319	144	29	9	578
Male	43	1	0	164	119	15	1	343
Total	119	2	0	483	263	44	10	921

**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Science in Nursing
Program: Nursing/Registered Nurse
Six digit CIP code: 51.1601

1. Will the entire program be limited access or only a specific track?

The Foreign Educated Physician (FEP) track is limited access.

2. If only a track is limited access, please specify the name of the track

Foreign Educated Physician track

3. How many students will the program plan to accommodate?

The program admits 96 students per academic year, 48 in fall, and 48 in spring.

4. When do you propose to initiate limited access?

The program has been limited access since its inception.

5. What is the justification for limiting access?

Space, equipment, instructional facilities, clinical fieldwork sites, student-faculty ratios, budget limitations, accreditation standards, and a limited pool of faculty affect the decision of it being a limited access program.

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

Applicants must:

- be a foreign educated medical doctor from a university that is equivalent to a regionally accredited university in the United States
- Submit transcript evaluated by Josef Silny and Associates
- Obtain a TOEFL score of 550
- Meet entry requirements for computation and reading skills
- Meet the admission criteria to be admitted to FIU
- Complete at least one pre-requisite (Nutrition, Human Growth and Development, Statistics)

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program.

Ninety nine percent of the students are part of minority groups. Race and gender profiles will not impact admission criteria.

8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

Graduates of this program are nurses and they are in demand. Space, equipment, instructional facilities, clinical fieldwork sites, student-faculty ratios, budget limitations, and accreditation policies affect the decision of it being a limited access program.

Request Initiated by:

Vice Provost

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EEO Office

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Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total	
Female	13	0	0	45	5	5	0	68	0	68	
Male	11	0	0	63	6	2	1	0	83	83	
Total	24	0	0	108	11	7				151	

**STATE UNIVERSITIES OF FLORIDA
Limited Access Program Request
Reference: 6C-6.001 Admissions, FAC**

University: Florida International University
Degree(s) offered: Bachelor of Science in Social Work (BSSW)
Program: BSSW Program, School of Social Work
Six digit CIP code: 44.0701

1. Will the entire program be limited access or only a specific track?

The entire program; there are no tracks.

2. If only a track is limited access, please specify the name of the track

N/A

3. How many students will the program plan to accommodate?

Around 250, but we are proposing limited access for the program because of the demands of a professional program, not because of a shortage of faculty.

4. When do you propose to initiate limited access?

Already initiated. Although the specific requirements for admission to the major have changed, the BSSW Program has limited access since its inception in 1972.

5. What is the justification for limiting access?

The BSSW is a professional degree, which prepares graduates for generalist practice as a professional social worker. The social work profession requires practitioners with a high degree of knowledge, skill and dedication. The professional foundation courses, taught in the junior and senior years, are based upon a liberal arts base (successful completion of the CLAST and completion of the University Core Curriculum or graduation from a Florida Community College with an AA degree) with common prerequisites, including courses in American Government, Biology with content on humans, Economics, Psychology, Sociology, and Statistics. To succeed in the professional foundation courses and in professional practice after graduation, students must master the liberal arts base at a higher than minimum standard.

Limiting access is not unusual for baccalaureate programs in social work. In the Florida State University System, the undergraduate Social Work programs at the University of Central Florida and the University of South Florida were approved as limited access programs by the Board of Governors on April 21, 2009. Florida Gulf Coast University is in the process of proposing limited access status for its BSW Program. In the Miami area, two private universities have accredited BSW Programs. Both appear to limit access to the major. Barry University requires that transfer students have a 2.7 GPA to be admitted to the undergraduate social work program. Florida Memorial University requires that students have completed 45 semester hours with a GPA of 2.5 or higher.

6. By what means will access be limited? Please provide a description of the program's admissions requirements and procedures, and indicate how these requirements and procedures ensure equal access for Florida community college Associate of Arts degree graduates in the competition for available space in the program.

To qualify for admission to the program, FIU undergraduates must have completed 60 semester hours of academic work, met all lower division requirements, and have a minimum GPA of 2.5. Associate of Arts graduates from Florida community colleges are deemed to have met the University Core Curriculum requirements.

7. Present the current race and gender profiles of the students in the program. Discuss the impact of the proposed action on the race and gender profiles. Cite sources used for discussion. What strategies, should they be necessary, will be used to promote diversity in the program?

According to data provided by the Florida International University Office of Planning and Institutional Research, during the Fall 2009 semester, 87% of students in the BSSW Program were female and 13% were male. Nearly half (47%) of the students in the program were Hispanic, 35% were African American or other Black, and 13% were white. There were very small numbers of American Indian (1%) and Asian (3%) students in the program. Florida International University is a minority-serving institution, and the majority of the students in the BSSW Program are Hispanic or Black. Since the proposed method of limiting access has already been implemented, we do not expect these profiles to change.

The program targets Hispanic and Black students in its recruitment at area community colleges. In addition, the School has been sponsoring special events, such as a Social Work Roundtable on Haiti, relevant to a diverse student population, and has made efforts to reach out to Hispanic and Black students on campus. One undergraduate social work course, SOW 3620, Social Work and Human Diversity, is listed with the FIU Latin American and Caribbean Center as a course with 25% or more content on Latin America and the Caribbean. We plan to continue to present special roundtables aimed at issues that are relevant to our diverse student body in order to promote a sense of community within the School; these events should have the effect of promoting diversity.

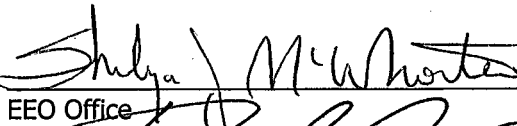
8. Are the graduates of the program in high demand? If so, and if the program is to be limited due to lack of adequate resources, provide a justification for limiting access to the program rather than reallocating resources from programs with a low marked demand.

According to the U.S. Bureau of Labor Statistics, "Employment for social workers is expected to grow faster than the average for all occupations through 2018" with employment for social workers in mental health, substance abuse, health care, and public health expected to grow much faster than average. "Job prospects are expected to be favorable, particularly for social workers who specialize in the aging population or work in rural areas" (Bureau of Labor Statistics, *Occupational Outlook Handbook*, 2010-11 edition, available: <http://www.bls.gov/oco/ocos060.htm>). The proposed limited access to the BSSW Program, however, is based upon the difficulty of the courses required in the program and the demands of professional practice, not on limited resources to implement the program.

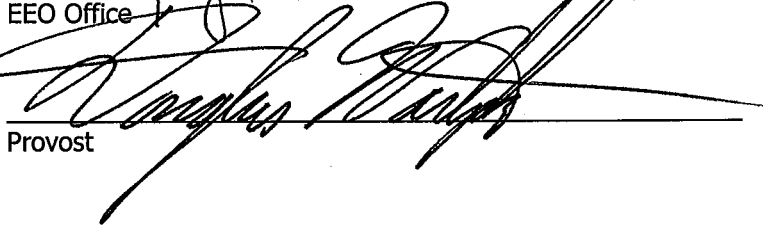
Request Initiated by:


Vice Provost

EEO Officer's Signature:


EEO Officer

Provost Signature:


Provost

Send the completed form to: Dr. Dorothy J. Minear
Interim Vice Chancellor, Strategic Initiatives
Board of Governors
State University System of Florida
325 West Gaines Street, Suite 1614
Tallahassee, Florida 31399-1950

Limited Access Form Update 4/08

Appendix A: Ethnic Breakdown, BSSW Program, Florida International University, Fall 2009

	Black	American Indian	Pacific Islander	Hispanic	White	Asian	Race Unknown	Female	Male	Total
Female	63	2		98	21	6	3	193		193
Male	14			7	7	1			29	29
Total	77	2		105	28	7	3	193	29	222

Source: Office of Planning and Institutional Research, Florida International University

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

SUBJECT: University Equity Reports

Proposed Board Action:

Approve the University Equity Reports.

Background Information:

Section 1000.05 of the Florida Statutes provides that 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 education is prohibited and requires the University to develop a Gender Equity Plan pursuant to the “Florida Educational Equity Act”. The Chancellor of the State University System shall annually assess the progress of each state university’s plan.

The University President shall submit the Reports to the Chancellor of the State University System.

Supporting Documentation:

University Equity Reports
2009-10 Enrollment, Gender Equity in Athletics,
and employment

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2010 FLORIDA EDUCATIONAL EQUITY ACT REPORT GUIDELINES



2010

Florida Educational Equity Act Report: Enrollment, Gender Equity in Athletics, and Employment **Report Year 2009 - 2010**

Florida International University

Data Year: July – June, 2009-2010

Approved by University Board of Trustees: (date)

Approved by University President: (signature and date)

Submitted by:

Equity Officer Name: Shirlyon J. McWhorter, Esq., Director
Address: Florida International University
Equal Opportunity Programs & Diversity-PC 215,
11200 SW 8th Street, Miami, FL 33199
Phone: (305)348-2785
Email: smcwhort@fiu.edu

Date Sent to FIU Data
Administrator: June 26, 2009

FLORIDA EDUCATIONAL EQUITY ACT REPORT 2009-2010

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PART I. Executive Summary

Florida International University (FIU) submits the 2009-2010 Florida Equity Report that encompasses enrollment, gender equity in athletics, and employment as required by Florida Statute. The Enrollment and Employment reports focus on women and members of four race/ethnic protected classes: Black (B), non-Hispanic; Hispanic (H); Asian/Pacific Islander (A/PI); and American Indian/Alaska Native (AI/AN).¹

Of the 39,499 students who currently attend FIU, approximately 35,000 are residents of Florida, of which 77 percent are from Miami-Dade County. FIU's dynamic student body reflects the vibrant diversity of South Florida:

59% Hispanic
17% White Non-Hispanic
13% Black
4% Asian or Pacific Islander
7% Other minority groups
57% Female
43% Male

In addition to its diverse ethnic groups, the university serves a large percentage of economically disadvantaged students. Nearly 50 percent of all undergraduate students at FIU receive financial aid, and nearly 60 percent of those financial aid recipients come from families with annual household incomes under \$30,000.

FIU ranked first in the nation among four-year colleges for awarding bachelor's and master's degrees to Hispanic students, according to a 2008 survey conducted by *Hispanic Outlook in Higher Education* magazine.

(Status of Goal Achievements from 08-09 Equity Report)

Academic Program Review - 2008-2009 Goals and Results

Undergraduate Participation

Goal - Enrollment

Increase FIU's Black, Asian and American Indian full-time student enrollment over the next five years.

Results

In Fall 2009, 81.7% of the full-time FTICs were students from under-represented groups, exceeding the 80% benchmark for under-represented FTIC minorities. This is a

¹ IPEDS terminology for protected classes was utilized.

slight gain from last year's 81.1%. The percentage of Black FTIC students, however, is below the 80% benchmark. Specifically, 10.1% of FTICs at FIU were Black students whereas 15.4% of FTICs throughout the SUS were Black students. In order to have sustained the 80% benchmark, 12.3% ($15.4\% \times 80\% = 12.3\%$) of the entering FTIC class should have been represented by Black students. In Fall 2008, FIU made progress towards this goal by increasing the percentage of its Black FTIC students by 4.5% from 284 to 297 students and increasing the percentage of its Black FTIC students from 9.2% to 10.3% from the prior year. However a slight decline to 276, or 10.1% was observed in Fall 2009.

Graduate Participation

Goal - Enrollment

Increase Hispanic enrollment to reflect the general increase in the graduate student body. Increase African American enrollment 2% faster than the general growth of the graduate student population.

Results

In Fall 2009, the total Grad I and II enrollment increased by 8.8% across all ethnicities/residency status compared to Fall 2008. The enrollment of African-American students in particular increased by 13.1%, from 851 Black enrollees in Fall 2008 compared to 963 Black enrollees in Fall 2009. This comparison of Fall 2008 to Fall 2009 shows that the number of Black students increased 4.3% faster than the general growth of the graduate student population. Enrollment of Hispanic students increased by 8.6%, from 2476 enrollees for Fall 2008 to 2689 enrollees for Fall 2009. This increase mirrors the overall increase of Graduate Enrollment.

Goal - Completion

Increase the doctoral completion rates for African American and Hispanic students.

Results

In AY 2008-09, the number of doctoral degrees awarded to Black students remained constant, although the percentage from the total degrees awarded went down from 6.6% to 6.3% due to the increase in overall doctoral production. The number of Hispanic doctoral graduates also remained relatively constant with an overall decrease of less than 2% from AY 2007-2008 to AY 2008-2009. Based on preliminary data for the AY 2009-10 the number of doctoral degrees awarded to Black students is 75% of last year's total. A number of recruitment and retention initiatives were implemented in an attempt to increase the number of doctoral degrees awarded to Black students. However, the number of Hispanic doctoral students for AY 2009-10 has increased 52% from AY 2008-09.

Gender Equity in Athletics

Goal

Decrease the gap between the female athlete participation rate and female student enrollment rate.

Results

The university is making progress with this goal. The gap between female athletes and female students narrowed by 2.7% between 2007-08 and 2008-09. This component remains out of compliance due to the more than 5% gap between the percentage of participants and the percentage of female students enrolled in fall 2008.

Women Athletes	2008-09 AY*	2009-10 AY*
% of Enrollment*	56.7%	56.7%
% of Participation	41.8%	42.1%
Gap Variance	14.6%	14.6%

*Source: Student Data Course File (OPIE)

PART V. Employment

The guidelines for the Employment equity report measure achievement of appropriate representation in selected faculty and administrative employment categories.

Goal

Fill Leadership Positions for the Vice President for Engagement and Dean of the College of Law.

Results

The leadership positions were filled. A minority female was hired for the Vice President position.

Goal

Achieve the employment equity program goals and the accountability goals of hiring 7 female and minority faculty within specific academic disciplines:

Table B: 2008-2009 Equity Goals for 2009-2010 Equity Report

Job Group	Discipline	Rank	Race	Gender	Goal
20	Business Management/Law	03		Female	1
23	Health/Urban Affairs	01	Black		1
31	Science & Mathematics	03		Female	1
33	Social Science	03		Female	1
34	Social Science	03	Asian	Female	2
40	Perform & Visual Art	03		Female	1
Total			2	5	7

Table C: Outcome for 2008-2009 Equity Report

Job Group	Discipline	Rank	Race	Gender	Results
20	Business Management/Law	03		Female	1
23	Health/Urban Affairs	01	Black		1
31	Science & Mathematics	03		Female	1
33	Social Science	03		Female	1
34	Social Science	03	Asian	Female	2
40	Perform & Visual Art	03		Female	0
Total			2	5	6

Table D: Overall Hires/Promotions of Females and Minorities in Positions Covered by the Equity Accountability Plan.

All Groups	New Hires		Promotions	
	Female	Minorities	Females	Minorities
Total	22	29	4	4

Source: Affirmative Action Plan

According to Table D, a total of 26 females and 33 minorities were hired or promoted into positions covered by the Equity Accountability Plan, far exceeding the projected goal.

DESCRIPTION OF PLAN DEVELOPMENT

The process of preparing this report involved a number of offices and the utilization of various data sources. See following table for details:

PART	REPORTING AREA	RESPONSIBLE AREA
I	Executive Summary	Equal Opportunity Programs and Diversity
II	Policies and Procedures In Support of Equity	Equal Opportunity Programs and Diversity
III	Academic Program Reviews	Office of Planning and Institutional Research, Student Affairs, Enrollment Support, University Graduate School
IV	Gender Equity In Athletics	Intercollegiate Athletics
V	Employment Representation	Office of Planning and Institutional Research, Office of the Provost
VI	Areas of Improvement and Achievement	Office of the Provost
VII	Protected-Class Representation In The Tenure Process, 2007-2008	Office of the Provost and Academic Budget Office
VIII	Promotion And Tenure Committee Composition, AY 2007-2008	Academic Budget Office
IX	Other Requirements	Office of the Provost, Academic Budget Office, Board of Trustees

Data Sources: Florida BOG files, Student Data Course File, Affirmative Action Plan, Prior Year's Equity Report, Tenure and Promotion Reports, Athletic Reports, Various Integrated Postsecondary Education Data system (IPEDS) reports

PART II. Policies and Procedures in Support of Equity

The following policies and procedures have been specifically formulated to ensure equity at Florida International University. The policies are updated on the webpage on an annual basis.

A. President's EEO Policy Statement

The University recognizes the importance of eliminating employment barriers and therefore, has established a non-discriminatory policy for its employees and applicants for employment. This policy is applied without regards to a person's race, color, sex, religion, creed, national origin, disability, marital status, political opinions or affiliations, Vietnam or disabled veteran status, sexual orientation, or age, except as provided by law. It is designed to assure each applicant or employee an equal opportunity in recruitment, examination, appointment, training, promotion, compensation, retention, and/or other employment practices.

B. Policies and Procedures

Accommodation of Employees with Disabilities

Purpose:

To provide funds for departments, which hire disabled persons, for costs associated with providing reasonable accommodation of the disabled.

Policy:

It is the University's long standing policy to employ qualified physically handicapped persons in a broad range of positions across the institution. On occasion, the nature of an individual's disability may require work site accommodation of their handicap.

In accordance with the Americans with Disabilities Act, the University will provide accommodations in the following areas: the application process, the work environment, the method of performing job duties, the enjoyment of equal benefits and privileges, the restructuring or reallocating of marginal job functions, the acquisition of equipment or devices, the modification of exams and training materials, and the provision of qualified readers or interpreters. Records will be maintained in the Office of Equal Opportunity Programs and Diversity regarding requests for reasonable accommodation and the determination of each request.

A central University fund has been designated for use by departments in meeting reasonable costs associated with accommodation of handicapped employees. A University committee administers the funds. The committee membership includes the Director, Equal Opportunity Programs and Diversity (chair); Director, Personnel; Director, Environmental Health and Safety; one disabled faculty or A&P staff member; and, one disabled USPS staff member. The committee meets on an as-needed basis, to make recommendations on funding requests. The Director, Equal Opportunity Programs

and Diversity, monitors expenditures from the fund, and ensures that adequate budget requests are submitted to enable the provision of recommended reasonable accommodations.

Procedure:

1. The requesting/employing department shall complete a Request for Use of Accommodation Fund form.
2. The form is forwarded to the Director, Office of Equal Opportunity Programs and Diversity.
3. Upon receipt of the request, the Director, Equal Opportunity Programs and Diversity shall convene a meeting of the Committee for the purpose of considering the request.
4. The Director, Equal Opportunity Programs and Diversity will communicate the Committee's decision and facilitate appropriate action.

Accommodations at University Sponsored Public Events for Persons with Disabilities

Purpose:

To provide a procedure for advertising the availability of and providing accommodations to eligible persons with disabilities for all programs offered to the public by the University both on and off campus.

Policy:

The University welcomes members of the campus community as well as the general public to participate in a broad range of programs and services. On occasion, an individual with a disability may require accommodation in order to enjoy the benefits of these programs and services.

Each unit of the University is responsible for ensuring that its public programs and services are accessible to all members of the public, including persons with disabilities requiring accommodation.

Sponsoring Unit Events should be planned with special consideration for participants with disabilities.

Procedure:

1. Facilities (on or off campus) should be barrier free with wheelchair access to all parts of the room or facility where activities are available, including the stage/podium if in general use.

2. The area of activity must be approachable via an accessible route and other public facilities used in connection with the area of activity (e.g. restrooms, water fountains, public telephones, etc.) must be accessible to persons with disabilities.
3. Program attendees who use wheelchairs should be able to purchase seats with similar ticket prices (if a range is available) and sight lines as other attendees.
4. Reserved seating near the accessible area should be available for their guests and friends to provide the same experience as other persons who attend with guests and friends.
5. Persons with visual impairments may bring assistive animals into any public building.
6. All advance program announcements and advertising should include the wording, "Please notify (person) at (address and telephone number) a minimum of five working days in advance of the event, if a reasonable accommodation of a disability is needed. Preliminary arrangements should be made so the sponsoring department is able to respond to any requests received for alternate format programs or materials (Braille, large print, audio tape, reader) or sign language interpreter services.
7. Requests for reasonable accommodation may be made in any format Assistance appropriate to the requestor's needs.
8. A University staff member may document the request on the form or the person may complete it. (See - Request for Accommodation at a Public Event.)
9. Documentation or proof of disability will not be required in most situations. Where the requested accommodation involves a significant cost, the ADA Coordinator (Director, Equal Opportunity Programs) will provide technical assistance to the department.
10. The person requesting assistance shall abide by the advertised time frame required to reasonably fulfill the request.
11. The University's Request for Accommodation at a Public Event shall be completed and retained by the department in each case where an accommodation is provided.
12. This will confirm the strategy used to provide assistance and the University's cost, if any.
13. If the department requires assistance in responding to a request, the Director of the Office of the Disability Resource Center for Students, and/or the ADA Coordinator, may provide consultative assistance.
14. Where the department intends to deny a request, or to offer services different from those requested, it shall consult with the ADA Coordinator. Departments do not have the authority to decline a request.

15. ADA Coordinator, when contacted by a department considering denial or alteration of an accommodation request, will discuss the full range of options with the department in an effort to provide appropriate accommodation; and consult with University Legal Counsel prior to approving denial of a request for accommodation.

AIDS Policy

Purpose:

Ensuring that the University AIDS Policy is implemented, protecting persons with AIDS from illegal discrimination; provide information to all members of the University community for the purpose of decreasing the likelihood of the spread of the AIDS infection, and to provide policy and guidelines to ensure that the University responds to members of the University community, who may, or may be perceived to be, affected by AIDS in a manner which both complies with Federal and State law and internal University policies, as well as responds compassionately to the presence of a life-threatening illness.

Policy:

Students and employees of the University who may become infected with the AIDS virus will not be excluded from enrollment or employment or restricted in their access to University services facilities, unless individual medically-based judgments establish that exclusion or restriction is necessary to the welfare of the individual or other members of the University community.

The University has established an HIV/AIDS Committee which includes representation from major University divisions and other University staff, as appropriate. The Committee, which will meet regularly, is responsible for monitoring developments with regard AIDS, acting upon and administering the University's Policy on AIDS in specific cases, and coordinating the University's efforts in educating the University community on the nature of the disease. In addition, the Committee will meet as needed to consider individual occurrences of the disease which require University action.

The University will be guided in its decisions by the most recent medical information, the Federal regulations implementing Sections 503 and 504 of the Rehabilitation Act, the guidelines suggested by the Centers for Disease Control, the Public Health Services, the American College Health Association, and the State of Florida Department of Health and Rehabilitative Services.

Persons who know, or suspect they are HIV sero-positive, are expected to seek expert medical advice and are obligated, ethically and legally, to conduct themselves responsibly for the protection of others. The University will designate AIDS counselors, who will be available to the University community.

Procedure:**Students**

No student will be required to cease attending the University, solely on the basis of a diagnosis of serum positivity. Such decision will be made only after reasonable accommodations have been made, and when an examination of the facts demonstrates the student can no longer perform as required, or the student presents a health risk to himself or the University community.

The recommendation to suspend or force withdrawal will be made by a Review committee composed of the director of University Health Services, at least one student representative, the student's physician, and two members of the AIDS Committee. The Review Committee shall recommend action(s) to the University President or designee.

A student shall not be denied the opportunity to live in University Housing based solely on a diagnosis of serum positivity.

Reasonable Accommodation

Any student requesting reasonable accommodation, because of the presence of AIDS or ARC, shall be treated similarly to students with any other disability. Students will not be moved within, or removed from, University Housing, solely on the basis of a diagnosis of serum positivity. Changes in room, or removal from University Housing, will be made on a case-by-case examination, in which it is determined that: a. the student has communicable opportunistic infections, or is showing other symptoms of illness, and requires care, which cannot reasonably be provided in the University Housing setting; b. the student is demonstrating symptoms, needs or behaviors, which are inappropriate in a dormitory and/or cannot be reasonably accommodated; or c. the student's behavior presents a risk to him/herself or the other residents of University Housing.

A review committee including the director of the Student Health Center, the student's physician, two members of the AIDS Committee, and a representative from university Housing, shall review concerns on a case-by-case basis, and made recommendations to the University President or the President's designee.

Health Care Guidelines:

Students in the health occupations doing health care work shall follow current Center for Disease Control (CDC) and American College Health Association (ACHA) guidelines which will be distributed by the University Department of Environmental Health and Safety.

Employees

University employees, while performing their University duties, will be required to conform to the University's AIDS policy and guideline in dealing with serum positive employees or students. A serum positive employee will be treated in the same manner as any employee diagnosed as having any other illness, injury, or disability.

Reasonable Accommodation

Should a serum positive employee be unable to fulfill his/her regular responsibilities or portions of their responsibilities but be able and desire to continue working in a less physically demanding capacity, the University will make reasonable efforts, if so requested, to accommodate the employee's disability.

Supervisory Responsibility

As in the case of any other illness, injury, or disability, a supervisor who believes that a serum positive employee is unable to perform assigned duties due to the illness may recommend to the Director of Personnel or the Director's designee that the employee be required to submit to a medical examination by a physician named and paid by the University. Based upon the medical opinion rendered, appropriate action as provided in applicable rules will be applied.

Confidentiality

Any employee who verbally informs the University that he/she is serum positive will be accorded confidentiality regarding disclosure of the medical condition. Written records cannot be assured confidentiality under the provisions of the Public Records Law.

Use of Sick Leave

Any serum positive employee shall be eligible to use accrued sick leave as needed. A member of the University Sick Leave Pool shall be eligible to request leave hours through the Pool in accordance with Rule 6C8-4.010 FAC.

Required Protective Devices

All University Law Enforcement Officers shall be issued protective devices for use in providing cardio-pulmonary resuscitation. They will also be issued disposable plastic gloves for use when assisting or restraining any individual who is bleeding from any injury.

CDC/ACHA Guidelines

Student Health Services employees, and Custodial, Physical Plant and laboratory employees, will follow current CDC or ACHA guidelines which will be distributed by the University's Department of Environmental Health and Safety.

Language in the Workplace

Purpose:

To ensure that the University environment is free of illegal national origin discrimination based on language usage

Policy:

The University acknowledges the rights of employees to speak a language other than English in the workplace, and recognizes that common courtesy suggests that a language understood by all should be used by employees when they are engaged in a general discussion within the workplace.

Prohibiting employees at all times from speaking their primary language or the language they speak most comfortably in the workplace may disadvantage an individual's employment opportunities on the basis of national origin. Therefore, "English only" rules will be considered to be inappropriate within most University work settings.

"English only" rules may be appropriate in very specific circumstances, or under specific conditions, where such a rule is a necessity for safety or similarly urgent considerations. If a supervisor believes it is necessary to implement an "English only" rule, the proposal should be reviewed with the Director of Equal Opportunity Programs and Diversity, the Director of Employee Relations, or the University Attorney. If approved, employees affected by such a rule must be effectively notified of the rule.

Procedure:

Grievances or complaints of violation of the policy should be filed using the procedures outlined under the Sexual Harassment/Education Equity Grievance Procedure.

Processing of Discrimination Complaints Filed with External Compliance Agencies

Purpose:

To ensure that appropriate and timely responses are provided to the Equal Employment Opportunity Commission (EEOC), the Florida Commission on Human Relations (FCHR), and the Office of Civil Rights (OCR), regarding complaints lodged with these agencies alleging illegal discrimination.

Policy:

All request for responses to inquiries, requests for information, and/or requests for position statements on behalf of the University and any of its employees or agent are to be forwarded to the Office of Equal Opportunity Programs for coordination and action.

Procedure:

Any employee who receives notice from one of the compliance agencies listed above that a complaint alleging illegal discrimination has been filed against the University should immediately contact the Director of Office, Equal Opportunity Programs. Similarly, should any supervisor or faculty member be directly contacted by one of the compliance agencies for provision of a statement regarding an employee's or student's allegations of illegal discrimination, the supervisor or faculty member should immediately contact the Director, Office of Equal Opportunity Programs and Diversity.

The Director, Equal Opportunity Programs and Diversity, or a designee shall prepare the University's response to requests for position statements, witness statements, and other information requested by the compliance agency. These responses shall be prepared in consultation with the University Attorney as necessary.

Sexual Harassment

Purpose:

To ensure that the University environment is free of sexual harassment, and that faculty, staff and students are provided the means to seek recourse should any incidents occur.

Policy:

The University recognizes that sexual harassment undermines the integrity of the academic and work environment, and it prevents its victims and their peers from achieving their full potential. All members of the University community are entitled to work and study in an atmosphere free from sexual overtures or innuendos that are unsolicited and unwelcome. It is the particular responsibility of those members of the University community who hold positions of authority over others to avoid actions that are, or can be, considered sexually abusive or unprofessional. It shall be a violation of the University's rule on sexual harassment for any officer, employee, or agent to sexually harass (as sexual harassment is defined below) any other officer, employee, student, or agent. Sexual harassment is a type of misconduct, which may result in disciplinary or other action.

Procedure:

The director of the Office of Equal Opportunity Programs shall administer the policies and procedures outlined in this policy. To ensure that the University environment is free of sexual harassment, and that faculty, staff and students are provided the means to seek recourse should any incidents occur.

Informal Complaints

- a. Any person who believes that he or she has been the subject of sexual harassment may elect to file an informal complaint with the Office of Equal Opportunity Programs.
- b. The request must be made within sixty (60) days of the alleged act(s) of sexual harassment.
- c. In the case of a student complaint against a faculty member, the complaint must be made within ten (10) University business days of the beginning of class of the following semester.
- d. Thirty (30) days shall be allowed to resolve an informal complaint.
- e. Should the problem not be resolved satisfactorily using this procedure, or should the complainant wish to bypass this procedure, he or she may initiate a formal complaint.

Formal Complaints

- a. A formal request must be made in writing to the Office of Equal Opportunity Programs. The complaint shall contain the name of the complainant and state the nature of the act(s) complained of, including such details as the name of the alleged

offender and the date(s) or approximate date(s) on which the offending act(s) occurred, the name(s) of any witnesses, and the desired resolution(s).

b. The complaint must be filed within one hundred (100) days of the alleged act(s) of sexual harassment.

c. In the case of a student complaint against a faculty member, the complaint must be made within ten (10) University business days of the beginning of class of the following semester.

d. Where an informal complaint has already been filed, a formal complaint shall be filed within one hundred (100) days of the alleged act(s).

e. Thirty (30) days shall be allowed to resolve the complaint.

f. Conciliation may be attempted during the course of an investigation of a complaint.

g. If conciliation is not achieved, then the Office of Equal Opportunity Programs shall continue to investigate the complaint, and shall issue a written finding concerning probable cause within a maximum of one hundred (100) days. If conciliation of the complaint was achieved between the parties in cooperation with the Office of Equal Opportunity Programs, and the alleged offender fails to abide by the agreement or retaliates against the complainant, the complainant or supervisor should notify the Office of Equal Opportunity Programs. The Vice President or a designee may then require the complaint to proceed as if conciliation had not been reached.

h. Either party may seek review of the finding of the Office of Equal Opportunity Programs and Diversity to the Vice President or designee by filing a request for a review within ten (20) calendar days of receipt of the Office of Equal Opportunity Programs finding. It shall specify the basis of the appeal. The appeal shall be based on one or more of the following: relevant evidence was not reviewed and/or new evidence is available; or, the factual evidence was insufficient to support the findings.

i. Upon final acceptance by the Vice President of a finding on the complaint, the immediate supervisor of the alleged offender may provide a reasonable resolution to the complaint and may also recommend or take disciplinary action against the alleged offender;

j. The proposed resolution shall be approved by the Office of Equal Opportunity Programs and Diversity.

k. Disciplinary action shall be taken in accordance with the rules and regulations affecting the class of employee and the terms of any applicable collective bargaining agreement.

No University employee shall retaliate against a complainant. Any attempt to penalize a student, employee or agent for initiating a complaint through any form of retaliation shall be treated as a separate allegation of discrimination.

Sexual Harassment/Educational Equity Grievance Procedure

Purpose:

To ensure that the University environment is free of illegal discrimination based upon race, color, creed, age, handicap, sex (including sexual harassment), religion, marital status, or national origin, and that faculty, staff, and students are provided the means to seek recourse should incidents occur.

Policy:

All members of the University community are entitled to study and work in an atmosphere free from illegal discrimination. The University's equal opportunity policies prohibit discrimination against students and employees on the basis of their race, color, creed, age, handicap, sex (including sexual harassment), religion, marital status, or national origin. Under the policies, it does not matter whether the discrimination was intended or not; rather, the focus is on whether students or employees have been treated differently or subjected to an intimidating, hostile or offensive environment as a result of their belonging to a protected class or having a protected status.

Procedure:

Students

For complaints filed under the EEA the complaint will be reviewed prior to action by the office of Equal Opportunity Programs and Diversity to ensure that the complaint should not more appropriately be handled under existing student complaint procedures which are in place within the Divisions of Student Affairs and Academic Affairs. In cases where either of those procedures is applicable, the student will be referred to the appropriate office.

Employees

Employees who seek to file a complaint will be invited to consider filing the complaint under the applicable union agreement, or applicable University faculty, A&P or USPS grievance procedure. In all instances, complaint will be instructed to select one grievance or complaint procedure. The Office of Equal Opportunity Programs will not act to concurrently investigate a grievance or complaint which is being pursued through another internal or external process.

Informal Complaints

a. Any person who believes that he or she has been the subject of sexual harassment may elect to file an informal complaint with the Office of Equal Opportunity Programs.

b. The request must be made within sixty (60) days of the alleged act(s) of sexual harassment, or

c. In the case of a student complaint against a faculty member, within ten (10) University business days of the beginning of class of the following semester.

d. Thirty (30) days shall be allowed to resolve an informal complaint.

e. Should the problem not be resolved satisfactorily using this procedure, or should the complainant wish to bypass this procedure, he or she may initiate a formal complaint.

Formal Complaints

a. A formal request must be made in writing to the Office of Equal Opportunity Programs and Diversity. The complaint shall contain the name of the complainant and state the nature of the act(s) complained of, including such details as the name of the alleged offender and the date(s) or approximate date(s) on which the offending act(s) occurred, the name(s) of any witnesses, and the desired resolution(s).

b. The complaint must be filed within one hundred (100) days of the alleged act(s) of sexual harassment.

c. In the case of a student complaint against a faculty member, the complaint must be made within ten (10) University business days of the beginning of class of the following semester.

d. Where an informal complaint has already been filed, a formal complaint shall be filed within one hundred (100) days of the alleged act(s).

e. Thirty (30) days shall be allowed to resolve the complaint.

f. Conciliation may be attempted during the course of an investigation of a complaint.

g. If conciliation is not achieved, then the Office of Equal Opportunity Programs shall continue to investigate the complaint, and shall issue a written finding concerning probable cause within a maximum of one hundred (100) days. If conciliation of the complaint was achieved between the parties in cooperation with the Office of Equal Opportunity Programs, and the alleged offender fails to abide by the agreement or retaliates against the complainant, the complainant or supervisor should notify the Office of Equal Opportunity Programs. The Vice President or a designee may then require the complaint to proceed as if conciliation had not been reached.

h. Either party may seek review of the finding of the Office of Equal Opportunity Programs and Diversity to the Vice President or designee by filing a request for a review within ten (20) calendar days of receipt of the Office of Equal Opportunity Programs and Diversity finding. It shall specify the basis of the appeal. The appeal shall be based on one or more of the following: relevant evidence was not reviewed and/or new evidence is available; or, the factual evidence was insufficient to support the findings.

i. Upon final acceptance by the Vice President of a finding on the complaint, the immediate supervisor of the alleged offender may provide a reasonable resolution to the complaint and may also recommend or take disciplinary action against the alleged offender;

j. The proposed resolution shall be approved by the Office of Equal Opportunity Programs and Diversity.

k. Disciplinary action shall be taken in accordance with the rules and regulations affecting the class of employee and the terms of any applicable collective bargaining agreement.

No University employee shall retaliate against a complainant. Any attempt to penalize a student, employee or agent for initiating a complaint through any form of retaliation shall be treated as a separate allegation of discrimination.

PART III. Academic Program Reviews

Under the Academic Program Reviews, as many as eight (8) areas of review are required of each university with programs at the specified levels. These annual analyses display enrollment at these eight levels for protected class students: female, and the four protected class race/ethnic codes; in addition, they display an official total including white, non-resident alien, and not reported.²

- Chart 1. First Time in College Enrollment, Previous Academic Year
- Chart 2. Florida Community College A.A. Transfers, Previous AY
- Chart 3. Retention of Full-time FTICs Entering Previous AY, After One Year
- Chart 4. Graduation Rate of Full-Time FTICs After Six Years
- Chart 5. Bachelor's Degrees Awarded, Previous AY
- Chart 6. Master's Degrees Awarded, Previous AY
- Chart 7. Doctoral Degrees Awarded, Previous AY
- Chart 8. First Professional Degrees Awarded, Previous AY

Program Area: **UNDERGRADUATE STUDENTS**

ENROLLMENT

Benchmarks for enrollment of under-represented groups, which include Black Non-Hispanic, Hispanic, Asian/Pacific Islander and Native American, are based on percentages of comparable public Title IV institutions using the most recent and relevant reports from IPEDS, the Florida Department of Education, the Florida Board of Governors, or ACT, Inc. For each indicator, the benchmark selected will be identified and comparisons analyzed. Interventions are identified if FIU performance falls below the 80% margin of the benchmark. This 80% margin assessment strategy is proposed in the guidelines for producing the Access and Equity Report.

Chart 1. First-Time-in College Enrollment, Fall 2009 and Early Admits

Chart 1. Full-time First-Time-In-College Enrollment, Fall 2009 and Early Admits								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	35	120	4	55	796	183	17	1210
Women	43	156	3	56	1044	204	21	1527
Total	78	276	7	111	1840	387	38	2737
Category % of Total	2.8%	10.1%	0.3%	4.1%	67.2%	14.1%	1.4%	100.0%
<i>Source: IPEDS 2009-10 Part A, Fall enrollment by race, ethnicity, and gender. Column 1, First time students.</i>								

² This total will be supplied from the university's IPEDS report. Charts in TAB 3 will display the complete line from IPEDS including all reporting categories. Charts 1-8 will display percentage representation, calculated by formula on the table, for race/ethnic categories.

NRA = Non-resident alien
B = Black
AI/AN = American Indian/Alaskan Native
A/PA = Asian/Pacific Islander

H = Hispanic
W = White
Unk= Unknown

Benchmark for Data Assessment: The specific comparison benchmark for FTIC enrollment is the percent of under-represented FTIC minorities at FIU versus the percent of under-represented FTIC minority students throughout the SUS. The most recent comparative data published by the Florida Board of Governors is for Fall 2009.

Data Assessment: Last year, 81.1% of the FTICs at FIU were under-represented minorities. Similarly, there was a slight gain in Fall 2009 to 81.7% of full-time FTICs students from under-represented groups. FIU significantly exceeds the 80% benchmark on percent of under-represented FTIC minorities.

The percentage of Black FTIC students remains a challenge to the University. In Fall 2008, FIU made progress by increasing the percentage of its Black FTIC students by 4.5% from 284 to 297 students and increasing the percentage of its Black FTIC students from 9.2% to 10.3% from the prior year. A slight decline in first time students from 287 to 276, or 10.1%, was observed in Fall 2009.

Targeted Improvement: Recruitment, admissions and enrollment of Black under-represented FTIC students remain focused and targeted for improvement. In the Fall of 2009, FIU's President and Enrollment Services staff began a community connection campaign in Miami's Liberty City area, whose population is predominantly Black. The President and Enrollment Services staff members have met with members of the North Miami Urban League, the Miami Gardens Mayor and local citizens, and with Liberty City area clergy. Meetings have occurred between the university and Liberty City Trust. The College of Medicine is in planning stages for partnerships with the Yaeger Foundation and Liberty City Trust. The College of Education and the Biscayne Bay School of Mass Communications and Journalism are engaging high school students. Our recently appointed Vice President for the Office of Engagement is also connecting with the Liberty City area to build relationships.

The Center for Diversity in Engineering and Computing within the College of Engineering conducts programs both during the school year and summer months to prepare young students to deal with the rigors of higher-level education, and Engineering in particular. These programs are aimed to recruit, retain, and graduate an ethnically diverse student body that will increase the representation of traditionally underrepresented ethnic and gender groups in the field of engineering and will enrich the College of Engineering and the university as a whole.

Chart 2. Florida Community College A.A. Transfers, Fall 2009 and Summer 2009

Chart 2. Full-time Florida Community College A.A. Transfers, Fall 2009 and Summer 2009								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	145	167	5	36	647	187	23	1210
Women	255	196	1	44	824	187	43	1550
Total	400	363	6	80	1471	374	66	2760
Category % of Total	14.5%	13.2%	0.2%	2.9%	53.3%	13.6%	2.4%	100.0%
<i>Source: IPEDS 2009-10 Part A, Fall enrollment by race, ethnicity, and gender. Column 2, Transfer-In</i>								

Benchmark for Data Assessment: The Florida Education and Training Placement Information Program (FETPIP) is a data collection and consumer reporting system established by Florida Statutes Section 1008.39 to provide follow-up data on Associate in Arts graduates from the Florida Community Colleges and others³. The most recent report represents the post graduation placement of AA graduates from 2007/08. Specifically, this report represents the number of AA graduates, by race, which enrolled in public universities within the State of Florida. These statewide outcomes provide the benchmark for comparison purposes.

Data Assessment: According to the most recent FETPIP report, 20,623 AA graduates from 2007/08 enrolled in Florida public universities. This cohort consisted of 36.8% minority students in the following racial groups: 3.7% Asian, 11.9% Black, 20.9% Hispanic and .3% American Indian. In comparison, 69.6% of full-time AA transfers at FIU in Fall 2008 were minority students consisting of 2.9% Asian, 13.2% Black, 53.3% Hispanic and .2% American Indian.

Targeted Improvement: No targeted improvements are required for this group.

³ <http://www.fldoe.org/fetpip/>

⁴ http://www.act.org/research/policymakers/pdf/retain_2009.pdf

RETENTION

Chart 3. Retention of Full-Time FTICs Entering Fall 2008, Summer 2008 and Continuing into Fall After One Year

Chart 3. Retention of Full-Time FTICs Entering Fall 2008, or Summer 2008 and Continuing into Fall After One Year										
	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	54	319	4	137	2111	477	5	1643	1464	3107
Category % of Total	1.7%	10.3%	0.1%	4.4%	67.9%	15.4%	0.2%	52.9%	47.1%	100.0%
After 1 year	41	243	3	120	1769	366	4	1381	1165	2546
Retention Rate	75.9%	76.2%	75.0%	87.6%	83.8%	76.7%	80.0%	84.1%	79.6%	81.9%
<i>Source: Local Files - Retention File and Student Instructional File</i>										

Benchmark for Data Assessment: The benchmark for measuring this outcome is the first year retention rate of FTIC students attending public PhD-granting institutions. This information is reported in the annual ACT Retention Trend report⁴.

Data Assessment: The 2009 ACT Retention Trend reported that 74.4% of the first year students who enrolled in a public PHD-granting university in Fall 2008 returned to their universities for a second year in Fall 2009. FIU's overall first-year retention rate of 81.9% is 7.5% higher than the national average for public PhD granting universities. It is 1.3% higher than the PhD Private University average. FIU's under-represented student groups do especially well compared against this 74.4% national first-year retention rate for this selected cohort. Specifically, Black students (76.2%) have a 1.8% higher rate compared to the national average; Hispanic students (83.8%) have a 9.4% higher rate; American Indian students (75%) approximate the national rate; and, Asian students (87.6%) have a 13.2% higher rate.

Targeted Improvement/Intervention: No targeted improvements are required for this group and FIU is pleased to note that overall retention increase by 1% over the 2007 cohort. However, it must also be underscored that Black student retention dropped from 81.5% to 76.2%, a significant decline that requires closer investigation and intervention. A series of strategies were employed to improve retention rates for the 2008 cohort, but these were clearly not successful for the Black student population.

³ <http://www.fldoe.org/fetpip/>

⁴ http://www.act.org/research/policymakers/pdf/retain_2009.pdf

In January 2009, the Director of Retention convened a new Retention Roundtable to provide key staff in Enrollment Services, Undergraduate Education and Student Affairs an opportunity to share best practices, exchange ideas and coordinate efforts to increase first-year retention and 4-Year and 6-Year graduation rates. Plans are underway to bring about significant enhancements in Orientation, First-year Experience classes, Freshman Learning Communities, and Undergraduate Advising. This group will be asked to address the decline for selected groups, despite an overall increase, in order to determine new strategies for the 2009 and 2010 cohorts.

GRADUATION

Chart 4. Graduation Rate After Six Years of Full-Time FTICs, Beginners and Early Admits Entering Fall 2003, Summer 2003 and Continuing into Fall.

Chart 4. Graduation Rate of Full-Time FTICs, Beginners and Early Admits Entering Fall 2003, or Summer 2003 and Continuing into Fall After Six Years										
	NRA	B	AI/AN	A/PA	H	W	Unk	Female	Male	Total
Cohort	59	360	6	147	1893	573	9	1758	1289	3047
Category % of Total	1.9%	11.8%	0.2%	4.8%	62.1%	18.8%	0.3%	57.7%	42.3%	100.0%
After 6 years Number of Graduates	30	148	3	67	920	236	6	908	502	1410
Percent Graduated	50.8%	41.1%	50.0%	45.6%	48.6%	41.2%	66.7%	51.6%	38.9%	46.3%
Category % Graduated	2.1%	10.5%	0.2%	4.8%	65.2%	16.7%	0.4%	64.4%	35.6%	100.0%
Number Retained	31	212	3	92	1217	301	7	1133	730	1863
Percent Retained	52.5%	58.9%	50.0%	62.6%	64.3%	52.5%	77.8%	64.4%	56.6%	61.1%
Category % Retained	1.7%	11.4%	0.2%	4.9%	65.3%	16.2%	0.4%	60.8%	39.2%	100.0%
<i>Source: Local Files - Retention File</i>										

Benchmarks for Data Assessment: Three indicators are used to test institutional performance in the graduation of under-represented groups:

- 1) Six-year graduation rate of under-represented minority students graduating at FIU versus the national six-year graduation rate of students attending public Title IV college/universities.
- 2) Percent of ethnicity that graduated as compared to the ethnic group's percent of the original cohort. For example, Black students were 11.8% of the 2003 full-time

FTIC cohort, and were 10.5% of the graduating cohort indicating a graduation rate falling slightly short of the University's overall graduation rate.

- 3) Percent of the ethnicity that is retained, defined as those who have graduated plus those still enrolled, as compared to the ethnic group's percent of the original cohort. For example, Black students are 11.8% of the original cohort and 11.4% of those retained, a rate consistent with the overall University retention rate.

Data Assessment:

- 1) Six-year graduation rate – FIU meets or exceeds the 80% benchmark on the national six-year graduation rate for total undergraduates as well as all under-represented student groups. According to the National Center of Educational Statistics First Look, Fall 2007 report⁵ (table 5), 56.1% of undergraduates attending public 4-year Title IV institutions graduated in six years. FIU's 46.3% six-year graduation rate falls within 82.5% of the national average. With the exception of Asian students, FIU's six-year graduation rate for under-represented student groups exceeds the national averages for 4-year public institutions as follows: Black students 41.4% FIU v. 40.5% national; American Indian students 50.0% FIU v. 38.6% national; Hispanic students 48.6% FIU v. 46.9% national. Asian students at FIU have a 45.6% six-year graduation rate versus 65.5% national. This falls outside the 80% window. White non-Hispanics bring FIU averages down with a 41.2% rate as compared to the national rate of 59.4%
- 2) Percent of ethnicity graduating compared to its percent of the cohort – FIU met or exceeded the 80% margin for Black, Hispanic and Asian students. (The American Indian/Alaska Native group with only six students is not sufficiently large for meaningful comparison). For Hispanic and Asian students, the percentage of graduates within six-years met or exceeded the percentage each group represented within the entering FTIC cohort in 2003. Black students are graduated at a rate within the 80% corridor at 89%.
- 3) Percentage of ethnicity retained – FIU met or exceeded the 80% margin for all under-represented student groups. In all under-represented student groups, the percentage of the students retained in the seventh year met or exceeded 80% of the percentage each group represented within the entering FTIC cohort in 2002.

⁵ <http://nces.ed.gov/pubs2009/2009155.pdf>

Targeted Improvements/Interventions: No targeted improvements are required for this group. However, the university is in the process of taking steps to increase its six-year graduation rates across the board. Initiatives are underway to establish more intrusive advising processes that will include hiring 31 new academic advisors to serve as Central (Undergraduate Education Offices) Advisors, or Bridge Advisors within academic units. Students will be more engaged in their majors through implementation of Academic Redesign, a project to re-code majors and minors away from “Lower Division and Upper Division” classifications towards a “Pre-Major and Major” classification system, and establish academic regulations that accelerate the time when students must identify a major, complete milestones, and engage with their academic program (major) area.

Chart 5. Bachelor’s Degrees Awarded, Academic Year 2008 - 2009

Chart 5. Bachelor's Degrees Awarded, AY 2008-2009								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	128	254	3	88	1316	393	13	2195
Women	150	428	2	123	2239	499	27	3468
Total	278	682	5	211	3555	892	40	5663
Category % of Total	4.9%	12.0%	0.1%	3.7%	62.8%	15.8%	0.7%	100.0%
<i>Source: IPEDS Completions 2009-10 report (degrees awarded AY 2008-09), GRAND TOTAL BY FIRST MAJOR, Bachelor's degrees. Chart for 99.0000, all disciplines.</i>								

Benchmark for Data Assessment: The benchmark selected for bachelor’s degrees awarded is the percent of under-represented students at FIU compared to the percent of under-represented students throughout the entire state university system (SUS). FIU endeavors to meet or exceed 80% of the percent of under-represented students graduating in the SUS.

Data Assessment: In 2007-08, 51,449 baccalaureate degrees were awarded to undergraduates throughout the Florida State University System (SUS). Statewide, 17,893 or 34.8% of the degrees awarded were to students from under-represented groups. FIU awarded 5,663 bachelor’s degrees, of which 4,453 or 78.6% were to Black, Hispanic, Asian or American Indian students. FIU exceeded the total percentage as well as the 80% benchmark for total under-represented students graduating in the SUS. FIU’s total graduation rate exceeded the total SUS graduation rate by 225.9% (78.6%/34.8%).

⁶ <http://www.hispanicoutlook.com/top100.htm>

⁷ <http://diverseeducation.com/top100/top100listing.html>

Within the under-represented student groups, FIU compares favorably over the SUS in Black, Hispanic and Asian baccalaureates. The five American Indian graduates at FIU were not significant for a meaningful comparison. As noted in the chart above, FIU met or exceeded the 80% benchmark of percent under-represented students graduating in the SUS.

On the national level, FIU holds a competitive ranking among the top 100 colleges and universities graduating students from various under-represented student groups. *Hispanic Outlook in Higher Education Magazine*⁶ in May 2009 ranked FIU #1 among the top producers of baccalaureate degrees to Hispanic students. And, *Diverse Issues in Higher Education*⁷ ranks FIU in the top 8th to 38th (varies by major) percentile among the top producers of African American baccalaureates.

Targeted Improvement: No targeted improvements are identified for this area.

Program Area: **GRADUATE STUDENTS**

GRADUATION

Chart 6. Master's Degrees Awarded, Academic Year 2008-2009								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	302	74	2	39	394	167	6	984
Women	228	195	0	46	562	212	3	1246
Total	530	269	2	85	956	379	9	2230
Category % of Total	23.8%	12.1%	0.1%	3.8%	42.9%	17.0%	0.4%	100.0%
Source: IPEDS Completions 2009-10 report (degrees awarded AY 2008-09), GRAND TOTAL BY FIRST MAJOR, Master's degrees. Chart for 99.0000, all disciplines.								

Data Assessment of Master's Degrees Awarded

Two thousand two hundred and thirty master's degrees were conferred during the AY 2008-2009. A total of 1246 master's degrees were awarded to women representing 55.9% compared to 984 master's degrees awarded to men representing 44.1% of the master's degrees conferred. The gender proportion of master's degrees conferred in AY 2008-2009 mirrors that of male/female population of the total FIU student body (57% female and 43% male).

Hispanic students were awarded the largest number of master's degrees with 956 conferrals representing 42.9% of the total number of master's degrees awarded last year. Non-resident alien (NRA) students accounted for the second largest fraction, 23.8% of the total number of master's degrees awarded in the AY 2008-2009. White students were awarded 17%, Black students earned 12.1% and Asian/Pacific Islander

students accounted for 3.8% of the total master's degrees conferred. Two master's degrees were conferred for American Indian/Alaska Native students.

The majority of master's degrees were conferred to women, and Hispanic females represented the largest gender-specific fraction, 25.2% of the total number of master's degrees awarded for AY 2008-2009. The percentage of master's degrees awarded to females was also higher than for their male counterparts within each of the Black, Asian/Pacific Islander, Hispanic and White racial/ethnic categories. Although the majority of the master's degrees were awarded to females, a larger percentage of males earned master's degrees within NRA category. The NRA group represented 23.8% of the total degrees conferred. Forty-three percent of the master's degrees were awarded to females compared to the 57% awarded to males within the NRA group.

In comparison with AY 2007-2008, male students made modest gains in fraction of master's degrees awarded (886 degrees or 41.3% in AY 2007-2008 vs. 984 degrees or 44.1% for AY 2008-2009). For the AY 2008-2009, females within the Black, Asian/Pacific Islander, Hispanic and White categories were awarded more master's degrees in comparison with their male counterparts, a trend that was also observed for the AY 2007-2008. One hundred and ninety-five master's degrees were awarded to Black females this year, a slight increase over last year. The fraction of master's degrees conferred to Asian/Pacific Islander, Hispanic and White females decreased slightly for the AY 2008-2009 compared to the previous year. However, females continue to represent more than half of all master's degrees awarded, despite a modest shift from 58.7% to 55.9% over the last two academic years. These modest shifts in the gender proportion of master-degree recipients more closely represent the female/male ratio in the general FIU population.

Chart 7. Doctoral Degrees Awarded, Academic Year 2008-2009								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	32	2	0	6	13	14	0	67
Women	16	6	0	2	10	25	1	60
Total	48	8	0	8	23	39	1	127
Category % of Total	37.8%	6.3%	N/A	6.3%	18.1%	30.7%	0.8%	100.0%
<i>Source: IPEDS Completions 2009-10 report (degrees awarded AY 2008-09), GRAND TOTAL BY FIRST MAJOR, Doctoral degrees. Chart for 99.0000, all disciplines.</i>								

Data Assessment of Doctoral Degrees Awarded

A total of 127 doctoral degrees were conferred for the AY 2008-2009. NRA (37.8%) and White (30.7%) students made up approximately two-thirds of the total number of doctoral-degree recipients. Doctoral degrees were awarded to 23 Hispanic students or 18.1% of the total number of doctoral degrees awarded. Asian/Pacific Islander students earned 6.3% of the doctoral degrees. Black students also represented 6.3% of the total doctoral degrees awarded. No doctoral degrees were recorded for the American Indian/Alaska Native group during the AY 2008-2009.

While the majority of master's degrees for AY 2008-2009 were awarded to females, the majority of doctoral degrees (52.8%) were awarded to male students. Higher percentages of doctoral degrees were awarded to males compared to females within the NRA, Asian/Pacific Islander and Hispanic groups. The greatest discrepancy in doctoral degrees awarded to males compared to females was in the NRA category where males were dominant by a 2:1 ratio. Within the Black and White racial/ethnic categories, female students were awarded more doctoral degrees than their male counterparts. Female White students accounted for 64.1% while males accounted for 35.9% of doctoral degrees awarded within this group. Seventy-five percent of the Black doctoral-degree recipients were female.

For the last two years approximately two-thirds of all doctoral degrees were awarded to NRA and White students, however within these groups there is a decrease from 41.8% to 37.8% in representation from NRA group, with an increase from 27.9% to 30.7% in doctoral degrees to White students. Hispanic students made modest gains (1.6%) in doctoral-degree conferrals over the last two years, while doctoral-degrees productivity of NRA, Black and White students decreased. The number of doctoral degrees for Black students was constant for AY 2007-2008 and AY 2008-2009, but the overall percentage decreased from 6.6% to 6.3% because of an increase in the number of doctoral degrees conferred this year.

Chart 8. First Professional Degrees Awarded, Academic Year 2008-2009								
	NRA	B	AI/AN	A/PA	H	W	Unk	T
Men	1	4	0	1	31	27	5	69
Women	1	6	0	2	27	17	1	54
Total	2	10	0	3	58	44	6	123
Category % of Total	1.6%	8.1%	N/A	2.4%	47.2%	35.8%	4.9%	100.0%
<i>Source: IPEDS Completions 2009-10 report (degrees awarded AY 2008-09), GRAND TOTAL BY FIRST MAJOR, First professional degrees. Chart for 99.0000, all disciplines.</i>								

Data Assessment of First Professional Degrees Awarded

For AY 2008-2009, the designation of "First Professional Degrees Awarded" represents only degrees (JD) awarded through the College of Law. One hundred and twenty-three degrees were awarded under the first professional degree category. Although the MD and DPT professional-degree granting programs were implemented recently, the first degrees from these programs have yet to be awarded.

This year approximately 80% of the professional degrees were awarded to Hispanic and White students, 47.2% and 35.8% respectively. Males represent 56% and females 44% of the degree recipients. In the previous year, the percentage of degrees awarded to White students was greater than to Hispanic students. This year White students represented the second largest group, 35.8% of degree recipients. Black students represented 8.1% of the degrees awarded, 60% of which were female. There were no

degrees granted to American Indian/Alaska Natives. NRA and Asian/Pacific Islander students represent a small fraction (< 5%) of the total student body in the law program.

Targeted Improvement

FIU makes a significant contribution to the total number of graduate degrees awarded nationally to resident Hispanic and Black students, but after careful evaluation of our data we have identified recruitment and retention of Black students as a primary goal for our graduate programs. We are particularly focused on increasing the number of Black students participating and completing doctoral degrees. Over the past two years, the majority of graduate degrees were awarded to females among the Black students. We will explore activities to increase doctoral-degree productivity of Black males to be more representative of the general population.

The University Graduate School (UGS) also plans to establish better mechanisms for assessing and mentoring these students to help with the timely completion of their graduate degrees. Doctoral degrees awarded to females increased from 45.9% to 47.2% over the past two years. The UGS would like to continue to see an increase in the number of doctoral degrees awarded to female students. At the doctoral level, there is a significant drop off in the number of degrees awarded to Hispanic resident students at the master's level (42.9%) in comparison with degrees awarded at the doctoral level (18.1%).

Targeted Goals

For AY 2008-2009, Black students represented approximately 10% of FIU doctoral degrees awarded to US residents. Our goal is to increase this by a minimum of 2% each year to a fraction of 14-20% of the total FIU doctoral degrees awarded to Blacks by AY 2011-2012. We also would like to increase the number of doctoral degrees relative to master's degrees awarded for Black and Hispanic resident students. In addition, we need to address the smaller number of graduate degrees awarded to Black males relative to Black females, to achieve a better representation of the current population demographics. Twenty-nine percent of FIU doctoral degrees conferred during the AY 2008-2009 to US residents were awarded to Hispanic students. Our goal is to achieve a 20% increase in doctoral degrees awarded to Hispanics by AY 2011-2012. Resources will be focused on recruitment and retention.

Recruitment

UGS representatives attended 25 graduate college fairs including six at fellow SUS institutions, three McNair Research Conferences, two Hispanic-Serving Institution fairs and four Historically Black College and University fairs. As a result of these efforts, UGS has identified the most promising recruiting venues for future participation, including the McNair Research Conference(s), Idealist, and specific HSI and HBCU state college fairs in FL, GA and TX. Recruitment initiatives are under way to continue expanding and strengthening the presence of FIU in minority-populated markets. As a result of our recent recruitment activities FIU will have four new McKnight Fellows Starting in the Fall 2010. McKnight Fellows are supported by the Florida Education

Fund (FEF) but also receive a \$10,000 enhancement and a medical insurance supplement from the UGS at FIU.

UGS financial support in the form of fellowships, enhancements (to Research Assistantships or McKnight Fellowships) and the number of awards has increased over the past two years. This year's total funding for fellowships increased 30% over the past year. Much of this increase is due to new initiatives targeting minority doctoral students through the McKnight Fellowship program. This year we awarded seven McKnight enhancements including those awarded for continuing McKnight Fellows. In an effort to recruit the top doctoral students to FIU, UGS also increased the number of Presidential Fellowships to incoming students from a total of four last year to 11 students this year.

The UGS distributed \$92,340 to 20 academic units to enhance their general graduate recruitment efforts for the AY 2009-2010. Participating departments include: Africa and African Diaspora Studies, Art and Art History, Biological Sciences, Chemistry, Computing and Information Sciences, Civil and Environmental Engineering, Earth and Environment, Global and Socio-cultural Studies, History, International Relations, Mechanical and Materials Engineering, Modern Languages, Music, Nursing, Physics, Political Science, Psychology, Public Administration, Physical Therapy and Public Health. Many of these departments have a concentration of diverse students and/or females, i.e. Public Administration and Public Health.

The UGS has partnered with the Office of Sponsored Research to support an 8-10 week research experience for highly qualified junior undergraduate students from under-represented groups interested in graduate school at FIU. The student participants will choose an appropriate mentor and research group. We plan to coordinate their activities with the McNair and MBRS programs in establishing a McNair Summer Institute for students in their junior year interested in doing research away from their home institution(s). Logistics for this program are still in progress with a planned implementation set for Summer 2011.

Retention

The UGS funded several initiatives aimed at retaining minority graduate students and graduate students during the AY 2008-2009. The Graduate Minority Opportunities Program (GMOP) and Willie Williams Endowment Award assisted in the retention of Black and Hispanic students. The GMOP paired twenty historically underrepresented students with minority faculty and representatives from the University Graduate School in providing retention-focused workshops (library research skills, writing skills, and the overall graduate experience), and networking opportunities. The Williams Awards provided cash awards to students who best represented, through scholastic and community endeavors, a commitment to strengthening cultural diversity in higher education. Additionally, in partnership with our Center for Excellence in Writing, graduate students continue to receive assistance with graduate-level writing via workshops and one-on-one tutoring. The UGS also worked with the Office of Research Integrity to offer Responsible Conduct of Research workshops. In addition, the

Graduate Advisory Board (GAB) continues its work in helping students voice concerns and ideas and provide feedback about the graduate community to its major stakeholders (UGS, SGA, GSA, etc).

GMOP scholarships will be awarded to incoming graduate students for Fall 2010 based on summer selections. These students will participate in a variety of workshops and programs to provide a solid foundation for their graduate studies. The programs will take place over the course of their first two semesters at FIU. Through these specific recruitment efforts and retention activities, the UGS has established itself as a resource for incoming, minority graduate students at both the master and doctoral levels. The UGS plans to increase outreach and support services to Black, Hispanic and female students.

ACADEMIC PROGRAM REVIEW- Student Services

Student Services require periodic review by the institution to determine compliance with equity statutes. Non-discrimination on the basis of race, gender, national origin, marital status, or disability is required. Those services include:

1. Guidance and Counseling (in higher education: “academic advising” ²)

Undergraduate Academic Advising Services **(University Wide and Undergraduate Studies Academic Advising Center)**

*Data gathered for **Spring 2010** enrolled students. Advising Services are available to all undergraduate students, therefore statistics presented below are based on Spring 2010 enrolled students.*

Gender Demographics

Degree Seeking Undergraduate Students

COLLEGE	FEMALE	MALE	NOT REPORTED	TOTAL
College of Architecture & the Arts	605	423		1,028
College of Arts & Sciences	7,216	5,112	7	12,335
College of Business Administration	3,188	3,244	1	6,433
College of Education	1,311	394		1,705
College of Engineering & Computing	616	2,963	1	3,580

²Definitions of the terms “guidance and counseling” differ between the K-12 sector and higher education. Review of the intent of the implementing rule indicates that the focus of this area was academic guidance, not personal counseling. The universities shall define the “Guidance and Counseling” language to refer to “academic advising,” whether centralized or provided by academic units.

College of Nursing & Health Sciences	988	331		1,319
Robert Stempel College of Public Health and Social Work	687	159		846
School of Hospitality & Tourism Management	968	473		1,441
School of Journalism & Mass Communication	1,038	342		1,380
Grand Total	16,617	13,441	9	30,067
Percentage of Total (All Colleges)	55.27%	44.70%	0.03%	100%

Source: Spring 2010 Preliminary Student Instructional File

*Documented Visits to University Park and Biscayne Bay Campus
Undergraduate Studies Academic Advising Center
(During Summer 2009 - Spring 2010)*

Undergraduate Academic Advising Center	Female	Male	Total
Grand Total	8548	8068	16616
Percent of Total	51%	49%	100%

Ethnicity Demographics

Degree Seeking Undergraduate Students

COLLEGE	Native American	Asian	African American	Hispanic	White	Non-Resident Alien	Not Reported	Grand Total
College of Architecture & the Arts	2	28	59	695	188	50	6	1,028
College of Arts & Sciences	30	440	1,578	8,219	1,680	274	114	12,335
College of Business Administration	11	219	665	4,309	843	330	56	6,433
College of Education	3	34	246	1,135	252	26	9	1,705
College of Engineering & Computing	10	146	399	2,345	436	212	32	3,580
College of Nursing	2	82	216	865	125	16	13	1,319

& Health Sciences								
Robert Stempel College of Public Health and Social Work	2	30	233	438	114	19	10	846
School of Hospitality & Tourism Management	3	41	121	495	241	524	16	1,441
School of Journalism & Mass Communication	3	28	147	954	193	44	11	1,380
Grand Total	66	1,048	3,664	19,455	4,072	1,495	267	30,067
Percentage of Total (All Colleges)	0.22%	3.49%	12.19%	64.71%	13.54%	4.97%	0.89%	100%

Source: Spring 2010 Preliminary
Student Instructional File

Documented Visits to University Park and Biscayne Bay Campus
Undergraduate Studies Academic Advising Center
(Summer 2008 - Spring 2009)

College/School	Native American	Asian	Black	Hispanic	Not Reported	White	Total
Grand Total	10	324	883	5,168	53	1095	7,533
% of Total	0%	4%	12%	69%	1%	15%	100%

Analysis: Florida International University is classified as a Hispanic Serving Institution, one with at least 25% Hispanic full-time equivalent (FTE) undergraduate enrollment. As noted in the tables above, FIU exceeds the HSI classification requirement, with a large minority population that included 65% Hispanic undergraduate enrollment and 12% Black undergraduate enrollment in Spring 2010, percentages that are typical for the institution on a given academic year. In addition, students' use of the Academic Advising Center was proportional to their ethnic representation: 67% of students using the Advising Center were Hispanic, comparable to their representation (65%) in the undergraduate student body.

2. Admission to Academic Program ^[1]

Each year the Office of Undergraduate Admissions implements a recruitment plan designed to provide educational opportunities for undergraduate students. This plan includes strategies to attract and enroll minority students by generating an applicant pool that reflects South Florida's demographics. FIU's Undergraduate Admissions

^[1] The universities shall define the "Academic Program" as admission to undergraduate status and admission to graduate status.

Office supports and collaborates with programs university-wide to implement specific goals to increase participation from minority students and their parents.

Examples of these partnerships and collaborations include the following:

High Schools with significant minority enrollments are visited several times a year, including targeted schools in Miami-Dade County. During these programs we extend to students and their families invitations to attend on-campus programs such as Open Houses, Panther Walks, and Campus Tours.

In the Fall of 2009, FIU's President and Enrollment Services staff began a community connection campaign in Miami's Liberty City area, whose population is predominantly Black.

Personalized communications are implemented to aid minority students throughout the admissions process.

College awareness programs are offered in venues that serve minority students. (e.g. churches, community agencies, sororities, etc.). There are several civic, social, religious and educational groups, which serve minority populations and are informed of our academic offerings through mailings, personal contact and college readiness and financial literacy programs. We recognize these are often the best conduits for quality minority students; therefore, we work to develop and maintain contacts in these venues.

Through collaborative relationships with the university's various pre-college programs minority students are recruited. These students are part of our local feeder schools but are sometimes not present during our high school visits for a variety of reasons. We engage these students by presenting workshops, seminars and campus tours throughout the academic year. Some of these programs include, but are not limited to, 5,000 Role Models of Excellence, Upward Bound Program, Partners in Progress and Gear-Up.

Outstanding minority recruitment initiatives are used to promote university-wide scholarship opportunities to attract and enroll minority students. These opportunities include but not limited to the Office of Admissions Academic awards, Venture scholars, Golden Drum, MAPS Scholars Award and the Invitational Scholars award.

In Fall 2006 FIU established a new approach to access for South Florida students through its collaborative Dual Degree Program. Instead of denying applicants entry to the university, students who do not meet initially FIU's entry criteria are invited to accept admissions to both a local community college and FIU with the understanding that, should they complete their AA degree within three years, automatic admission to FIU will occur. In the meantime, while attending the community college, students have access to some of FIU's services as well as advising resources. To date, over 3,000 high school applicants have enrolled on the Dual Degree Program; over 200

candidates have completed their AA degree and transitioned to the university; another 500 candidates are expected to transition to the university by Fall 2010.

3. Health Services

University Health Services Demographic Data -- Office visits

Appointments/Office encounters (2008-2009)

(includes all clinic appointments and wellness center consultations):

Location	Male	Female	Total	% Male	% Female
University Park	5,595	14,053	19,648	28.48%	71.52%
Biscayne Bay	1,601	4,148	5,749	27.85%	72.15%
Both campuses -- Overall total	7,196	18,201	25,397	28.33%	71.67%

Analysis: The gender ratio of patients seen at the FIU health clinics at each campus is similar and reflects the national trends for health care at colleges and universities as well as statistics in ambulatory health care settings in the community.

Ethnicity -- Encounters

Category	Number	% of total
American Indian	36	00.14%
Asian	1,534	06.4%
Black	4,582	18.04%
Hispanic	10,304	40.57%
White	6,161	24.26%
Not reported	1,016	04.0%
Other	1764	6.94%
Total	25,397	100%

Analysis: The ethnicity of patients who receive on-campus clinical care and consultative services at University Health Services mirrors the overall ethnicity of students enrolled at the University.

4. Club and Intramural Athletics (report on gender only) ³

Note: OCR defines a participant as anyone who: (1) participated in competition, or (2) participated with the team and was eligible for competition but did not play in the game. Participation is determined as of the date of the first competitive event for the sport.

Club and Intramural Athletics Demographic Data 2008-2009

Intramural Sport Participants

Female	550
Male	1649
TOTAL	2199

Intramural Sports Participations

Female	2893
Male	12,691
TOTAL	15,584

Sport Clubs (15 clubs)

Female	49
Male	171
TOTAL	220

Analysis: The 4:1 male to female IM Sports participation ratio of the past 2 years changed this year to more resemble the national average of 3:1 (as shown in various National Intramural Recreation Sports {NIRSA} studies). Unfortunately this change was accompanied by a drop in the number of individual participants, but the total number of participations increased as participants played more contests in more sports.

³ The word "Interscholastic" is not shown here as a requirement, although it is included in the Florida Educational Equity Act. It is not a term used in higher education. Also, universities are directed to focus reports in this section on intramural and club offerings. Each university is required to provide its detailed report on intercollegiate athletics pursuant to Ch. 1006.71, Gender Equity in Athletics, in the following section.

Rural, residential campuses continue to have the most positive female IM Sports participation ratios. One of the largest factors that hinder participation at FIU is the commuter lifestyle for many students here. There are no national averages available through NIRSA as to what percentage of a school's total student population (male, female or combined) participates in IM Sports. National trends still show more women participating in fitness-related activities (aerobics classes, exercise workouts, etc.) than IM Sports activities. Our Recreation Center usage figures still consistently show a 2:1 male to female ratio, reflecting the national trend.

National figures for sport club membership and gender breakdown are still not compiled by NIRSA, but more men's clubs than women's still exist based primarily on greater sports interest, opportunities, and support at younger ages.

5. Student Financial Assistance

The Office of Financial Aid administers student financial aid in accordance with federal and state laws, regulations and guidelines as well as institutional policies and procedures. The office is audited annually to ensure federal and state aid programs are properly managed and funds are timely disbursed to students.

In terms of benchmarking, the office compares its full-time, first time degree seeking undergraduates receiving aid against the national average derived for four year public Title IV institutions. The office endeavors to meet or exceed 80% of the national average in terms of total students aided and those receiving federal, state and institutional aid. The chart below illustrates that the university compares favorably when applying the 80% rule against this national averages.

IPEDS: Full-time, First-time Degree/certificate Undergraduates Receiving Financial Aid

	% Receiving					Average \$ Amount			
	Students	Federal Grants	State Grants	Inst.	Loans	Federal Grants	State Grants	Inst.	Loans
2007: National Avg*	76	27	37	34	44	\$3,365	\$2,848	\$3,759	\$4,433
2008: FIU Avg**	92	35	81	39	23	\$4,168	\$3,014	\$2,548	\$5,120
FIU/National Avg	1.21	1.29	2.18	1.14	n/a	1.23	1.05	0.80	n/a
80% Threshold	Yes	Yes	Yes	Yes	n/a	Yes	Yes	Yes	n/a

*Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Fall 2006, Student Financial Aid component.

**Source: U.S. Department of Education, National Center for Education Statistics, Integrated Postsecondary Education Data System (IPEDS), Spring 2010 (most recent institutional data submission to NCES)

The most recent national data for 2007 show that 76% of the full-time, first-time degree seeking undergraduates received aid. The institution exceeded the 80% rule in terms of percentage of total students aided (121%), students receiving federal grants (129%) and students receiving state grants (218%), and institution grants (114%).

Looking at the data for average amount of award the institution met or exceeded the 80% rule for all types of awards.

6. Housing

University Housing Demographic Data 2008-2009

	Fall 2008	Percent %	Fall 2009	Percent %
Occupancy Count	2759	100%	2651	100%

Gender	Fall 2008	Percent %	Fall 2009	Percent %
Females	1555	56.4	1465	55.25
Males	1204	43.6	1186	44.75

Ethnicity	Fall 2008	Percent %	Fall 2009	Percent %
White	730	26.46	667	25.17
Black	748	27.11	748	28.19
Hispanic	782	28.34	720	27.17
Asian	140	5.07	122	4.6
Native American	7	0.25	13	.49
Other	352	12.77	381	14.38

Analysis:

In Fall 2008, Housing utilization by gender is reflective of the University population as a whole, with 56% female and 44% male. The Fall 2008 ethnic breakdown of White, Black and Hispanic housing residents is 26% White, 27% Black and 28% Hispanic.

PROGRAM OVERALL EFFECTIVENESS

The information and charts referenced throughout this report demonstrate that FIU falls within the 80% corridor on the majority of indicators for the under-represented student groups. Future improvements in the area of access will be realized through special outreach for FTICs coupled with the maturation of the Dual Degree program when students will be transitioning to FIU with their AA degrees and moving toward successful graduation.

Both retention and graduation results are anticipated to increase for all students through implementation of FIU's increase in the number of academic advisors.

Also important to retention and graduation is FIU's service and communication to students. The new Bridge Advisors program helps students make the transition from the lower division to their upper division majors. Bridge Advisors are placed in upper division Colleges and Schools and advise students planning to major in those academic areas on how to fulfill entrance requirements both in-person and through targeted email communications. Both lower and upper division students are helped to achieve academic success through the Center for Academic Success, which provides free tutoring in a number of subjects.

PART IV. GENDER EQUITY IN ATHLETICS

Each university shall prepare an annual update to the Gender Equity Plan and conduct an assessment of goal achievement in accordance with Florida Statue (Ch. 1006.71).

Table 4: Gender Equity in Athletics
Reference: II.A., Florida Equity Reports Guidelines

Element	Assessment	Area for improvement?
1. Sports offerings	Interest survey completed August 2009.	No
2. Participation rates, male and female, compared with full-time undergraduate enrollment	Female Participation Rates does not mirror full-time undergraduate enrollment.	Yes
3. Availability of facilities, <i>defined as locker room, practice, and competitive facilities</i>	Track and Field facility	Yes
4. Scholarship offerings for athletes	In compliance	
5. Funds allocated for:		
a) the athletic program as a whole	In compliance	
b) administration	In compliance	
c) travel and per diem allowances	In compliance	
d) recruitment	In compliance	
e) comparable coaching	In compliance	
f) publicity and promotion	In compliance	
g) other support costs	In compliance	
6. Provision of equipment and supplies	In compliance	
7. Scheduling of games and practice times	In compliance	
8. Opportunities to receive tutoring	In compliance	
9. Compensation of coaches and tutors	In compliance	
10. Medical and training services	In compliance	
11. Housing and dining facilities/services	In compliance	

B. Areas for Improvement

Each university shall identify areas for improvement from the previous year's update which included a timetable for improvement in this data year. Each university shall specify the extent to which those gender equity goals have been accomplished.

Areas for improvement	Program for improvement	Timetable
Participation Rates	Female Participation Rates	Ongoing
Track and Field Facility	Track and Field	Ongoing

C. Basis for Compliance

Each university shall check one basis below for assuring that it is in compliance with the Florida Educational Equity Act:

- ☒ accommodation of interests and abilities
☐ substantial proportionality
☐ history and practice of expansion of sports

2009-2010 Athletic Participation by Sport

COMPONENT 1	NUMBER OF PARTICIPANTS*					
Varsity Teams	# Males		# Females		Total	
	2008-09	2009-10	2008-09	2009-10	2008-09	2009-10
Baseball	31	30	0	0	31	30
Basketball	11	15	13	13**	24	28
Golf	0	0	7	5**	7	5
Softball	0	0	20	17	20	17
Swimming	0	0	21	23	21	23
Tennis	0	0	8	8	8	8
Track/Field & Cross Country	25	28	26	31	51	59
Volleyball	0	0	12	14**	12	14
Soccer	23	22	23	24	46	46
Football	91	90	0	0	91	90
Total Participants	181	185	130	135	311	320
% of Participants	58.1%	57.8%	41.8%	42.1%		

**2008-09 Numbers are based on anyone who was eligible to compete the last day prior to the first date of competition in the sports' competitive season.*

*** 4 female international student-athletes were not cleared for competition by the NCAA prior to the first date of competition*

Enrollment Headcount by Academic Year and Gender

Academic Year		Female	Male	Not Rpt	Grand Total
2008-2009	HEADCOUNT & PERCENT OF TOTAL	27,330	20,765	79	48,174
		56.7%	43.1%		100.0%
2009-2010	HEADCOUNT & PERCENT OF TOTAL	25,591	19,370	143	48,174
		56.7%	43.0%		100.0%

Source: Student Data Course File provided by Institutional Research.

According to the following table, in Fall 2009, females were **56.7%** of students enrolled full-time at the university compared to **42.1%** of athletics. This component remains out of compliance due to the more than 5% gap between the percentage of participants and the percentage of female students enrolled in Fall 2008.

Female Enrollment Rates Compared to Participation Rates 08-09 and 09-10 by Gender

Women Athletes	2008-2009	2009-2010
Enrollment	56.7%	56.7%
Participation	41.8%	42.1%
Gap Variance	14.9%	14.6%

D. Program Overall Effectiveness

The Department of Intercollegiate Athletics at Florida International University is committed to ensuring Title IX compliance. Results from an interest survey conducted by the University's Department of Institutional Research in August 2009 indicated that the sports offerings are meeting the interests and abilities of our demographic and confirmed that the University is in compliance with the Florida Educational Equity Act (FEEA). The survey will be conducted again in August 2010 by in-person survey which will be conducted at all freshman orientation sessions at which point the department will evaluate if our current sports offerings are still meeting the interests and abilities of our demographic.

The Department has continued to make tremendous efforts to address the disparity in participation rates of males versus females. Our efforts over the past few years include the expansion of participation opportunities for females through a proactive approach to inviting walk-ons to our female sports programs. Despite such efforts however, the department has continued to have lower participation rates of females as compared to males. Note: As indicated below the participation by sport chart we had 2 women's basketball, 1 volleyball and 1 golf female student-athlete not cleared for competition prior to the first date of competition which we cannot count towards our participant

numbers, They were all cleared relatively soon following the first competition thus further increasing the female participation numbers, We continue to increase the female numbers and decreased the gap each year.

In an effort to further address the disparity in participation rates however, strategies continue to be implemented and have been successful in narrowing the gap. Such strategies include: enforcing roster caps to limit the squad size for the men's sports teams, encouraging additional walk-ons for women's sports teams, and hiring top-level head coaches for women's sports to attract more female student-athletes.

Again, the Athletic Director reiterated the participant number goals to the coaching staff and challenged them to find innovative ways of closing the gap in participation numbers between men's and women's sports teams. Our participation numbers in women's sports increased by .3% from 2008-2009 to 2009-2010. Due to the continued efforts of the coaching staff and Department of Intercollegiate Athletics Administration, the participation numbers in men's sports also reduced by the same .3% percentage in the same year.

The department has made a tremendous stride in addressing the inadequate locker room facilities for our basketball, volleyball and soccer programs. The renovation/expansion is currently in progress to provide brand new locker rooms for women's and men's basketball, women's and men's soccer and volleyball will be significantly upgraded. Although athletic facilities continue to be an area that needs improvement the addition of the 12,000sf weight training facility for all our student-athletes provides us with a state-of-the-art fully equipped strength and conditioning facility. In addition construction is set to begin on 3,000sf softball batting cage to provide the team a covered building for a safe training area during inclement weather. As highlighted several facility improvements are completed or in-progress to address the needs of our student-athletes but generally, the facility constraints we have are not gender related but are experienced by all participants equally.

The track continues to be an area for ongoing review. The track was removed as a result of the construction of the football stadium in 2007. The men's and women's team are currently training at a local HS track located 2 ½ miles from the campus. The department purchased three 15 passenger vans to assist in the team's transportation to and from the track facility. The Department is exploring the feasibility of changing the orientation of the current soccer field to accommodate a track. Several companies have reviewed the area at our current soccer stadium and identify the area as appropriate for building a track/soccer facility. Quotes for the construction that have been secured are in the 3.5 million dollar range. This major capital project will not be done at this time due to lack of available funding.

Although always a challenge, the budget figures meet the needs of the programs. The actual amount of money spent on women's and men's programs differs but the quality of services for each program is equal.

PART V. Employment Representation

The basis for the Employment data is the IPEDS Fall Staff report completed annually with data captured in October, final version prepared mid-January. Charts 1 – 4 of **TAB 5** notes race and gender representation within:

Chart 1. Category Representation – Tenured Faculty									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2009	7	27	0	61	62	275	0	118	432
Number, Fall 2008	8	25	0	62	66	275	0	127	436
Percentage Change From Fall 2008 to 2009	-12.5%	8%	N/A	-1.6%	-6.1%	0.0%	N/A	-7.1%	-0.9%
Number, Fall 2004	0	27	1	51	63	308	0	128	450
Percentage Change From Fall 2004 to 2009	N/A	0%	-100%	19.6%	-1.6%	-10.7%	N/A	-7.8%	-4.0%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2009, 2008 and 2004

Analysis of the employment representation for tenured faculty demonstrates a total increase of 5.6% in the employment of ethnic/racial protected classes, and a decrease in females of 7.8% compared to an overall decrease in tenured faculty of 4%. While we do not believe this is a statistically significant decrease at this time we will continue to monitor this trend closely. The representation of Blacks in this category remained the same for 2009 compared to Fall 2004, while total faculty for the university in this category decreased by an N=18.

Chart 2. Category Representation – Tenure-Track Faculty									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2009	44	13	1	26	20	97	0	83	201
Number, Fall 2008	56	18	1	23	25	87	0	84	210

Percentage Change From Fall 2008 to 2009	-21.4%	-27.8%	0%	13%	-20.0%	11.5%	N/A	-1.2%	-4.3%
Number, Fall 2004	0	18	0	40	15	105	0	65	178
Percentage Change From Fall 2004 to 2009	N/A	-27.8%	N/A	-35%	33.3%	-7.6%	N/A	27.7%	12.9%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2009, 2008 and 2004

Analysis of the employment representation for tenure-track faculty demonstrates a significant increase of 33% for Hispanics in this category when Fall 2004 is compared with Fall 2009. This analysis also indicated a significant decrease in Blacks of nearly 28% and a significant decrease for Asian/Pacific-Islander (A/PI) of 35%. We will monitor this trend closely as decisions regarding new faculty hires are made.

Chart 3. Category Representation – Non-Tenure-Earning Faculty <u>or</u> Faculty at Non-Tenure Granting Universities									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2009	11	15	0	9	38	118	0	97	191
Number, Fall 2008	8	13	0	8	32	110	0	90	171
Percentage Change From Fall 2008 to 2009	37.5%	15.4%	N/A	12.5%	18.8%	7.3%	N/A	7.8%	11.7%
Number, Fall 2004	0	10	1	9	23	98	0	66	141
Percentage Change From Fall 2004 to 2009	N/A	50%	-100%	0.0%	65.2%	20.4%	N/A	47.0%	35.5%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2009, 2008 and 2004

Analysis of the employment representation for this category demonstrates a 44% increase in ethnic/racial protected classes from Fall 2004 to Fall 2009. Females in this

category also fared significantly well with an increase of 47%. Overall the institution did quite well demonstrating an increase in Blacks by an N=5 and an increase in Hispanics by an N=15. The number of Asian/Pacific Islanders remained steady while the number of AI/AN decreased by an N=1.

Chart 4. Category Representation – Executive/Administrative/Managerial									
Indicator	NRA	B	AI/AN	A/PI	H	W	Not Reported	Female	Total
Number, Fall 2009	10	61	1	24	246	265	1	351	608
Number, Fall 2008	13	56	1	24	224	253	0	327	571
Percentage Change From Fall 2008 to 2009	-23.1%	8.9%	0%	0%	9.8%	4.7%	N/A	7.3%	6.5%
Number, Fall 2004	0	55	0	16	133	232	0	221	436
Percentage Change From Fall 2004 to 2009	N/A	10.9%	N/A	50%	85%	14.2%	N/A	58.8%	39.4%
Area for improvement, compared with national standards? (Check if yes)									

Source: IPEDS Fall Staff 2009, 2008 and 2004

(NOTE: The definition of the categories above includes faculty and administrators employed full-time, and visiting appointments.)

Analysis of the employment representation for this category demonstrates no decreases at all in any of the ethnic/racial protected classes. Overall, growth in ethnic/racial protected classes is 62.7%. Females also represented quite well with an overall growth of 58.8% across the five-year span of Fall 2004 to Fall 2009.

PART VI. AREAS OF IMPROVEMENT AND ACHIEVEMENT 2009-2010

Areas of Improvement Identified in June 2009 Report

JOB GROUP #	DISCIPLINE	GOAL	RANK	RACE	GENDER
20	Business Management & Law - Tenured Faculty	1	03		FEMALE
23	Health/Urban Affairs-Tenured Faculty	1	01	MINORITY	
31	Science & Mathematics - Tenure-Earning Faculty	1	03		FEMALE
33	Social Science-Non Tenure-Earning Faculty	1	04		FEMALE
34	Social Science-Tenure-Earning Faculty	2	03	MINORITY	FEMALE
40	Performing & Visual Arts - Tenure-Earning Faculty	1	03		FEMALE

Achievement Report, June 2010

JOB GROUP #	DISCIPLINE	ACHIEVEMENT	RANK	RACE	GENDER
20	Business Management & Law - Tenured Faculty	1	03		FEMALE
23	Health/Urban Affairs-Tenured Faculty	1	01	MINORITY	
31	Science & Mathematics - Tenure-Earning Faculty	1	03		FEMALE
33	Social Science-Non Tenure-Earning Faculty	1	04		FEMALE
34	Social Science-Tenure-Earning Faculty	2	03	MINORITY	FEMALE
40	Performing & Visual Arts - Tenure-Earning Faculty	0	03		FEMALE

The University used the funding from the Budgetary Incentive Plan to address the areas of improvement. We have put more resources into targeted publications, used web-based recruitment tools and on-line job announcements, specifically with minority publications. We have also solicited the use of search firms to assist us in hard to recruit areas and stressed an emphasis on recruitment in minority areas. These initiatives have assisted in minority growth over the last several years.

Academic Affairs also continues to support the leadership program for minority and female participants selected for the FIU Educational Enhancement Leadership Program each year.

As demonstrated on Equity Report TAB 6, 5 of the 6 areas for improvement were achieved. Five females and 3 other minorities were hired. All goals were initially achieved but one was not able to relocate so another candidate was ultimately hired. In our continuing efforts of improvement, the following areas are goals for 2010-11:

Discipline	Rank	Race	Gender	Goal
Science & Mathematics - Tenure-Earning Faculty	03	Minority	Female	2
Social Science-Non Tenure-Earning Faculty	04		Female	1
Social Science-Tenure-Earning Faculty	03	Minority	Female	2
Performing & Visual Arts -Tenure-Earning Faculty	03		Female	1

PART VII. Protected Class Representation in the Tenure Process, 2008-2009

Assessment of Tenure Process

Of the total 21 faculty eligible for tenure review, four (19%) were female. Of females, 25% were Hispanic, 50% were Black, and 25% were Asian; three of the four females (75%) were successful in obtaining tenure. Of males, 29% were Asian, 12% were Black and 6% were Hispanic; 15 of the 17 (88%) males were successful in obtaining tenure. One of the 17 male candidates withdrew his application for tenure.

PART VIII. Promotion and Tenure Committee Composition, 2008-2009

See TAB 8 for racial and gender composition of review committees for the various schools and colleges.

PART IX. Other Requirements

A. The Budgetary Incentive Plan is designed to accomplish Employment Equity goals. Describe how this university deployed its resources to do so. Link the results to a discussion of goals achieved and areas for improvement. Establish timetables for achieving selected goals the following year.

In light of severe budget reductions that the University has faced over the past few years, the University has continued supporting the use of resources for the Equity Accountability Plan. One of these initiatives is funding to support minority hires in Academic Affairs or window of opportunity lines. As units identify qualified individuals, Academic Affairs will provide funding to support these hires outside of the Faculty Funding model, a distribution model for new faculty lines.

Departments have also continued to use their resources more effectively and continue to advertise in targeted publications, used web-based recruitment tools and on-line job announcements, specifically with minority publications. We have also solicited the use of search firms to assist us in hard to recruit areas and stressed an emphasis on

recruitment in minority areas. These initiatives have assisted in minority growth over the last several years.

Academic Affairs also continues to support the leadership program for minority and female participants selected for the FIU Educational Enhancement Leadership Program each year.

The FIU Access and Equity Award is presented to a faculty or staff member who has consistently demonstrated efforts exceeding his or her job responsibilities to promote and ensure diversity and inclusiveness. Nominees must demonstrate their commitment to promoting a diverse and inclusive work environment by participating in diversity activities, working with the community, and or promoting improvement in the upward mobility for racial and ethnic minorities, women and persons with disabilities. The cash prize of \$1,000 and the plaque encourages leadership in diversity in accordance with the University's mission.

Table A: 2009-10 Budgetary Incentive Plan

Estimated Expenditures	2009-10 Projected	2009-10 Actual	2010-11 Projected
Window of Opportunity Lines	\$1,278,000	\$1,275,000	\$1,275,000
Faculty Advertising	\$ 5,000	\$ 10,000	\$ 15,000
Enhancement Leadership Grant	\$ 10,000	\$ 10,000	\$ 10,000

B. President's Evaluation. Each university President shall be evaluated on the results of the Florida Equity Reports. Describe the process at this university for accomplishing this, as well as this year's results.

University and President's goals are established each fiscal year and are approved by the Board of Trustees. After the fiscal year has ended, the results are summarized and presented to the Board of Trustees for approval along with the goals for approval during the Fall Board meeting. The goals established for fiscal year 2009-2010 pertaining to the Florida Equity Report is as follows:

Increase the diversity of the University environment, both in ideas and in enrollment and employment equity as reflected in the Florida Educational Equity Act Report. The President has not undergone an evaluation of results for fiscal year 2009-10 goals as this customarily occurs at the Fall Board meeting.

C. Top Administrators' Evaluations. Top administrators shall have equity accomplishments evaluated in their annual performance appraisals. Describe the process at this university for accomplishing this as well as last year's results.

FIU has a comprehensive annual assessment program for all senior administrators. Each chairperson, dean, vice provost, vice president are required to file a work plan for the upcoming year and an accountability report for the previous year. The accountability report specifically reviews the goals set out in the work plan.

The review process takes place in a distributed authority and responsibility framework. Chairpersons meet with their Dean, Vice Provosts meet with the Vice President for Academic Affairs, Deans and Vice Presidents reporting to the Provost meet with the Provost, the Vice Presidents reporting to a Senior Vice President meet with the Senior Vice President, and the Provost and Senior Vice Presidents meet with the President.

Strategic direction, including direction on meeting equity goals, flows in the opposite direction: from the President down through the respective layers to the Chairpersons. Meeting equity goals is always a component of accountability evaluation. Because equity goals are important for the University, they are not discussed only in an annual evaluation. The responsible leaders review progress toward equity goals with each hire. If it appears an equity goal may not be met, the responsible leader meets with his or her superior at the time, rather than waiting for an annual review. This proactive approach means that we have not had unsatisfactory staff evaluations in this area.

The success shown in the overall University report could only be achieved through each person in a leadership role taking equity goals seriously in his or her suite of responsibilities and making sure that each person reporting to him or her does likewise.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

SUBJECT: Approval of Resolution Requesting an Amendment to the Employment Agreement for President Mark B. Rosenberg

Proposed Board Action:

Approve a Resolution requesting an amendment to the Employment Agreement for President Mark B. Rosenberg.

Background Information:

Florida Board of Governors Regulation 1.001 provides that each board of trustees shall provide for the establishment of the personnel program for all the employees of the university, including the president.

The employment agreement between the BOT and President Mark B. Rosenberg became effective August 3, 2009. Paragraph 3.2 of the Employment Agreement is being amended to change the period of the President's evaluation and submission of the University goals and objectives from fiscal year to academic year and to update the name of the pertinent committee of the Board.

Supporting Documentation:

Resolution Requesting an Amendment to the Employment Agreement for President Mark B. Rosenberg

Proposed Amendment to the Employment Agreement between the FIU Board of Trustees and President Mark B. Rosenberg

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

**SUBJECT: Resolution Requesting an Amendment to the Employment Agreement for
President Mark B. Rosenberg**

AMENDMENT TO EMPLOYMENT AGREEMENT

This Amendment to the Employment Agreement (“Amendment”) is entered into this ____ day of June 2010 by and between The Florida International University Board of Trustees (“Board”) and Dr. Mark B. Rosenberg (“Dr. Rosenberg”).

WITNESSETH

WHEREAS, the Board and Dr. Rosenberg entered into an Employment Agreement on August 3, 2009;

WHEREAS, the Board and Dr. Rosenberg desire to amend the Employment Agreement on the terms provided below;

NOW THEREFORE, in consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledge by the parties, the parties hereby agree as follows:

1. Paragraph 3.2 of the Employment Agreement is being amended to change the period of the President’s evaluation and submission of the University goals and objectives from fiscal year to academic year and to update the name of the pertinent committee of the Board. Therefore, Paragraph 3.2 is hereby deleted in its entirety and replaced with the following language:

3.2 For each academic year of the Institution, which runs for a twelve-month period currently beginning August of each year, at times determined by the Board or a committee of Board, Board or a committee of Board shall meet with Dr. Rosenberg to evaluate and discuss his performance utilizing the process described herein which is consistent with any applicable Florida laws and regulations. By no later than September 30, 2010 and each September 30th thereafter, Dr. Rosenberg shall provide to the Personnel Committee of the Board (the “Committee”) a list of proposed goals and objectives for the twelve-month academic year beginning in August. The Committee and Dr. Rosenberg shall discuss Dr. Rosenberg’s goals and objectives, after which time the Committee and Dr. Rosenberg shall agree upon goals and objectives for the academic year. The agreed upon goals and objectives shall be presented to the Board at its next regularly scheduled meeting for final approval. Said goals and objectives shall be directed towards achieving the University’s strategic plan.

On or before September 30 of each calendar year, Dr. Rosenberg shall initiate the evaluation process for the academic year that began in August of the previous calendar year by submitting to the Committee a self-appraisal of such period's performance. This appraisal shall address Dr. Rosenberg's performance related to each of the goals and objectives determined the preceding September. After Dr. Rosenberg has submitted this self-appraisal, the Committee shall evaluate Dr. Rosenberg's performance during the academic year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate. To aid the Committee in its annual evaluation, Dr. Rosenberg agrees to furnish such oral and written reports as may be reasonably requested by the Committee. The Committee shall provide Dr. Rosenberg with a written assessment of its evaluation. The Committee shall present its written assessment and recommended performance rating to the Board for its approval. The Board and Dr. Rosenberg shall agree on his goals and objectives for the 2009-2010 academic years no later than October 15, 2009.

2. Except as amended hereby, all other terms and conditions of the Agreement shall remain the same and are hereby ratified and reaffirmed.

IN WITNESS WHEREOF, Dr. Mark B. Rosenberg and the authorized representative of the Institution have executed this Agreement on this ____ day of June, 2010.

The Florida International University
Board of Trustees

Dr. Mark B. Rosenberg

By: _____
Albert E. Dotson, Sr.
Chair

By: _____
Dr. Mark B. Rosenberg

3.0 Term of Appointment; Evaluation; Renewal.

3.1 The appointment of Dr. Rosenberg as President under this Agreement shall commence on August 3, 2009 and shall terminate on August 3, 2014 subject, however, to prior termination as provided for in this Agreement (the period commencing on August 3, 2009 and ending on Dr. Rosenberg's last day as President shall be known as the "Term").

3.2 For each ~~fiscal~~academic year of the Institution, which runs for a twelve-month period currently beginning August of each year, (currently running from July 1 to June 30) that ends during the Term beginning with the fiscal year ending on June 30, 2010, at times determined by the Board or a committee of Board, Board or a committee of Board shall meet with Dr. Rosenberg to evaluate and discuss his performance utilizing the process described herein which is consistent with any applicable Florida laws and regulations. By no later than ~~June~~September 30, 2010 and each ~~June~~September 30th thereafter, Dr. Rosenberg shall provide to the ~~Compensation~~Personnel Committee of the Board (the "Committee") a list of proposed goals and objectives for the twelve-month ~~fiscal~~academic year beginning ~~on in July 1 August~~. The Committee and Dr. Rosenberg shall discuss Dr. Rosenberg's goals and objectives, after which time the Committee and Dr. Rosenberg shall agree upon goals and objectives for the ~~fiscal~~academic year. The agreed upon goals and objectives shall be presented to the Board at its next regularly scheduled meeting for final approval. Said goals and objectives shall be directed towards achieving the University's strategic plan.

On or before ~~June 1~~September 30 of each calendar year, Dr. Rosenberg shall initiate the evaluation process for the ~~fiscal~~academic year that began ~~on in July 1 August~~ of the previous calendar year by submitting to the Committee a self-appraisal of such period's performance. This appraisal shall address Dr. Rosenberg's performance related to each of the goals and objectives

determined the preceding ~~July~~September. After Dr. Rosenberg has submitted this self-appraisal, the Committee shall evaluate Dr. Rosenberg's performance during the ~~academic~~fiscal year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate. To aid the Committee in its annual evaluation, Dr. Rosenberg agrees to furnish such oral and written reports as may be reasonably requested by the Committee. The Committee shall provide Dr. Rosenberg with a written assessment of its evaluation. The Committee shall present its written assessment and recommended performance rating to the Board for its approval. The Board and Dr. Rosenberg shall agree on his goals and objectives for the 2009-2010 academic year no later than October 15, 2009.

3.3 Board, in its sole discretion, may offer to extend this Agreement for additional periods upon the terms and conditions contained in this Agreement or upon such additional or different terms as may be agreed upon, in writing, by Dr. Rosenberg and Board, including the salary and other benefits. Dr. Rosenberg and the Chair of Board shall meet no later than June 30, 2013 to discuss the possibility of an extension of this Agreement. The contract extension shall be formalized in an agreement no later than October 1, 2013.

4.0 Salary.

4.1 For all services rendered under this Agreement, University shall pay Dr. Rosenberg during the Term an annualized salary of four hundred and seventy-five thousand dollars (\$475,000) plus any applicable across-the-board salary increases provided to other senior administrators on or after the Effective Date. The annual salary will be payable in equal bi-weekly installments. In the event Dr. Rosenberg elects to waive any portion of his salary for a period of time, his annualized salary shall be reduced accordingly for the period of the waiver.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Proposed 2010-2011 University and Direct Support Organizations Operating Budgets

Proposed Board Action:

Approve the FIU 2010-11 University and Direct Support Organizations (DSO) Operating Budgets and authorize the University President to amend the budget consistent with Legislative, Board of Governors' and Board of Trustees' directives and guidelines.

Background Information:

As a member of the State University System of Florida, FIU operates within the laws, rules, regulations and policies of the Legislature, and the Florida Board of Governors.

The University is required to prepare an annual operating budget for approval by the Florida International University Board of Trustees (the BOT) prior to submission to the Florida Board of Governors. The FY 2010-11 Proposed Operating Budget for the University is due to the Florida Board of Governors on June 25, 2010.

Authority for the University President to amend the budget is necessary to accommodate changes in circumstances.

The Direct Support Organizations (FIU Foundation, Inc., FIU Research Foundation, Inc., and FIU Athletics Finance Corporation) have prepared their annual budgets for review and approval by the BOT, pursuant to Florida Statutes, FIU regulation, and DSO Bylaws.

The following funding groups are included:

- A. Educational and General (E&G)
- B. Auxiliary Enterprises Proposed Budget Allocation
- C. Intercollegiate Athletics Proposed Budget Allocation
- D. Activity and Service Proposed Budget Allocation
- E. Technology Fee Proposed Budget Allocation
- F. Contracts and Grants Proposed Budget Allocation
- G. Student Financial Aid Proposed Budget Allocation
- H. Concessions Proposed Budget Allocation
- I. FIU Athletics Finance Corp
- J. FIU Foundation, Inc.
- K. FIU Health Care Network
- L. FIU Self-Insurance Program
- M. FIU Research Foundation, Inc.
- N. University Treasury Operations
- O. Fixed Capital Outlay

The University President shall keep the Board of Trustees informed of any changes in excess of 2% made to the total approved 2010-2011 Operating Budget during the operating year.

Florida Board of Governors Regulation 9.007 provides that each University Board of Trustees shall adopt an operating budget for the general operation of the university as prescribed by the regulations of the Board of Governors.

Florida Board of Governors Regulation 9.011 provides that the operating budgets of support organizations shall be prepared at least annually, and approved by the organization's governing board and the university board of trustees or designee.

Supporting Documentation: 2010-2011 Proposed University and DSO Operating Budgets

Facilitator/Presenter: Albert Maury, *Finance and Audit Committee Chair*

Florida International University
Board of Trustees Financial Summary
2010-11 Budget
Overview¹

	Final Budget ²	Forecast	Forecast vs.	Requested Budget	Forecast vs.
(In millions of dollars)	2009-10	2009-10	Final Budget	2010-11	Requested Budget
Revenue / Receipts					
Operating					
University					
Education and General (net) ³	\$342.1	\$346.6	\$4.5	\$371.2	\$24.6
University	304.6	309.0	4.4	329.1	20.1
College of Medicine	22.4	22.5	0.1	27.6	5.1
State Fiscal Stabilization Fund ⁴	15.1	15.1	0.0	14.5	(0.6)
FIU Self-Insurance Program	0.0	0.0	0.0	0.1	0.1
Auxiliary Enterprises	116.9	119.8	2.9	127.1	7.3
Intercollegiate Athletics	18.6	18.8	0.2	19.4	0.6
Activities and Service	11.7	12.1	0.4	12.4	0.3
Technology Fee	5.7	5.9	0.2	6.6	0.7
Contracts and Grants	89.5	82.6	(6.9)	92.7	10.1
Student Financial Aid	89.2	99.8	10.6	116.1	16.3
Concessions	0.4	0.4	0.0	0.5	0.1
Direct Support Organizations					
FIU Athletics Finance Corp	3.6	3.5	(0.1)	3.4	(0.1)
FIU Foundation Inc.	22.9	32.4	9.5	24.9	(7.5)
FIU Health Care Network	0.1	0.1	0.0	0.1	0.0
FIU Research Foundation Inc.	0.0	0.0	0.0	0.1	0.1
Interfund Adjustments ⁵	(9.9)	(8.6)	1.3	(10.2)	(1.6)
Total Operating Revenues	690.8	713.4	22.6	764.4	51.0
Investment					
University (net)	8.7	22.2	13.5	10.5	(11.7)
FIU Foundation Inc.	4.7	14.5	9.8	6.4	(8.1)
Total Investment Revenues	13.4	36.7	23.3	16.9	(19.8)
Student Loans ⁶	152.9	183.2	30.3	192.6	9.4
Total Revenues / Receipts	857.1	933.3	76.2	973.9	40.6
Expenses					
Operating					
University					
Education and General	360.1	327.1	(33.0)	376.7	49.6
University	322.6	293.6	(29.0)	334.6	41.0
College of Medicine	22.4	18.4	(4.0)	27.6	9.2
State Fiscal Stabilization Fund ⁴	15.1	15.1	0.0	14.5	(0.6)
FIU Self-Insurance Program	0.1	0.0	(0.1)	0.1	0.1
Auxiliary Enterprises	104.2	102.3	(1.9)	111.6	9.3
Intercollegiate Athletics	19.1	18.6	(0.5)	19.5	0.9
Activities and Service	11.4	9.5	(1.9)	12.4	2.9
Technology Fee	5.6	4.4	(1.2)	8.1	3.7
Contracts and Grants	89.0	82.1	(6.9)	92.1	10.0
Student Financial Aid	88.4	104.1	15.7	117.5	13.4
Concessions	0.4	0.5	0.1	0.5	0.0
Direct Support Organizations					
FIU Athletics Finance Corp	0.9	0.8	(0.1)	0.8	0.0
FIU Foundation Inc.	12.0	16.9	4.9	10.5	(6.4)
FIU Health Care Network	0.1	0.1	0.0	0.1	0.0
FIU Research Foundation Inc.	0.1	0.1	0.0	0.1	0.0
Interfund Adjustments ⁵	(9.9)	(8.6)	1.3	(10.2)	(1.6)
Total Operating Expenses	681.5	657.9	(23.6)	739.8	81.9
Principal Payment of Debt ⁷	12.3	10.3	(2.0)	9.8	(0.5)
Student Loans ⁶	152.9	183.2	30.3	192.6	9.4
Total Expenses	846.7	851.4	4.7	942.2	90.8
Change in Net Assets (incl. Investments)	\$10.4	\$81.9	\$71.5	\$31.7	(\$50.2)
Change in Net Assets (excl. Investments)	(\$3.0)	\$45.2	\$48.2	\$14.8	(\$30.4)

**Florida International University
Board of Trustees Financial Summary
2010-11 Budget**

Notes:

¹ *The financials presented above reflects the state budgeting methodology which differs from full accrual Financial Statements. The following have the most significant impact:*

- *Depreciation of Assets: For budgeting purposes equipment purchases are fully expensed in their acquisition year, therefore depreciation is not included in the budget.*
- *Payables: The E&G budget expenses include year end commitments (encumbrances) even though they have not yet been invoiced .*
- *Unrealized Gains and Losses: Investment results are recognized as revenues in the budget, however GASB accounting principles require that it be recorded as an expense.*

² *Final Budget FY 2009-10 contains an adjustment to Original Budget for additional revenue due to additional 600 Headcount of \$3.1M (E&G \$1.9M, Auxiliary Enterprises \$0.8M, Intercollegiate Athletics \$0.2M, Activities & Service \$0.1M, and Technology Fee \$0.1M) and additional expense of \$0.1M in Auxiliary Enterprises, resulting in additional net change in assets of \$3.0M. Lastly, \$0.5M of Bad Debt has been reclassified from Expenses to Revenue (Auxiliary Enterprises \$0.2M, Intercollegiate Athletics \$0.2M and Technology Fee \$0.1M).*

³ *E&G revenues include State Funding and Tuition and are net of waivers (\$19.8M for FY 2010-11), uncollectible amounts and 30% Financial Aid need-based amounts per BOG regulation. The difference of \$5.4M between E&G Revenues and Expenses will be funded from prior years carry forward.*

⁴ *State Fiscal Stabilization Fund is appropriated as follows: University \$13.6M, College of Medicine \$0.9M.*

⁵ *Interfund transfers have been included resulting in higher revenue and expenses by fund allowing for an individual fund performance analysis. The interfund adjustments above eliminate this double counting. However, interfund transactions such as tuition funded by scholarships and auxiliary services provided to other units have not been eliminated. Since revenues and expenses are equal, the interfund adjustments are the same for both.*

⁶ *As of FY 2006-07 the University no longer budgets student loans since it represents a pass through for the university.*

⁷ *Principal payment of debt is reflected above per BOG requirement that debt service payments be shown on a cash basis.*

Florida International University
Financial Summary
2010-11 E&G Revenue Growth

<i>(In thousands of dollars)</i>	General Revenue	College of Medicine	Educational Enhancement (Lottery)	Total State Funding ¹	Student Fee (net)	State Fiscal Stabil. Fund	Total
2009 - 10 Adjusted Base Budget	\$160,291	\$21,402	\$21,082	\$202,775	\$126,209	\$15,117	\$344,101
Restoration of General Revenue Reductions	(1,202)			(1,202)			(\$1,202)
Risk Management Realignment Funding	112			112			\$112
Student Financial Assistance	(32)			(32)			(\$32)
Health Insurance Alignment	236	8		244			\$244
2009 - 10 Adjusted Recurring Base Budget	\$159,404	\$21,410	\$21,082	\$201,896	\$126,209	\$15,117	\$343,222
2010 - 11 New Funds							
• Tuition ²							
University					20,019		20,019
College of Medicine					2,499		2,499
• Infrastructure							
Phased - In Space	1,166			1,166			1,166
• Employee Compensation & Benefits							
Health Insurance Increase (Adj. / 09-10 Annualization)	1,181	40		1,221			1,221
Florida Retirement System Normal Cost	1,893			1,893			1,893
• Legislative Line Item							
Center for Leadership	250			250			250
Center for Ethics & Professionalism	2,000			2,000			2,000
Medical School Support		1,000		1,000			1,000
Medical School Implementation		2,696		2,696			2,696
• General Revenue Restoration							
Non-Recurring / Discretionary (Stimulus)	1,677	27	426	2,130		(15,117)	(12,987)
• State Fiscal Stabilization Fund							
University						13,636	13,636
College of Medicine						859	859
• Budget Reduction	(6,522)			(6,522)			(6,522)
• Add backs	1,284		2,679	3,963			3,963
Total Net Incremental Dollars	2,930	3,763	3,105	9,798	22,518	(622)	31,694
State Appropriations Contingency ³			(3,677)	(3,677)			(3,677)
2010 - 11 Base Budget	\$162,334	\$25,173	\$20,510	\$208,017	\$148,727	\$14,495	\$371,239

Notes:

¹ At the time of this report, the amounts reported as state appropriations were based on the appropriations bill approved by the legislature (HB 5001). The bill is still pending to be signed by the Governor.

² Tuition revenues are net of waivers (\$19.8M for FY 2010-11), uncollectible amounts and 30% Financial Aid need based amounts per BOG regulation.

³ State Appropriations Contingency is primarily attributed to uncertainty of appropriations expected from the State; it is calculated at 2% of the University General Revenue & Educational Enhancement budget.

**Florida International University
Financial Summary
E&G Summary**

	Final Budget ¹	Forecast	Forecast vs.	Requested Budget	Forecast vs.
<i>(In millions of dollars)</i>	2009-10	2010-11	Original Budget	2010-11	Requested Budget
Revenues ²					
General Revenues - University ³	\$160.3	\$160.4	\$0.1	\$160.1	(\$0.3)
General Revenues - Legislative Line Item				2.3	2.3
General Revenues - College of Medicine	21.4	21.4	0.0	25.2	3.8
Educational Enhancement (Lottery) ³	21.1	21.1	(0.0)	24.2	3.1
State Fiscal Stabilization Funds	15.1	15.1	0.0	14.5	(0.6)
 Tuition	130.0	131.5	1.5	152.1	20.5
Tuition College of Medicine	1.0	1.1	0.1	2.4	1.2
Financial Aid (30%)	(2.9)	(4.1)	(1.2)	(5.7)	(1.6)
Net tuition ⁴	128.1	128.6	0.5	148.7	20.1
 State Appropriations Contingency ⁵	(3.9)	-	3.9	(3.7)	(3.7)
Total Revenue Available	\$342.1	\$346.6	\$4.5	\$371.2	\$24.6
Expenditures					
University Budget	322.6	293.6	(29.0)	334.6	41.0
College of Medicine Budget	22.4	18.4	(4.0)	27.6	9.1
Total Budget	345.0	312.0	(33.0)	362.1	50.1
 State Fiscal Stabilization Fund	15.1	15.1	0.0	14.5	(0.6)
Total Operating Expenses	\$360.1	\$327.2	(\$32.9)	\$376.6	\$49.5
 Net Assets	(\$18.0)	\$19.4	\$37.4	(\$5.4)	(\$24.8)
 GAP Mitigation					
Carry forward	17.9		(17.9)	5.4	5.4
Net GAP after Non-recurring funds	(\$0.1)	\$19.4	\$19.5	\$0.0	(\$19.4)

Notes:

¹ Final Budget FY 2009-10 contains an adjustment to Original Budget for additional revenue of \$1.9M due to an additional 600 Headcount.

² The amounts reported as state appropriations are based on the appropriations bill approved by the legislature (HB 5001); at the time of this report, the bill is still pending to be signed by the Governor.

³ Total FY 2010-11 General Revenue and Lotto reduction, excluding College of Medicine, is (\$6.5M). This was slightly offset by the following adjustments: additional non-recurring add back of \$2.9M, passthroughs e.g. PO&M of \$1.2M, Employee Compensation & Benefit Adjustments for Health Insurance Increases and Florida Retirement Funding of \$1.2M and \$1.9M, respectively. Legislative funding of \$2.3M was received in support of the Center for Leadership and Ethics & Professionalism.

⁴ Tuition net of waivers (\$19.8M for FY 2010-11), uncollectible amounts and 30% need based Financial Aid per BOG recommendations.

⁵ State Appropriations Contingency is primarily attributed to uncertainty of appropriations expected from the State; it is calculated at 2% of the University General Revenue and Educational Enhancement budget.

Florida International University
Financial Summary
E&G Summary

<i>(In millions of dollars)</i>	Final Budget	Forecast	Forecast vs.	Requested	Forecast vs.
	2009-10	2009-10	Final Budget	Budget	Requested
				2010-11	
Carry Forward ¹					
Prior Years Available Funds ²	\$26.2	\$36.4	\$10.2	\$33.9	(\$2.5)
FY 2009-10 Available Funds	-	-	-	8.7	8.7
Total Available Funds	26.2	36.4	10.2	42.6	6.2
Funding of E&G Budget Gap	17.9	2.5	(15.4)	5.4	2.9
Reserve for FY 2010-11	-	-	-	8.5	8.5
Net Available Carry Forward	\$8.3	\$33.9	\$25.6	\$28.7	(\$5.1)

Notes:

- ¹ The Carry Forward information presented above includes university centrally controlled funds and excludes departmentally allocated funds, the statutory 5% reserve and line items funded from the state.
- ² Original Budget is adjusted to reflect historical carry forward reconciliation.

**Florida International University
Financial Summary
Total Auxiliary Enterprises**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues ¹	116,942	119,801	127,064	7,263
<u>Expenditures</u>				
Salaries and Benefits	38,474	37,578	42,750	5,173
OPS	13,661	12,809	14,236	1,427
Expense	42,564	43,039	46,094	3,055
OCO	4,538	2,922	2,608	(314)
Debt Service Interest	4,949	5,922	5,906	(16)
Total Operating Expenses	104,186	102,270	111,594	9,324
Net Operating Income	12,757	17,531	15,470	(2,061)
Investment Revenues	708	79	169	90
Principal Payment of Debt	(8,291)	(6,160)	(7,141)	(981)
Operational Transfers	0	-	-	-
Change in Net Assets	5,174	11,450	8,498	(2,952)
<u>Fund Balance</u>				
Beginning Fund Balance	96,162	103,739	100,767	
Change in Net Assets	5,174	11,450	8,498	
Capital Expenditures	(10,298)	(13,627)	(11,726)	
Third Party Transfers	0	(57)	0	
Institutional Transfers	234	(739)	605	
Ending Fund Balance	\$91,271	\$100,767	\$98,143	

Notes

Budget figures represent total revenue and expenditures for all Auxiliary activities, hence interdepartmental transactions have not been eliminated.

¹ A&S Transfers to Student Centers (PCS 72), Extracurricular activities (PCS 87) and Children's Center (PCS 76) have been reclassified to revenues.

Financial Highlights

Total Auxiliary operations for FY 2009-10 reflects a higher than budgeted change in operating income of \$5.0M due primarily to growth in academic revenues for online and business administration programs and savings from open positions.

The revenue growth in FY 2010-11 continues to be driven by forecasted increases in academic programs and an increase in housing rental, parking and health fee rates. State-wide budget cuts continue to impact the Auxiliary Trust Fund expenses through FY 2010-11 as the University strives to properly align expenses and personnel to Auxiliary operations. As a result, expenses have increased primarily from the academic auxiliaries. In addition, operating expenses for housing are projected to increase along with estimated expenses to operate the new Parking Garage V Market Station.

Capital Expenditures represent the costs to construct Parking Garage V Market Station, along with purchasing furniture, fixtures and equipment for the retail mall and parking administration offices located therein. This new garage is expected to open Fall 2010.

**Florida International University
Financial Summary
Academic Auxiliaries**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$41,364	\$42,918	\$45,310	\$2,392
<u>Expenditures</u>				
Salaries and Benefits	15,003	15,042	17,115	2,073
OPS	8,859	8,156	9,375	1,219
Expense	15,101	15,605	17,725	2,120
OCO	423	352	364	12
Debt Service Interest	-	-	-	-
Total Operating Expenses	39,386	39,154	44,579	5,425
Net Operating Income	1,977	3,764	732	(3,032)
Investment Revenues	219	13	28	15
Principal Payment of Debt	-	-	-	-
Operational Transfers	(219)	(8)	(133)	(126)
Change in Net Assets	1,978	3,769	626	(3,143)
<u>Fund Balance</u>				
Beginning Fund balance	27,404	34,165	37,810	
Change in Net Assets	1,978	3,769	626	
Capital Expenditures	-	(125)	-	
Third Party Transfers	-	-	-	
Institutional Transfers	-	-	100	
Total Fund Balance	\$29,381	\$37,810	\$38,536	

Financial Highlights

Academic Auxiliary programs reside under both the Continuing Education and Academic Sales and Services Activity and are comprised primarily of value added programs, web based courses, conferences, labs, recharge centers and distance learning programs. These units represent the Office of Academic Affairs of the University in its efforts to fulfill its public service mission, and provide educational programs to nontraditional students. Generally, the revenues generated serve to support the actual program and its growth. Almost every college or school at FIU provides some continuing education or other revenue generating activity.

In mid FY 2009-10, the College of Business introduced a new program (Corporate MBA) which generated \$0.8M in incremental revenues. Increased instances of enrollment in Online Learning also added \$0.9M to revenue in FY 2009-10. A contract between Nursing and Miami-Dade County earned another \$0.4M in revenues. The Corporate MBA program had corresponding incremental scholarship expenses of \$0.3M. Salaries and other personnel expenses reflect savings from open positions.

In FY 2010-11, additional revenue of \$1.5M is expected due to the full year effect of offering the Corporate MBA program, along with \$0.6M in projected instances of enrollment for online classes. Scholarship expenses of \$0.7M increased in relation to the increase of \$1.5M in Corporate MBA revenues. In a continuing effort to eliminate any indirect E&G subsidies and properly align expenses and personnel to auxiliary businesses, expenses in FY 2010-11 have increased by \$4.0M. Increased use of student assistants and administrative resources to support new and existing programs also resulted in higher personnel costs.

**Florida International University
Financial Summary
Housing**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$23,287	\$22,870	\$23,288	\$418
<u>Expenditures</u>				
Salaries and Benefits	3,442	3,257	3,638	381
OPS	1,182	1,053	1,141	88
Expense	9,150	8,525	9,476	951
OCO	75	76	75	(1)
Debt Service Interest	3,711	3,719	3,542	(177)
Total Operating Expenses	17,560	16,630	17,872	1,242
Net Operating Income	5,727	6,239	5,416	(824)
Investment Revenues	98	15	34	18
Principal Payment of Debt	(3,609)	(3,609)	(3,786)	(177)
Operational Transfers	-	-	-	-
Change in Net Assets	2,216	2,646	1,664	(982)
<u>Fund Balance</u>				
Beginning Fund balance	12,318	13,234	15,211	
Change in Net Assets	2,216	2,646	1,664	
Capital Expenditures	(743)	(669)	(1,079)	
Third Party Transfers	-	-	-	
Institutional Transfers	-	-	-	
Total Fund Balance	\$13,791	\$15,211	\$15,796	

Financial Highlights

The Housing Auxiliary generates revenues in the form of rental income from students seeking housing facilities on campus and from summer conference housing.

Occupancies in FY 2009-10 averaged 93% at the Modesto Maidique Campus (MMC) and 65% at the Biscayne Bay campus (BBC). The aggregate FY 2009-10 blended occupancy rate was 91% compared to a budget of 92%. There was a total decrease in rental and meal plan revenues by \$0.4M due to Lakeview Housing being closed for the summer and lower occupancy rates. There was an expected savings of \$0.3M in salaries and other personnel services due to unfilled and vacant positions. Another \$0.4M was saved from lower utility costs and lower insurance costs than previous years. The lower than expected occupancy rate resulted in fewer students subscribing to the meal plan, saving \$0.2M in related costs.

Expected occupancies in FY 2010-11 is 94% at the MMC and 70% at BBC, resulting in an expected blended occupancy rate of 92%. Additional revenue of \$0.4M is mostly driven by a 3% increase in rental rates for the residences in MMC and increases in the meal plan rates. Higher salary and other personnel services expense of \$0.5M results from all vacant positions being filled and the addition of two new custodians for MMC housing. Higher operating costs of \$0.9M result from increasing landscaping, insurance and utility expenses. Capital Expenditures in FY 2010-11 of \$1.0M represent investments in building improvements mainly required by University Park Apartments as well as additional improvements to Lakeview Hall.

Housing continues to have sufficient operating revenues to cover the debt service payment; the projected debt service ratio for FY 2010-11 is 1.22. The fund balance is held as a reserve for major repairs and capital replacement, and for future expansion of Housing facilities.

**Florida International University
Financial Summary
Parking and Transportation**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$10,515	\$11,299	\$12,067	\$768
<u>Expenditures</u>				
Salaries and Benefits	1,874	1,969	2,088	118
OPS	263	338	339	1
Expense	2,474	2,643	3,298	655
OCO	80	160	129	(31)
Debt Service Interest	1,142	2,168	2,316	147
Total Operating Expenses	5,833	7,278	8,169	890
Net Operating Income	4,682	4,021	3,899	(122)
Investment Revenues	83	12	25	13
Principal Payment of Debt	(4,082)	(2,230)	(2,615)	(385)
Operational Transfers	(4)	-	-	-
Change in Net Assets	679	1,803	1,309	(494)
<u>Fund Balance</u>				
Beginning Fund balance	13,359	13,477	13,612	
Change in Net Assets	679	1,803	1,309	
Capital Expenditures	(5,069)	(1,693)	(5,530)	
Third Party Transfers	-	-	-	
Institutional Transfers	-	25	25	
Total Fund Balance	\$8,969	\$13,612	\$9,416	

Financial Highlights

The Parking and Transportation auxiliary is responsible for the registration of vehicles for faculty, staff and students, the construction of parking accommodations, transportation between campuses, as well as the enforcement of parking rules and regulations for both campuses. There are currently 4 garages and 34 parking lots in operation totaling 13,298 parking spaces. In addition, this auxiliary also services all vehicles owned by the University.

Construction began on a new garage - Parking Garage V Market Station (PGV) in July 2009 which will provide an additional 2,000 spaces, offer 30,000 sq ft of retail space, 3 large capacity classrooms and will house the Public Safety and Parking and Transportation department offices. Completion of the new garage is scheduled for Fall 2010.

Construction of PGV along with the required purchase of furniture, fixtures and equipment for administrative offices was financed in FY 2010-11 by a \$32.0M bond in addition to \$5.5M in cash from existing reserves from the parking auxiliary. The bond was executed in December 2009, resulting in a different payment stream than originally budgeted for in FY 2009-10. The cash disbursement was originally budgeted in FY 2009-10 for \$5.0M but has been deferred into FY 2010-11.

Operating revenues are largely generated from parking decals and fees charged to students, faculty, staff and visitors. Fees for all groups remained unchanged for FY 2009-10. Higher operating costs in FY 2009-10 resulted from increased salary expenses as well as higher than expected operating expenses for insurance, landscaping and supplies costs.

Operating revenues are higher in FY 2010-11 due to an increase of 5% in parking fee rates for decals of all users (students, faculty and staff). This fee increase will fund the maintenance costs of the additional 2,000 or 15% increase in parking spaces associated with new PGV operations (\$0.3M), along with servicing a higher debt service obligation than previously projected (\$0.5M).

Parking continues to have sufficient operating revenues to cover the debt service payment. The fund balance is being held for bond purposes and as a reserve for major repairs as well as a source of funding for future expansion projects.

**Florida International University
Financial Summary
Student Health Services**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$7,409	\$7,349	\$9,248	\$1,899
<u>Expenditures</u>				
Salaries and Benefits	4,588	4,403	5,698	1,295
OPS	885	859	1,030	171
Expense	1,631	1,544	1,765	221
OCO	78	16	215	198
Debt Service Interest	-	-	-	0
Total Operating Expenses	7,182	6,822	8,707	1,885
Net Operating Income	227	527	541	14
Investment Revenues	-	-	-	-
Principal Payment of Debt	-	-	-	-
Operational Transfers	-	-	-	-
Change in Net Assets	227	527	541	14
<u>Fund Balance</u>				
Beginning Fund balance	2,852	2,852	3,379	
Change in Net Assets	227	527	541	
Capital Expenditures	-	-	-	
Third Party Transfers	-	-	-	
Institutional Transfers	-	-	-	
Total Fund Balance	\$3,079	\$3,379	\$3,920	

Financial Highlights

The Student Health Centers at the Modesto Maidique and Biscayne Bay campuses provide health, wellness, and mental health care services to students, who fund the operations through a health fee paid each semester. Services provided at no additional cost include routine medical exams, certain screenings, medical education and counseling. Other clinical services, such as laboratory tests, immunization and pharmacy, are available for a

In FY 2010-11, the health fee rate will increase by \$16 per student per term, resulting in projected additional revenues of \$1.5M. The last increase in this fee was approved in FY 2006-07. Increases in other clinical pay-for-services is expected to increase \$0.4M. The incremental health fee revenues will be used to fund 9 new full-time and 6 new part-time positions, mostly in the area of counseling services (psychologists and related interns). Operating expenses are expected to increase to support the new higher level of services provided.

**Florida International University
Financial Summary
Other Auxiliaries**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$34,367	\$35,365	\$37,150	\$1,785
<u>Expenditures</u>				
Salaries and Benefits	13,567	12,907	14,212	1,305
OPS	2,472	2,404	2,351	(53)
Expense	14,208	14,722	13,831	(891)
OCO	3,882	2,318	1,825	(492)
Debt Service Interest	96	35	49	13
Total Operating Expenses	34,224	32,385	32,268	(118)
Net Operating Income	143	2,980	4,883	1,903
Investment Revenues	308	39	82	43
Principal Payment of Debt	(600)	(321)	(740)	(419)
Operational Transfers	223	8	133	126
Change in Net Assets	74	2,705	4,358	1,653
<u>Fund Balance</u>				
Beginning Fund balance	40,229	40,011	30,755	
Change in Net Assets	74	2,705	4,358	
Capital Expenditures	(4,486)	(11,140)	(5,118)	
Third Party Transfers	-	(57)	-	
Institutional Transfers	234	(764)	480	
Total Fund Balance	\$36,051	\$30,755	\$30,475	

Financial Highlights

Other auxiliaries include the remaining activities which have revenues essentially derived from the following:

- Commission and rental earnings from food service, bookstore and retail operations managed by the office of Business Services
- Support from the student activity and service (A&S) fee for student and recreational centers
- Interdepartmental services such as duplicating, information technology and telecom, construction service reimbursement charges and the auxiliary management fee
- Other auxiliary enterprises support marketing and sponsorship activities, such as the operations of the South Beach Wine and Food Festival, along with alumni activities and miscellaneous university-wide initiatives

Revenues in FY 2009-10 were higher than expected by \$0.9M due to increased activity by business service units, including bookstore, food services and duplication.

In FY 2009-10, savings of \$0.5M were driven by vacancies in permanent and temporary positions. Net capital outlay savings of \$0.6M is a result of lower capital refresh projects undertaken by University Technology Services. Operating expenses to support business services activities increased \$0.4M.

Forecasted capital expenditures in FY 2009-10 included \$6.0M in costs not originally budgeted for the construction and purchase of furniture, fixtures and equipment for the retail food mall to be located in Parking Garage V Market Station (PGV), which is expected to open Fall 2010.

Revenues for FY 2010-11 increased \$1.4M due to a 1% increase in auxiliary management fees except for auxiliaries funded by health and A&S fees. The management fee funds the pro-rata share of university-wide services indirectly benefiting auxiliary businesses (such as functions performed by legal, finance, human resources, etc) along with funding special non-recurring projects (such as upgrading enterprise resource planning systems). FIU continues to have one of the lowest auxiliary management fees within the state university system.

Salaries and benefits expenses in FY 2010-11 are expected to increase due to the effect of filling open positions, as well as an increase of \$0.2M in the construction project management auxiliary due to more expected construction projects and \$0.6M in business services and auxiliary administration personnel costs. The expected reduction in operating expenses and capital outlay for FY 2010-11 is a result of resources required in FY 2009-10 to install the information technology and telecommunication infrastructure at PGV and the new public health building which are not anticipated to be required in FY 2010-11. These costs were funded from existing reserves.

**Florida International University
Financial Summary
Intercollegiate Athletics**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$18,650	\$18,822	\$19,406	\$584
<u>Expenditures</u>				
Salaries and Benefits	6,296	6,700	7,276	576
OPS	358	522	527	5
Expense	6,924	6,399	6,760	361
Scholarships	5,463	4,776	4,951	176
OCO	10	192	10	(182)
Total Operating Expenses	19,051	18,589	19,525	935
Net Operating Income	(401)	232	(119)	(351)
Investment Revenues	11	0	0	0
Operational Transfers	-	-	1,900	1,900
Change in Net Assets	(390)	232	1,781	1,549
<u>Fund Balance</u>				
Beginning Fund Balance	1,861	2,355	1,013	
Change in Net Assets	(390)	232	1,781	
Capital Expenditures	-	(124)	-	
Institutional Transfers	(990)	(1,450)	(1,290)	
Total Fund Balance	\$481	\$1,013	\$1,504	

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, softball, baseball, soccer, golf, basketball, cross country, track, swimming, tennis and volleyball. The Athletics Stadium operations and its associated bonds are reflected in the Athletics Finance Corp., a Direct Support Organization (DSO) within FIU.

FY 2009-10 ends favorable to budget, primarily driven by increased revenues in student athletic fees and game guarantees as well as expense savings primarily in scholarships and operating expenses.

In FY 2010-11, revenues are increasing 2% due to higher student athletic fees expected from higher enrollment. Expenses are increasing 5%, due to higher salaries for coaching and management positions resulting from contractual obligations, higher recruiting travel costs by men's basketball and higher expected game guarantees expense. Increase in scholarships are a result of higher tuition.

Operational Transfers in FY 2010-11 represents the first of four annual disbursements to Athletics under a working capital loan from Treasury Operations totaling \$5.0M. Repayment begins in June 2019 and ends in June 2036.

Institutional Transfers primarily consist of payments to the Athletics Finance Corporation of pledged revenues applied towards the payment of Stadium debt service payments.

**Florida International University
Financial Summary
Activity and Service**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$11,680	\$12,067	\$12,393	\$326
<u>Expenditures</u>				
Salaries and Benefits	1,882	1,824	1,923	99
OPS	714	660	867	207
Expense	8,805	7,008	9,642	2,634
OCO	5	14	10	(5)
Total Operating Expenses	11,406	9,507	12,442	2,935
Net Operating Income	274	2,560	(49)	(2,609)
Investment Revenues	-	-	-	-
Change in Net Assets	274	2,560	(49)	(2,609)
<u>Fund Balance</u>				
Beginning Fund Balance	7,702	7,637	10,187	
Institutional Transfers	45	(10)	30	
Change in Net Assets	274	2,560	(49)	
Total Fund Balance	\$8,021	\$10,187	\$10,167	

Student Activities Summary

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 real world interactions amongst students.

Financial Highlights

The principle funding source for this activity fee is a per credit hour fee charged to all students. The FY 2010-11 fee was calculated on a per credit hour fee of \$11.60. 67% of the budget supports student programs and infrastructure such as the Recreation Center, Graham Center and Wolfe Center, with the remaining 33% supporting student activities and student services groups.

Expense savings in FY 2009-10 are driven primarily by conservative SGA operational expenditures.

In FY 2010-11, the projected revenue increase is driven by increased enrollment. This has resulted in increased student center allocations which includes funding for special projects, as well as funding the Golden Panther Band and additional funding for student programs, student groups and building student affinity.

**Florida International University
Financial Summary
Technology Fee**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$5,689	\$5,894	\$6,640	\$746
<u>Expenditures</u>				
Salaries and Benefits	169	202	1,463	1,261
OPS	-	101	365	264
Expense	1,521	2,128	3,670	1,542
OCO	3,945	1,993	2,612	619
Total Operating Expenses	5,635	4,424	8,110	3,687
Net Operating Income	54	1,470	(1,470)	(2,941)
Investment Revenues	-	-	-	-
Change in Net Assets	54	1,470	(1,470)	(2,941)
<u>Fund Balance</u>				
Beginning Fund Balance	-	-	1,470	
Institutional Transfers	-	-	-	
Change in Net Assets	54	1,470	(1,470)	
Total Fund Balance	\$54	\$1,470	\$0	

Technology Fee Summary

The Technology Fee fund monitors the revenues and resulting expenses related to the Technology Fee. The fee revenues are used to enhance instructional technology resources for students and faculty. Project proposals are reviewed by the Technology Fee Committee which makes investment recommendations to the President (or his designee) for final approval. The Committee is composed of 12 members (6 students & 6 Faculty / Staff) from across the University. Current projects include expansion of the University's wireless network, enhancement of the Learning Management system and free Microsoft software for students.

Financial Highlights

Increases in the technology fee revenues are driven by increases in the technology fee (5% of base tuition) and enrollment growth. Projected increases in expenditures are due to higher revenues and a reduction of the FY 2009-10 Carry Forward Balance.

**Florida International University
Financial Summary
Total Contracts and Grants**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$89,475	\$82,617	\$92,709	\$10,092
<u>Expenditures</u>				
Salaries and Benefits	29,844	29,287	31,463	2,176
OPS	17,415	14,300	15,650	1,351
Expense	39,616	36,553	41,455	4,902
OCO	2,100	1,911	3,560	1,649
Total Operating Expenses	88,975	82,051	92,129	10,078
Net Operating Income	500	567	580	14
Investment Revenues	(87)	1,695	-	(1,695)
Change in Net Assets	413	2,261	580	(1,681)
<u>Fund Balance</u>				
Beginning Fund Balance	(8,442)	(9,299)	(7,538)	
Change in Net Assets	413	2,261	580	
Institutional Transfers	(500)	(500)	(500)	
Total Fund Balance	(\$8,529)	(\$7,538)	(\$7,458)	

Financial Highlights

Total Contracts and Grants includes funding of contracts and grants in support of research, public service and training, and payments from Jackson Health System for non-research related FIU physicians at their North Miami facility. Contracts and Grants 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.

The indirect cost federal reimbursement rate is 44%, rising to 45% in FY 2010-11. This rate varies for non-federal funding sources with the blended rate currently at 16%. For FY 2010-11 the blended rate is expected to rise to 18% however OSRA is only allocating 17% to cover administrative functions. The OSRA administrative budget is based on past trends using FY 2009-10 actuals and future estimates of OSRA's IDC revenue. ARRA stimulus awards, along with the anticipated growth of the College of Medicine and associated awards, are projected to contribute to an increase in Facilities and Administrative (F&A) charges expensed to projects and by extension, a projected \$15.0M in the OSRA administrative budget.

Revenues

Actual Contracts and Grants revenue for FY 2009-10 for all three funding sources, Federal, State, Local and Other / Private, is less than budgeted. The unfavorable revenue variance for Contracts and Grants is mainly due to a decrease in State grants due to shortfalls in the State budget. Due to the restricted national economic environment, projections for growth in revenue of FY 2010-11 have been conservative overall and particularly reduced with regard to state-funded awards.

Revenues in FY 2010-11 include \$2.7M of payments from Jackson Health System which were previously not budgeted in FY 2009-10.

FY 2009-10 Investment Revenues represent \$1.7M reversal of prior years interest losses allocated to Contracts and Grants.

Institutional transfers of \$0.5M represent payment towards the auxiliary loan balance.

The fund balance includes the \$4.4M loan from the Auxiliary Trust Fund less any payments made. At the end of FY 2009-10 the outstanding principal will be \$2.4M

**Florida International University
Financial Summary
Office of Sponsored Research Administration (OSRA) ¹
Indirect Costs (Overhead)**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$14,000	\$14,000	\$15,000	\$1,000
<u>Expenditures</u>				
Salaries and Benefits	4,534	4,210	4,972	762
OPS	100	84	116	33
Expense	3,103	2,461	4,391	1,930
IDC return to departments	5,746	6,717	4,962	(1,755)
OCO	17	29	59	30
Total Operating Expenses	13,500	13,500	14,500	1,000
Net Operating Income	500	500	500	0
Investment Revenues	-	-	-	-
Change in Net Assets	500	500	500	0
<u>Fund Balance</u>				
Beginning Fund Balance	(2,602)	(2,602)	(2,602)	
Change in Net Assets	500	500	500	
Institutional Transfers	(500)	(500)	(500)	
Total Fund Balance	(\$2,602)	(\$2,602)	(\$2,602)	

¹ The amounts for Office of Sponsored Research Administration are reflected in Total Contracts and Grants.

Financial Highlights

Revenues for the Office of Sponsored Research are directly correlated with the amount of research expenditures at the University and specifically the rate of indirect cost. Indirect costs are based on an assessment of all sponsored projects to cover the administrative and operational costs of Sponsored Research, the overhead accounts belonging to deans and center directors and FIU cost sharing commitments.

The Facilities and Administrative (F&A) rate is 44%, rising to 45% in FY 2010-11. This rate varies for non-federal funding sources with the blended rate currently at 16%. For FY 2010-11 the blended rate is expected to rise to 18% however OSRA is only allocating 17% to cover administrative functions. OSRA administrative budget is based on past trends using FY 2009-10 actuals and future estimates of OSRA's IDC revenue. ARRA stimulus awards, along with the anticipated growth of the College of Medicine and associated awards, are projected to contribute to an increase in F&A expensed to projects and by extension a projected \$15.0M in the OSRA administrative budget.

Expenditures

The general operating expenses for OSRA are higher in FY 2010-11 due to additional commitments University-wide which include a budget for the Applied Research Center's operations, the Faculty and Student Research Training and Access' operations and research support; and funding provided to areas such as Controller's and Purchasing, EH&S, Human Resources, Audit, direct support salaries, Animal Care Facility and the University Graduate School.

**Florida International University
Financial Summary
Total Student Financial Aid**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$89,190	\$99,752	\$116,114	\$16,362
<u>Expenditures</u>				
Salaries and Benefits	-	984	1,573	589
OPS	-	2,006	1,265	(741)
Expense	88,403	101,070	114,630	13,560
OCO	-	-	-	-
Total Operating Expenses	88,403	104,060	117,468	13,409
Net Operating Income	787	(4,308)	(1,355)	2,954
Investment Revenues	63	28	56	28
Change in Net Assets	850	(4,280)	(1,298)	2,982
<u>Fund Balance</u>				
Beginning Fund Balance	5,472	14,793	10,513	
Change in Net Assets	850	(4,280)	(1,298)	
Total Fund Balance	\$6,322	\$10,513	\$9,214	

Financial Highlights

The FY 2010-11 budget increase vs. forecast is mostly due to the projected increase in Pell Grants \$13.3M and institutional aid \$2.9M. Federal Work Study and Federal Administrative Expenses were previously not budgeted but have now been included in the FY 2009-10 Forecast and FY 2010-11 Budget.

Revenues

FY 2010-11 projected increases in Pell Grants are driven by higher Maximum Pell Awards (\$5,550 vs. \$5,350) and higher student eligibility (14,523 vs. 12,011). FY 2010-11 Institutional increases vs. forecast are mostly due to higher tuition differential increase (\$1.5M) and financial aid fee (\$0.9M) revenue.

Operating Expenses

Higher expenses vs. forecast are mostly due to Pell Grants, Institutional Grants and the projected spend down of the institutional fund balance. OPS expense includes "authorized" Federal Work Study and administrative

Fund Balance

The cash balances at year-end are carried forward to fund need-based and merit type scholarships in future years. A five-year plan has been prepared to manage the spend down of the fund balance.

Financial Aid Student Loans

Based on Board of Governors guidelines, the University does not budget for student loans since the University acts as an agent with respect to these funds. The FY 2010-11 Student Loans are projected to increase by 5%, to \$192.6M.

**Florida International University
Financial Summary
Institutional Financial Aid¹**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Total Revenues	\$13,976	\$14,671	\$17,523	\$2,853
<u>Expenditures</u>				
Expense	13,164	17,444	18,526	1,082
Total Operating Expenses	13,164	17,444	18,526	1,082
Net Operating Income	812	(2,773)	(1,002)	1,771
Investment Revenues	63	28	56	28
Change in Net Assets	875	(2,746)	(946)	1,799
<u>Fund Balance</u>				
Beginning Fund Balance	10,945	9,965	7,220	
Change in Net Assets	875	(2,746)	(946)	
Total Fund Balance	\$11,820	\$7,220	\$6,273	

¹ The Institutional Financial Aid amounts are reflected in the Student Financial Aid totals.

Financial Highlights

Institutional revenues are derived from Financial Aid Fees to Students (net of administrative costs), allocation from Tuition Differential Fee (30% of fees collected) and E&G Tuition Allocation.

FY 2010-11 budgeted revenue is projected to increase by \$2.9M. The increase was driven by higher Tuition Differential Fees (\$1.5M), Financial Aid Fees (\$0.7M net admin costs) and E&G tuition allocations (\$0.6M).

Expenditures are expected to exceed revenues by \$1.0M in order to continue to reduce the overall fund balance. A five-year plan has been prepared to manage the spend down of the fund balance.

**Florida International University
Financial Summary
Concessions**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Operating Revenues	\$363	\$388	\$505	\$117
<u>Expenditures</u>				
Salaries and Benefits	-	7	-	(7)
OPS	-	19	-	(19)
Expense	363	441	505	64
OCO	-	-	-	-
Total Operating Expenses	363	467	505	38
Net Operating Income	0	(79)	0	79
Investment Revenues	6	-	-	-
Change in Net Assets	6	(79)	0	79
<u>Fund Balance</u>				
Beginning Fund Balance	604	504	425	
Change in Net Assets	6	(79)	0	
Total Fund Balance	\$610	\$425	\$425	

Concession Fund

This activity contains all the commission based revenues from beverage and pouring, snack vending as well as student housing washing machines. The commission revenues in the concession fund are used to support the purchase of food and refreshment items at University wide events, e.g., holiday party, faculty and staff recruitment, commencements, training, lecture series, board of trustees, student housing socials and convocation events.

Financial Highlights

The recently awarded beverage and pouring contract provides an annual amount for sponsorship in addition to commission on product sales. The University received \$325k in sponsorship dollars in FY 2009-10 and \$300K was allotted to FIU Athletics Finance Corp. The remaining \$25K is included in the forecasted revenue for FY 2009-10. The University will receive \$425K for sponsorship in FY 2010-11, \$300K will be allotted to FIU Athletic Finance Corp and the remaining \$125K is reflected in FY 2010-11 Concessions Revenue.

Concessions revenue for FY 2010-11 (excluding sponsorship) is slightly higher vs. forecast due to the new beverage contract with Pepsi.

**Florida International University
Financial Summary
FIU Athletics Finance Corp**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Total Revenues	\$3,555	\$3,454	\$3,410	(\$43)
<u>Expenditures</u>				
Salaries	-	-	-	-
OPS	-	-	-	-
Expense	854	773	754	(19)
OCO	-	-	-	-
Net Unrealized Investment Loss	-	-	-	-
Debt Service Interest	-	-	-	-
Total Operating Expenses	854	773	754	(19)
Net Operating Income	2,701	2,681	2,656	(24)
Principal Payment of Debt	(1,980)	(2,135)	(2,102)	33
Change in Net Assets	721	545	554	9
<u>Fund Balance</u>				
Beginning Fund Balance	5,840	173	718	
Change in Net Assets	722	545	554	
Total Fund Balance	\$6,562	\$718	\$1,273	

Financial Highlights

The Athletics Finance Corp serves as the entity to finance and operate the FIU Football Stadium. Primary sources of revenues are revenues transferred into the AFC from the university's Athletics Department and include beverage vending and pouring contract support, naming rights, premium suite and ticket revenues and a percentage of athletic student fees (*per statute 1010.62*). These revenue streams are pledged to servicing the annual debt payments incurred to build the stadium and are estimated at \$2.1M for FY 2010-11.

Operating Revenue:

FY 2009-10 forecasted revenue is lower than budgeted mainly due to the lack of revenue from stadium naming rights (\$0.33M) and fundraising commitments (\$0.1M). This is partially offset by an increase in conference revenue of \$0.46M.

FY 2010-11 budgeted revenue contains a projection for stadium naming rights revenue of \$0.17M, which is significantly lower than projected than FY 2009-10 budget (-47%) plus increased funding over originally planned Conference and Game Guarantee Revenues and sponsorship. FY 2010-11 revenue projections do not vary significantly versus prior year's projections.

Expenses:

The forecasted expenses for FY 2009-10 are below original budget due to repair and maintenance expenses that did not materialize during FY 2009-10. Repair and maintenance along with Renewal and Replacement expenses are projected to remain lower for FY 2010-11.

**Florida International University
Financial Summary
FIU Foundation Inc.**

<i>(In Thousands of Dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
REVENUES:				
<u>Contributions:</u>				
Endowments	\$4,273	\$14,876	\$15,962	\$1,086
Scholarships & Programs (Non-Endowed)	4,100	7,983	4,867	(3,116)
Building Funds	184	1,493	855	(638)
Annual Fund	365	334	415	81
Pledged Revenue	11,200	5,343	0	(5,343)
Total Contributions	20,122	30,029	22,099	(7,930)
<u>Other Revenues:</u>				
MARC Building - Rental Income	1,331	1,365	1,624	259
Estimated Investment Returns	4,729	14,531	6,412	(8,119)
Administrative Fee	1,387	927	1,182	255
Total Other revenues	7,447	16,823	9,218	(7,605)
Total Revenues	27,569	46,852	31,317	(15,535)
EXPENDITURES:				
<u>University Programs:</u>				
Scholarships & Programs	6,263	11,527	6,499	(5,028)
Building Funds	1,342	1,370	0	(1,370)
Annual Fund	207	206	327	121
Total University programs	7,812	13,103	6,826	(6,277)
<u>Operational:</u>				
MARC Building	1,306	822	727	(95)
Administrative Reserve	1,387	1,352	1,583	231
General Reserve	1,490	1,234	1,394	160
Administrative Fee	0	436	0	(436)
Total Operational Expenditures	4,183	3,844	3,704	(140)
Total Operating Expenses	11,995	16,947	10,530	(6,417)
Net Operating Income	\$15,574	\$29,905	\$20,787	(\$9,118)

Financial Highlights

Revenues:

The endowment revenue budget is based on pledges, gift agreements and other certifiable criteria likely to deliver cash to the Foundation. The FY 2010-11 endowment budget is primarily driven by anticipated pledge payments and gifts to the College of Medicine of \$14.5M. State matching dollars have not been included in the budget since there has not been an appropriation from the Major Gifts Challenge Grant Program since 2007.

The board has determined not to budget for the change in pledged receivables in FY 2010-11. These consist of anticipated gifts that have not yet been signed, offset by the payments of current signed gifts. Cash for contributions received during the fiscal year will continue to be categorized as endowments, scholarships, building funds and annual fund.

MARC Building current vacancy rate is 2% (down from 9% in prior year) and is comprised of one vacant case room that is being rented on a day-to-day basis.

Investment returns for FY 2010-11 are projected at 5% or \$6.4M, assuming conservative yields on equities, fixed income and alternative investments. Forecast revenue is based on a fundamental analysis of each asset class (including historical returns), a \$125M fund value on July 1, 2010, and projected cash flows throughout FY 2010-11. Consulting Services Group recommends an assumption of an average 9.4% annualized gain based on a 3-5 year investment period.

Expenses:

Budgeted expenses for Scholarships and Programs will generally exceed budgeted revenue projections and will be funded by previous year balances.

Based on the university's current construction schedules, it is not anticipated that any of donated building funds will be requested from the Foundation in FY 2010-11.

Budgeted MARC building expenses exclude the payment for the principal portion of the note payable due during FY 2010-11 of \$575K. An extraordinary item of approximately \$1.2M for maintenance and repairs to the building which will be paid from the MARC reserve account and capitalized. The balance in the MARC reserve as of March 31, 2010 is \$3.6M.

The General Reserve expense budget includes a Board-approved supplemental disbursement to the University for staffing of strategic initiatives \$0.2M. The initial commitment of \$4.3M was approved by the Board for the University in November 2007. The University has drawn a total of \$1.7M.

The Foundation Board of Directors will be reviewing a special initiative funding request for a capital campaign which is not included in this budget. The Board of Directors will be discussing this request at its upcoming annual meeting. Any changes to this budget will be submitted to the Board of Trustees for ratification.

**Florida International University
Financial Summary
FIU Health Care Network**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Total Revenues	\$144	\$59	\$82	\$23
<u>Expenditures</u>				
Salaries	-	-	-	-
OPS	-	16	35	19
Expense	137	35	86	52
OCO	-	-	-	-
Debt Service Interest	-	-	2	2
Total Operating Expenses	137	51	123	73
Net Operating Income	7	8	(42)	(50)
Change in Net Assets	7	8	(42)	(50)
<u>Fund Balance</u>				
Beginning Fund Balance	-	-	59	
Third Party Transfers	-	51	-	
Change in Net Assets	7	8	(42)	
Total Fund Balance	7	59	18	

Financial Highlights

The FIU College of Medicine Health Care Network (FIU-HCN) or FIU Faculty Group Practice serves as the entity for the collection and administration of income generated from the FIU-HCN.

**Florida International University
Financial Summary
FIU Self-Insurance Program**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Total Revenues	\$0	-	\$79	\$79
<u>Expenditures</u>				
Salaries	-	-	-	-
OPS	-	-	-	-
Expense (Administrative & Overhead)	50	34	50	16
OCO	-	-	-	-
Incurred But Not Reported Conting	29	-	29	29
Total Operating Expenses	79	34	79	45
Net Operating Income	(79)	(34)	-	34
Change in Net Assets	(79)	(34)	-	34
<u>Fund Balance</u>				
Beginning Fund Balance	249	-	291	
Change in Net Assets	(79)	(34)	-	
Institutional Transfer	325	325	1,000	
Total Fund Balance	\$495	\$291	\$1,291	

Financial Highlights

The Self-Insurance Program of the FIU College of Medicine Health Care Network assists in providing liability protection for the University. The Self-Insurance Program (SIP) entity serves to record the activities associated with the Self-Insurance Program. Revenues include initial funding and the expenditures covering the cost of Risk / Claims management, annual audit and annual actuarial report.

The Self-Insurance Program of the FIU College of Medicine Health Care Network has not been budgeted to increase in FY 2010-11 as the extent of coverage is not yet known.

The Institutional Transfer represents \$0.8M in capitalization and \$0.2M in Insurance Premium for FY 2010-11.

**Florida International University
Financial Summary
FIU Research Foundation, Inc**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Total Revenues	\$0	\$29	\$104	\$75
<u>Expenditures</u>				
Expense	16	14	66	52
Debt Service Interest	57	57	4	(53)
Total Expenditures	73	71	70	(1)
Net Operating Income	(73)	(42)	34	76
Principal Payment of Debt	(2,030)	(2,030)	(515)	1,515
Unrealized Gains & Losses		22	-	
Change in Net Assets	(2,103)	(2,050)	(481)	1,591
<u>Fund Balance</u>				
Beginning Fund Balance	94	95	132	
Change in Net Assets	(2,103)	(2,050)	(481)	
Institutional Transfers	2,087	2,087	515	
Total Fund Balance	\$78	\$132	\$166	

Financial Highlights

Total Revenues represents a transfer from RUGS (Research and University Graduate School) overhead to cover minor transactional and audit expenses and a transfer from RUGS Royalties. Revenues in FY 2009-10 include \$29K of non-operating revenue from royalties. In FY 2010-11, royalty revenue is projected to be \$50K and revenue from external consulting is projected to be \$50K.

The principle activity for FY 2009-10 and FY 2010-11 is the repayment of an outstanding five-year note related to research. The cash transfer to meet this obligation derives from Treasury operations in the Auxiliary Trust Fund. At the end of fiscal year FY 2009-10, the outstanding loan balance will be \$515K representing the final loan payment due on July 1, 2010, the first period of FY 2010-11.

Operating Expenses in FY 2010-11 include \$50K incurred in providing external consulting, \$16K in audit and accounting fees and \$4K in interest expense for the final payment on the outstanding loan on July 1, 2010.

**Florida International University
Financial Summary
University Treasury Operations**

<i>(In thousands of dollars)</i>	Final Budget 2009-10	Forecast 2009-10	Requested Budget 2010-11	Forecast vs. Requested Budget
Net Revenues	\$8,693	\$22,206	\$10,549	(\$11,658)
Net Operating Income	8,693	22,206	10,549	(11,658)
Distribution of Investment Earnings	(945)	(704)	(854)	(151)
Operational Transfers	-	-	(1,900)	(1,900)
Change in Net Assets	7,748	21,503	7,794	(13,709)

Institutional Transfers	(2,087)	(2,087)	(515)
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Financial Highlights

Treasury Operations revenue consists of earnings from the University's investment portfolio. Earnings include interest income, realized gains (which are reinvested each month) and unrealized gains / losses.

Market returns in FY 2009-10 were higher than average with significant recovery in all asset classes; the portfolio return is forecast at 9.9% vs. a budget of 3%. Treasury is projecting a normalized pattern of investment earnings for FY 2010-11 with a 4% return for the portfolio; 5.7% return from the Strategic Capital Pool and 2% return from the Working Capital Pool.

Distribution of Investments Earnings includes distributions to E&G Carry forward, Auxiliary Enterprises and Financial Aid - Unrestricted.

Operational transfers in FY 2010-11 consist of funds transferred to Intercollegiate Athletics representing the first of four annual disbursements under a working capital loan totaling \$5.0M. Repayment begins in June 2019 and ends in June 2036.

Institutional transfers consist of funds transferred to FIU Research Foundation for payments of the HCET settlement loan. The last payment of the HCET settlement loan will be made in FY 2010-11 in the amount of \$0.5M.

**Florida International University
Financial Summary
Fixed Capital Outlay**

**STATE UNIVERSITY SYSTEM PROJECTS
2010-11**

PUBLIC EDUCATION CAPITAL OUTLAY

FIU Utilities / Infrastructure / Capital Renewal Roofs	\$6,221,914
Public Safety Building Supplement	\$1,272,772
Social Sciences - Phase 1 Completion	\$4,150,000
Science / Classroom Complex	\$3,982,942
Satellite Chiller Plant Expansion (Vetoed)	\$7,000,000
Stocker Astrophysics Center	\$1,600,000
Student Support Services Building	\$17,646,976
TOTAL	<u><u>\$34,874,604</u></u>

MAINTENANCE REPAIR RENOVATION AND REMODELING ¹

(From Public Education Capital Outlay and Debt Service Trust Fund)

Florida International University	<u><u>TBD</u></u>
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Notes:

¹ Maintenance Repair Renovation and Remodeling amount is pending to be received from the Board of Governors

- Capital Improvement Trust Fund (CITF): Capital Improvement and Building Fees are authorized by Florida Statutes; generally, an appropriation is requested every two or three years based on availability of funds.

- Alec P. Courtelis Facility Enhancement Challenge Grant Program: no funds have been allocated to the University in FY 2010-11 for this program.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Tuition and Fee Recommendations for the 2010/11 Academic Year

Proposed Board Action:

Approve the Amended Regulation FIU-1101 Tuition Fees Schedule and delegate to the University President authority to approve subsequent amendments required by the Florida Board of Governors.

Background information:

The Florida State Legislature has included the following language in the HB 5001 (General Appropriations Act):

Beginning with the Fall 2010 semester, undergraduate tuition is established at \$95.67 per credit hour for the 2010-2011 fiscal year. Consistent with section 1009.24(4)(b), Florida Statutes, if the tuition increase provided herein becomes law, the statutory increase for inflation will not be made.

Tuition for graduate and professional programs and out-of-state fees for all programs shall be established pursuant to section 1009.24, Florida Statutes.

In accordance with 2010 HB 5001, Florida Statutes section 1009.24, and the Board of Governors Regulations 1.001, 7.001, and 7.003, recommendations are presented with regard to (a) changing tuition levels effective academic 2010-11, (b) increasing the tuition differential for undergraduate students enrolling in Fall 2007 or later, (c) increasing the financial aid fee, technology fee, and health fee; and (d) authorizing the University President/designee to approve the amount of the charge when charge is at cost.

Under the Regulation Development Procedure, the University President will forward the Regulation to the Board of Governors for approval. The President needs the authority to approve any subsequent amendments that are based on comments to the Regulation received from the Board of Governors and as a result of the regulation-making process.

The President would report to the Florida International University Board of Trustees 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.

Supporting Documentation : Tuition Fees Schedule, FIU-1101

Facilitator/Presenter: Albert Maury, *Finance and Audit Committee Chair*

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**THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES
FLORIDA BOARD OF GOVERNORS
NOTICE OF AMENDMENT OF REGULATION**

REGULATION TITLE: Tuition Fees Schedule
REGULATION NO.: FIU-1101

SUMMARY OF THE REGULATION: The regulation provides the tuition and associated fees charged to students attending FIU. The major revisions to the regulation include increasing the tuition, tuition differential, financial aid fee, technology fee, and health fee; and authorizing the University President/designee to approve the amount of the charge when charge is at cost.

TEXT OF REGULATION: The full text of the Amended Regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://bot.fiu.edu/regulations/>. If you would like a copy of the Amended Regulation, please contact Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, (305) 348-2103.

AUTHORITY: Board of Governors Regulations 1.001, 7.001, and 7.003 and the 2010 General Appropriations Act.

NAME OF PERSON INITIATING PROPOSED REGULATION: Kenneth Jessell, CFO and Senior Vice President.

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED EMERGENCY REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

THE CONTACT PERSON REGARDING THIS REGULATION IS: Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199. Email: devillee@fiu.edu. Fax: (305) 348-3272. Phone: 305-348-2103.

DATE OF PUBLICATION: May 4, 2010

THE FULL TEXT OF THE PROPOSED AMENDED REGULATION IS PROVIDED BELOW:

FIU 1101 Tuition Fees Schedule

(1) Tuition is defined as the basic fee charged to a student for enrollment in credit courses provided by the Florida International University and the out-of-state fee assessed to non-residents. Tuition and associated fees consists of the following:

1. Tuition (basic fee);
2. Student Financial Aid Fee;
3. Capital Improvement Trust Fund Fee;
4. Building Fee;
5. Health Fee;
6. Athletic Fee;
7. Activity and Service Fee; and
8. Tuition Differential Fee (Undergraduates); and
9. Technology Fee.

In addition to the fees set forth in 1.-9. above, a non- resident student, as defined by the Florida Board of Governors', will pay the Out-of-State Fee and the Non-Resident Student Financial Aid Fee.

(2) Registration is defined as consisting of two components:

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

(b) Payment of tuition and associated fees, or other appropriate arrangements for payment (installment payment, deferment, or third party billing), for the courses in which the student is enrolled.

(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 and associated fees shall be levied and collected on a per credit hour basis, effective the fall semester indicated for each student regularly enrolled, unless provided otherwise by law, or Board of Governors or University regulation.

(a) Undergraduate – Fall ~~2009~~ 2010

Fee - Per Credit Hour	Undergraduate			
	Resident		Non Resident	
Tuition	\$88.59	\$95.67	\$88.59	\$95.67
* Tuition Differential ⁽¹⁾	\$13.74	\$22.00	\$13.74	\$22.00
Out of State fee			\$393.62	
Financial Aid	\$4.42	\$4.78	\$4.42	\$4.78
Out of State Financial Aid			\$19.68	
Capital Improvement Trust Fund	\$2.44		\$2.44	
Building	\$2.32		\$2.32	
Activity & Service	\$11.60		\$11.60	
Athletic	\$14.51		\$14.51	
Technology Fee	\$4.42	\$4.78	\$4.42	\$4.78

(b) Graduate – Fall ~~2009~~ 2010 ⁽²⁾

Fee - Per Credit Hour	Graduate			
	Students enrolled prior to Fall 2006			
	Resident		Non Resident	
Tuition	\$268.87	\$295.75	\$268.87	\$295.75
Out of State fee			\$480.08	
Financial Aid	\$13.44	\$14.78	\$13.44	\$14.78
Out of State Financial Aid			\$24.00	
Capital Improvement Trust Fund	\$2.44		\$2.44	
Building	\$2.32		\$2.32	
Activity & Service	\$11.60		\$11.60	
Athletic	\$14.51		\$14.51	
Technology Fee	\$13.44	\$14.78	\$13.44	\$14.78

Fee - Per Credit Hour	Graduate			
	Student enrolled in the Fall 06 or thereafter			
	Resident		Non Resident	
Tuition	\$281.65	\$309.81	\$281.65	\$309.81
Out of State fee			\$480.08	
Financial Aid	\$14.08	\$15.49	\$14.08	\$15.49
Out of State Financial Aid			\$24.00	
Capital Improvement Trust Fund	\$2.44		\$2.44	
Building	\$2.32		\$2.32	
Activity & Service	\$11.60		\$11.60	
Athletic	\$14.51		\$14.51	
Technology Fee	\$14.08	\$15.49	\$14.08	\$15.49

(c) Law – Fall ~~2009~~ 2010 ⁽³⁾

Fee - Per Credit Hour	Law			
	Students enrolled prior to Fall 2006			
	Resident		Non Resident	
Tuition	\$333.98	\$384.07	\$333.98	\$384.07
Out of State fee			\$437.61	
Financial Aid	\$16.69	\$19.20	\$16.69	\$19.20
Out of State Financial Aid			\$21.88	
Capital Improvement Trust Fund	\$2.44		\$2.44	
Building	\$2.32		\$2.32	
Activity & Service	\$11.60		\$11.60	
Athletic	\$14.51		\$14.51	
Technology Fee	\$16.69	\$19.20	\$16.69	\$19.20

Fee - Per Credit Hour	Law			
	Student enrolled in the Fall 2006 or thereafter			
	Resident		Non Resident	
Tuition	\$349.87	\$402.35	\$349.87	\$402.35
Out of State fee			\$437.61	
Financial Aid	\$17.49	\$20.11	\$17.49	\$20.11
Out of State Financial Aid			\$21.88	
Capital Improvement Trust Fund	\$2.44		\$2.44	
Building	\$2.32		\$2.32	
Activity & Service	\$11.60		\$11.60	
Athletic	\$14.51		\$14.51	
Technology Fee	\$17.49	\$20.11	\$17.49	\$20.11

⁽¹⁾ Tuition Differential fee shall not be charged to students who are beneficiaries of prepaid tuition contracts and exempt under the requirements as described in Florida Statutes section 1009.24 or to any student who was in attendance at FIU before July 1, 2007, and who maintains *continuous enrollment.

⁽²⁾ The additional Graduate fees for students enrolled in Graduate programs in the Fall 2006 or thereafter shall not apply to a graduate student who was enrolled in a graduate program prior to Fall 2006, and such student's enrollment has not lapsed in four terms before re-enrolling in the same graduate program. Effective Spring term 2009, the additional fees for students enrolled in the fall 2006 or thereafter shall not apply to a graduate student who was enrolled in a graduate program prior to Fall 2006, provided such student maintains *continuous enrollment.

⁽³⁾ The additional Law fees for students enrolled in the law school in the Fall 2006, or thereafter, shall not apply to a law school student who was enrolled in a law program prior to Fall 2006, and such student's enrollment has not lapsed in four terms before re-enrolling in the same law program. Effective Spring term 2009, the additional fees for students enrolled in the fall 2006, or

thereafter, shall not apply to a law school student who was enrolled in a law program prior to Fall 2006, provided such student maintains *continuous enrollment.

**For purposes of the Tuition Differential fee, the Graduate fees, and the Law fees, “continuous enrollment” means the student has not been absent from the University for two (2) or more consecutive terms (excluding summer terms and military withdrawals.)*

(5) The following College of Medicine tuition and associated fees shall be levied and collected on an academic year basis, effective the fall semester indicated for each student regularly enrolled, unless provided otherwise by law, or Board of Governor or University regulation.

College of Medicine- Fall 2009 2010

Fee - Per Academic Year	College of Medicine			
	Resident		Non Resident	
Tuition	\$21,000.00	\$24,150.00	\$21,000.00	\$24,150.00
Out of State Fee			\$30,000.00	
Financial Aid	\$1,050.00	\$1,207.50	\$1,050.00	\$1,207.50
Out of State Financial Aid			\$1,500.00	
Capital Improvement Trust Fund	\$122.00		\$122.00	
Building	\$116.00		\$116.00	
A&S	\$580.00		\$580.00	
Athletic	\$755.50		\$755.50	
Technology Fee	\$1,050.00	\$1,207.50	\$1,050.00	\$1,207.50
Health	\$201.60	\$249.57	\$201.60	\$249.57
Total	\$24,875.10	\$28,388.07	\$56,375.10	\$59,888.07

(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 FT, the Out-of-State fee for the student shall be \$0.00 per credit hour.

(7) Effective the Fall 2009 term, during any semester in which a graduate nonresident is receiving a full fellowship, the Out-of-State fee for the student shall be \$0.00 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 (excluding College of Medicine students, whose fees are charged on an annual basis), unless provided otherwise by law, or Board of Governors or University regulation.

Fall ~~2009~~ 2010

	<hr/> Resident		<hr/> Non-Resident	
Fee – Per Semester				
Health	\$67.20	<u>\$83.19</u>	\$67.20	<u>\$83.19</u>
Athletic	\$10.00		\$10.00	

(9) Effective the Fall Semester 2009, each student enrolled in the same undergraduate course more than twice shall be assessed an additional sum to cover 100 percent of the full cost of instruction as established by the Board of Governors for each such course in addition to the tuition and associated fees set forth above.

(10) Optional fees.

Orientation fee	\$ 35.00
Tuition Installment Service Charge	\$ 15.00
Identification Card	\$ 10.00
Fee for Transcript	\$ 10.00
Fee for Diploma replacement	\$ 10.00
Late Payment fee	\$100.00
Late Registration fee	\$100.00
Off-Campus Fee	cost
Distance Learning Fee	cost
Fingerprinting	cost
Materials and Supplies fee	cost
Equipment Use Fee	cost
Library Fines and Penalties	varies
Test Preparation Fee	cost

(11) For students who enter a community college or university for the first time in the 2009-2010 academic year and thereafter, the University shall require the student to pay an excess hour surcharge equal to 50 percent of the tuition rate for each credit hour in excess of 120 percent of the number of credit hours required to complete the baccalaureate degree program in which the student is enrolled.

(12) Throughout the FIU Regulations where the University is charging a fee or service based on cost, the University President / Designee has the authority to approve the amount of the charge.

Authority: Florida Board of Governors Regulations 1.001,7.001, and 7.003 and the ~~2009~~ 2010 General Appropriations Act , History- New 11-3-02, Amended 9-3-03, 8-22-04- 9-1-05, Formerly 6C8-6.010, Amended 6-20-06, 7-20-07,11-20-07, 6-25-08, 9-29-08, 7-14-09_____.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Tuition for Market Rate Programs, FIU-1102

Proposed Board Action:

Adopt new Regulation FIU-1102 Tuition for Market Rate Programs and delegate to the University President authority to approve subsequent amendments required by the Florida Board of Governors.

Background information:

The Florida State Legislature has included the following language in the HB 7237(General Appropriations Act):

A proposal from a university board of trustees to implement flexible tuition policies, such as undergraduate or graduate block tuition, block tuition differential, or market tuition rates for graduate-level online courses or graduate-level courses offered through a university's continuing education program. . . . Flexible tuition policies, including block tuition, may not increase the state's fiscal liability or obligation.

In accordance with 2010 HB 7237, Florida Statutes section 1009.24, and the Board of Governors Regulation 1.001, recommendations are presented to adopt a new regulation which provides the tuition rate for the specified graduate-level online courses and graduate-level courses offered through FIU's continuing education program.

Under the Regulation Development Procedure, the University President will forward the Regulation to the Board of Governors for approval. The President needs the authority to approve any subsequent amendments that are based on comments to the Regulation received from the Board of Governors and as a result of the regulation-making process.

The President would report to the Florida International University Board of Trustees 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.

Supporting Documentation : Tuition for Market Rate Programs, FIU-1102

Facilitator/Presenter: Albert Maury, *Finance and Audit Committee Chair*

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

**NOTICE OF REGULATION MAKING
PROPOSED REGULATION**

REGULATION TITLE: Tuition for Market Rate Programs
REGULATION NO.: FIU-1102

SUMMARY OF THE REGULATION: This regulation provides the tuition rates for the specified graduate-level online courses and graduate-level courses offered through FIU's continuing education program.

TEXT OF REGULATION: The full text of the Proposed Regulation can be viewed below and on the website of The Florida International University Board of Trustees, www.bot.fiu.edu/regulations/. If you would like a copy of the Proposed Regulation, please contact Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, (305) 348-2103.

AUTHORITY: Board of Governor's Regulation 1.001.

NAME OF PERSON INITIATING PROPOSED REGULATION: Kenneth Jessell, CFO and Senior Vice President.

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

CONTACT PERSON REGARDING THE PROPOSED REGULATION: Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199. Email: devillee@fiu.edu. Fax: (305) 348-3272. Phone: 305-348-2103.

DATE OF PUBLICATION: May 4, 2010

THE FULL TEXT OF THE PROPOSED AMENDED REGULATION IS PROVIDED BELOW:

FIU-1102 Tuition for Market Rate Programs

(1) Notwithstanding Regulation FIU-1101 Tuition Fees Schedule, students taking the following graduate-level courses will pay the amounts indicated below for Tuition for such courses. Students will also be responsible for paying all other associated fees and fees stated in FIU-1101 and elsewhere in the FIU and the Board of Governors' regulations.

Program	Tuition	
	Total In-State	Total Out-of-State
Evening MBA	25,111	50,962
Executive Master of Science in Taxation	24,242	27,242
Graduate Certificate in Taxation	14,545	16,345
Master of Accounting	24,242	27,242
Graduate Certificate in Accounting	14,545	16,345
Executive MBA	54,000	58,000
Graduate Certificate in Accounting Foundations	13,120	14,920
International MBA	29,500	34,500
Master of International Business	28,491	32,091
Graduate Certificate in International Business	14,245	16,045
Master of Science in Finance	25,017	28,317
Graduate Certificate in Banking	13,645	15,445
Master of Science in Management Information Systems	24,891	28,491
Graduate Certificate in Management Information Systems	12,445	14,245
Master of Science in Human Resource Management	26,091	29,691
Downtown MBA	42,000	46,000
Master of Science in International Real Estate	23,742	26,742
Master of Science in Construction Management	14,140	29,262
Professional Masters in Occupational Therapy	43,893	85,400
Post Bachelors Master of Science in Occupational Therapy	23,302	44,473
Post Professional Masters in Occupational Therapy (on line)	16,710	31,832
Doctorate in Physical Therapy	60,869	117,830
Masters in Speech-Language Pathology	32,706	60,431
Masters of Science in Athletic Training Education	26,601	54,326
Master of Science in Nursing (Adult, Child, Psyc and Nurse Exec)	20,496	42,172
Master of Science in Nursing (Family)	22,403	46,095
Master of Science in Nursing (Nursing Anesthesiology)	43,202	78,992
Graduate Nurse Faculty Certificate	4,767	9,807
Post Masters Nurse Education Certificate	7,627	15,692
Post Masters Family Nurse Practitioner Certificate	15,253	31,384
Post Masters Adult, Child, and Psyc Nurse Practitioner and Nurse Exec Certificate	13,346	27,461
Masters in Risk Analysis Management	16,150	31,272
Masters of Public Administration	19,796	40,967

Specific Authority BOG Regulation 1.001. History– New _____.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Student Health Fee

Proposed Board Action:

Approve the proposed Florida International University Health Fee Increase from the current \$67.20 per student headcount to \$83.19 per student headcount effective the Fall term of 2010 for fiscal year 2010-2011.

Background Information:

The Health Fee Committee has approved an increase in the Health Fee in the amount of \$15.99 per student headcount effective with the Fall term, 2010. The President has approved the fee increase after consultation with the Student Government presidents.

The proposed increase will raise the Health Fee from \$67.20 per student headcount to \$83.19 per student headcount. In accordance with Board of Governors' Regulation 7.003(7)(c) 2, the revenues from the fee will be used to benefit the student body in general, as recommended by the student government association, subject to the President's approval.

As per Board of Governors' Regulation 7.003 Fees, Fines and Penalties, the increase was decided by a fee committee comprised of 50% (4) students and 50%(4) faculty/staff of which one served as chairperson. The following procedure was used by the committee:

1. Two public hearings were advertised (through posters, electronic messaging and the student newspaper) and held at Modesto Maidique campus and Biscayne Bay campus to hear comments and address concerns from the University community.
2. Following the hearings, the fee committee convened to discuss and vote on the proposal. A vote was held by the fee committee approving the increase with a vote of eight (8) in favor, and none opposed.
3. The recommendation was forwarded to the university President and Vice President for Student Affairs for approval and was approved.

This increase will be reflected, along with any other changes, in a revised FIU-1101 Tuition Fees Schedule regulation which will be presented to the Florida International University Board of Trustees for approval. The approved regulation will then be forwarded to the Board of Governors for its approval.

Supporting Documentation:

Fee Committee Recommendations to President
University Fee Committee, 2010-2011 Summary of Meetings and Activities
Calculation of Fee Cap and allowable 5% Increase

Facilitator/Presenter:

Albert Maury, *Finance and Audit Committee Chair*

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April 9, 2010

Dear President Rosenberg:

As chair of the University Fees Committee this year, I am pleased to forward our recommendations for student fees for the 2010-11 year. Specifically, the committee has recommended that the student Health Fee be increased by \$15.99 per student headcount. This will increase the per headcount health fee from \$67.20 to \$83.19, and if approved by the University Board of Trustees, will become effective in the Fall 2010 term.

The additional revenue from the recommended fee increase will be approximately \$1.3 million for 2010-11. This is the first increase in the Health Fee in four years. The committee members recognized a strong concern from students about the rising cost of education, and in particular, the student fees. However, students did validate the need to provide health care services to students on campus. Therefore, the recommendation represents the maximum allowable increase (5%).

The committee held a total of five meetings, which included an open forum public hearing at each campus. The hearings were publicized two days in the Beacon, and advertised via placards placed at strategic points in the Graham Center, Green Library, and Wolfe Center. Electronic announcements of the hearings were also distributed to all students through their e-mail accounts, and the hearings were announced through the new LCD displays in the Graham Center. Seven of the eight committee members were present at the initial meeting; however, all committee members were present at the final meeting and at least two-thirds of the committee members attended each public hearing. The vote of the committee on the fee increase was eight in favor, none opposed. I attach copies of the Fee Committee membership, the 2009 Florida Statute dealing with fees, the calculation of the allowable fee increase, and a summary of the student fees at each SUS institution in 2009. If you have any questions, please contact me.

Respectfully,

William K. Beesting
Chair

c: Dr. Rosa Jones
Matilde Gramling
Fee Committee Members

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University Fee Committee, 2009-10
Summary of Meetings and Activities
April 8, 2010

The University Fee Committee was appointed by President Rosenberg's designee, Vice President Rosa Jones, in consultation with the Student Government Association in February of 2010. The four student voting members were Anthony Rionda, SGA President MMC and Sholom Neistein, SGA President BBC, Cristina Morales, Comptroller MMC and Robert Chung, Comptroller BBC. The four Faculty/staff voting members were Greg Olson, Elena Cruz, Dr. Gisela Casines and Dr. William Beesting who was also Chairperson. Other interested parties attending meetings included Silvana Rogelis, Matilde Gramling, Dr. Cathy Akens, the directors of the areas that receive Health Fee funds: Oscar Loynaz, Elvira Velez, Amanda Niguidula, Sharon Aaron, Dr. Cheryl Nowell. Dr. Rosa Jones attended the first meeting and gave the opening charge to the committee.

Three meetings were held by the committee, plus two public hearings:

March 8, 2010 – Committee Meeting

Dr. Jones thanked members for agreeing to serve on this committee. She stated that it had been 4 years since the last Health Fee increase.

She charged the committee with looking at the potential for a Health Fee increase in the areas of University Health Services MMC, University Health Services BBC, Counseling, Victim's Advocacy and Disability Resource Center. The committee is to make a recommendation that complies with the Statute. She further stated that because of the University's rotation cycle for consideration of fee increases, Health would not be eligible for consideration of another fee increase for another 3 years.

Relevant information needed for decision-making of the fee increase was provided to the Committee members during this first meeting. This information included: the Committee members roster for 2010, Florida Statute 1009.24 (2009) relating to increasing local fees (Athletics fee, A&S Fee and Health fee), a comparison of FIU local fees to the other State university local fees, and a worksheet showing the calculation of the fee cap and 5% limit which are prescribed in law. The sum of the local fees at FIU when put on a per credit hour basis (we have both credit hour fees

University Fee Committee, 2009-10
Summary of Meetings and Activities
April 8, 2010
Page 2

and per student or headcount fees) is \$33.79. Included in that amount is a \$2.00 per credit hour increase passed by the Legislature in 2004 for moving from Div.IIA to Div. IA in football. This special \$2 increase is, by law, excluded from the fee cap calculation and therefore for comparison purposes the amount representing the FIU total local fees on a credit hour basis is \$31.79. The cap, which is 40% of the undergraduate matriculation fee is \$35.44 ($\$88.59 * 40\%$), which provides \$3.65 of leeway to reach the cap. The allowable increase, however, is only \$1.59 per credit hour or \$15.99 per head count student since we are limited to the lesser of 5% of the existing fees or the cap, whichever is lower. The Health Fee at FIU is considered on a headcount basis.

As the Chair distributed the Florida Statute pertaining to student fees, the composition of the Committee (4 staff, 4 students) and the SUS comparison of fees he discussed each item. The Chair explained that the process going forward would include two public hearings on the proposed fee increase, one at MMC and another at BBC, and a final meeting where the vote would be recorded.

The Chair then acknowledged that the Directors of the areas eligible to receive Health Fee funds were in attendance to present their request. The Directors were: Oscar Loynaz , Interim Director for the University Health Center at MMC was spokesperson for the group. Also providing information as needed were: Elvira Velez, Director of University Health Services at BBC, Amanda Niguidula, Director for Disability Resource Center, Sharon Aaron, Director for Victim's Advocacy and Dr. Cheryl Nowell, Director for University Counseling and Psychological Services.

Mr. Loynaz provided a summary of the services which are provided with Health fees. He further elaborated on the growth, transitions and challenges which the Health Services areas have experienced since the last fee increase four years prior. He then presented the itemized budget request and went through the document to expand on the justification for the requested amount.

In an effort to have sufficient time to provide an in-depth explanation of the funds being requested and leave time for questions, additional meetings were determined to be necessary.

University Fee Committee, 2009-10
Summary of Meetings and Activities
April 8, 2010
Page 3

March 12, 2010 – Committee Meeting

The Health Services areas request for budget was further reviewed and the Directors were present to provide clarification and to answer all questions the Committee presented.

March 24, 2010 – Committee Meeting

The Committee met to review and understand the calculation of the formula for the allowable cap. It also reviewed the dollar amounts at various percentage increases such as at 3.5%, 4.0%, 4.5% and the maximum of 5%. The University Health Services group presented the totality of their collective requests which amounted to substantially more than the maximum increase would generate.

April 7, 2010 Public Hearings:

The Public Hearings were publicized 2 days in the Beacon, advertised via placards placed at strategic points in the Graham Center, Green Library and Wolfe Center. Electronic announcements of the Hearings were also distributed to all students through their e-mail accounts and for a first time, the hearings were announced through the new LCD displays in the Graham Center.

Biscayne Bay Campus Public Hearing

The first public hearing was held at Biscayne Bay Campus in WUC 155. Fourteen individuals attended the hearing, which commenced at 10:35 a.m. and ended at 11:50 a.m. The turnout was disappointing, given that the hearing had been publicized.

The chairperson opened the hearing, introduced the committee members present and introduced the request for an increase of \$15.99 per-student headcount, to be effective in Fall of 2010. He explained the process and turned the podium to Mr. Oscar Loynaz to provide the justification for the proposed fee increase. There was time to answer questions and accept comments.

University Fee Committee, 2009-10
Summary of Meetings and Activities
April 8, 2010
Page 4

Modesto Maidique Campus Public Hearing

At 2:10 p.m. the same day, a public hearing was held at the Modesto Maidique Campus in the GC West Ballroom. The chairperson opened the hearing, introduced the committee members present and introduced the request for an increase of \$15.99 per student headcount, to be effective in Fall of 2010. The chairperson explained the process and turned the podium to Mr. Oscar Loynaz to explain the proposed fee increase, and answer any questions and listen to comments.

In both public hearings, the students in attendance validated the need for health services on campus and expressed support for the increase. Questions revolved around the need for increased marketing for the various services offerings, the wish to have students involved with the University Health Services areas in order to facilitate addressing student concerns and how this increase would facilitate the registration process for new incoming students who needed immunization release.

April 7, 2010 Committee Meeting

This meeting was called for the purpose to vote on the proposed increase. Prior to the vote, the floor was opened for discussion and any remaining questions. The Chair then asked each member to state their opinions about the need for a fee increase. Each member expressed his/her view. Most felt it was necessary to increase the fee. A member of the committee polled students in class and provided the feedback that students are having a difficult time with the increasing cost of tuition and fees. However, none of the students who made those comments were present at any of the public hearings. The committee discussed considering an increase but not at the maximum allowed. A motion for a 3.5% increase did not receive sufficient votes to pass. Another motion for a 5% increase also did not received sufficient votes to pass. Serious discussion was given to a 4% increase but after further discussion and noting that the health fee was on a headcount basis and not based on student credit hours, it was determined that the difference between 4% and 5% was minimal. Robert Chung moved that the proposed fee be increased by 5% with the following proviso: 1. "If there is a need for a full-time counselor at BBC, one should be provided." And 2. The focus on the use of these funds should be on core services such as assisting students with the smoke-free campus transition.". Sholom Neistein seconded the motion. The vote was recorded as eight in favor, none opposed.

The Chairperson thanked the committee for their hard work.

SCENARIO 1 : 5 % INCREASE (\$15.99)

**FLORIDA INTERNATIONAL UNIVERSITY
CALCULATION OF FEE CAP AND ALLOWABLE 5% INCREASE**

**FLORIDA INTERNATIONAL UNIVERSITY
REVENUE ESTIMATE USING ALLOWABLE INCREASE OF \$1.59/Cr Hr or \$15.99 Flat Fee**

STEP 1: Put all local fees on a per credit hour basis for Fall and Spring:

2009-10			
PER STUDENT CR. HR.:	Fees	SCH	Revenues
SUMMER 09			
Athletics	\$14.51	184,539	\$2,677,661
Activity and Service Fee	\$11.60	184,539	\$2,140,652
FALL 09			
Athletics	\$14.51	405,242	\$5,880,061
Activity and Service Fee	\$11.60	405,242	\$4,700,807
SPRING 10			
Athletics	\$14.51	390,433	\$5,665,183
Activity and Service Fee	\$11.60	390,433	\$4,529,023
		795,675	\$20,775,074

PER STUDENT HEADCOUNT

HEADCOUNT			
SUMMER 09			
Athletics	\$10.00	27,281	\$272,810
Health Fee	\$54.00	27,281	\$1,473,174
FALL 09			
Athletics	\$10.00	40,025	\$400,250
Health Fee	\$67.20	40,025	\$2,689,680
SPRING 10			
Athletics	\$10.00	39,103	\$391,030
Health Fee	\$67.20	39,103	\$2,627,722
		79,128	\$6,108,682

TOTAL REVENUES (Fall:Spring)	\$26,883,756
TOTAL STUDENT CREDIT HOURS (Fall:Spring)	795,675
TOTAL CREDIT HOUR EQUIVALENT FEE	\$33.79
Adjust for \$2.00 Legislative Increase not part of Cap	-\$2.00
ADJ. TOTAL CREDIT HOUR EQUIVALENT FEE	\$31.79

STEP 2: The CAP	2009-10 Undergraduate Matriculation	\$88.59 per student credit hour
	40% of Adjusted(1) Undergraduate Matriculation	\$35.44 per student credit hour
	Room under the 40% Cap	\$3.65

STEP 3: The 5%	Allowable Increase per Credit Hour	5.0%	\$1.59 << 5% Maximum
	Allowable Increase per Headcount		\$15.99

			ATHLETICS			A&S	HEALTH
			Cr Hr Fee	Flat Fee	Total	Cr Hr Fee	Flat Fee
FEE INCOME 09-10	Summer		\$2,677,661	\$272,810	\$2,950,471	\$2,140,652	\$1,473,174
	Fall/Spr		\$11,545,244	\$791,280	\$12,336,524	\$9,229,830	\$5,317,402
	Total		\$14,222,905	\$1,064,090	\$15,286,995	\$11,370,482	\$6,790,576
FEE INCOME 10-11	Summer		\$2,659,204	\$291,400	\$2,950,604	\$2,125,897	\$1,958,208
	Fall/Spr		\$12,073,698	\$830,670	\$12,904,368	\$9,652,302	\$6,910,344
	Total		\$14,732,903	\$1,122,070	\$15,854,973	\$11,778,199	\$8,868,552
PROJECTED INCR	Summer		-\$18,457	\$18,590	\$133	-\$14,755	\$485,034
	Fall/Spr		\$528,454	\$39,390	\$567,844	\$422,472	\$1,592,942
	Total		\$509,997	\$57,980	\$567,977	\$407,717	\$2,077,976
% INCREASE	Summer		-0.7%	6.8%	0.0%	-0.7%	32.9%
	Fall/Spr		4.6%	5.0%	4.6%	4.6%	30.0%
	Total		3.6%	5.4%	3.7%	3.6%	30.6%
SOURCE OF INCREASE:							
ENROLLMENT			\$509,997	\$57,980	\$567,977	\$407,717	\$365,087
INCREASE IN FEE:							
SUMMER (PRIOR YR FEE INCR)			\$0	\$0	\$0	\$0	\$384,648
FALL/SPRING			\$0	\$0	\$0	\$0	\$1,328,241

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Amendment of University Traffic and Parking Regulations

Proposed Board Action:

Approve the Amendment of the University Traffic and Parking Regulation FIU-1105 and delegate authority to the University President to approve any subsequent amendments that are based on comments to the Regulation received from the Board of Governors and as a result of the regulation-making process.

Background Information:

The University Traffic and Parking Regulation FIU-1105 is revised primarily to reflect various changes including the deletion of Duplicate/Replacement Hang-tags and references to hang-tags throughout, increases in the Decal Registration Fees, revised garage hours for the Gold Garage, clarification of towing charges, and revision in the Appeals process.

The Regulation includes information on fees and the University Administration will submit the University Traffic and Parking Regulations FIU-1105 to the Florida Board of Governors for approval.

The University President will report to the Florida International University Board of Trustees 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 and the regulation-making process.

Florida Board of Governors Regulation 7.003 provides that each university board of trustees shall establish charges for parking decals, permits and parking fines.

In accordance with the Florida Board of Governors' Regulation Development Procedure for the state universities, regulations or amendments are adopted upon approval by the university board of trustees. Regulations that pertain to all fees assessed to students require additional approval by the Board of Governors prior to becoming effective.

Supporting Documentation: University Traffic and Parking Regulation, FIU-1105

Facilitator/Presenter: Albert Maury, *Finance and Audit Committee Chair*

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

NOTICE OF PROPOSED AMENDMENT

REGULATION NO.: FIU-1105

REGULATION TITLE: University Traffic and Parking Regulation

SUMMARY: This Regulation is being amended to reflect various changes including the deletion of Duplicate/Replacement Hang-tags and references to hang-tags throughout, increases in the Decal Registration Fees, revised garage hours for the Gold Garage, clarification of towing charges, and revision in the Appeals process.

TEXT OF REGULATION: The full text of the Proposed Amended Regulation can be viewed below and on the website of The Florida International University Board of Trustees, <http://bot.fiu.edu/regulations/>. If you would like a copy of the Proposed Amended Regulation, please contact Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, (305) 348-2103.

AUTHORITY: BOG Regulation 1.001(3)(k) and 1001.74(2)(j) and (6), 1006.66 FS.

NAME OF PERSON INITIATING PROPOSED REGULATION: Kenneth Jessell, Chief Financial Officer and Senior Vice President.

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED AMENDED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

CONTACT PERSON REGARDING THE PROPOSED AMENDED REGULATION: Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199. Email: devillee@fiu.edu Fax: (305) 348-3272. Phone: 305-348-2103.

DATE OF PUBLICATION: April 12, 2010

THE FULL TEXT OF THE PROPOSED AMENDED REGULATION IS PROVIDED BELOW:

FIU-1105 University Traffic and Parking Regulation.

(1) General. This regulation is applicable to all persons who operate or park a motor vehicle on the campuses of Florida International University. All Miami-Dade County traffic and parking ordinances which are not in conflict or inconsistent with University regulations and all provisions of Chapter 316, Florida Statutes, shall extend and be applicable to the University's campuses. The Department of Parking and Transportation is authorized and empowered to enforce all University parking and traffic regulations. The University Public Safety Department is authorized and empowered to enforce University regulations, all county ordinances and state laws. Copies of the University parking and traffic regulations are available from the Department of Parking and Transportation, the Department of Public Safety, the Visitor Information Center and through the Florida International University web site URL <http://parking.fiu.edu>. The University assumes no liability for vehicles parked or operated on University property. The issuance of a decal or permit does not guarantee a place to park.

(2) Registration of Motor Vehicles. Vehicles used by members of the faculty, staff, students, (full or part-time), concessionaire employees and others who regularly operate a vehicle on campus must be registered with the Department of Parking and Transportation during the first day the vehicle is on campus. Vehicle registrations expire on the expiration date indicated on decal or permit. All visitors must use parking meters unless a parking permit has been provided by a University representative. Any motor vehicle parked on University property must display a valid University parking decal or parking permit. Use of a motor vehicle on University property is a privilege, not a right and is made available only under this regulation.

(a) Decals.

1. Employees: A parking decal must be obtained for each vehicle which is, or may be, parked on the University's campuses. Decals are issued according to the classifications contained in these regulations. A decal will be issued by the Department of Parking and Transportation, upon the following conditions:

- a. The owner or driver registers the vehicle with the Department of Parking and Transportation.
- b. The owner or driver, unless otherwise exempt, pays the appropriate fee and provides proof of the decal classification to which he or she is entitled.
- c. The owner or driver settles all outstanding parking and traffic fines and fees before a current decal or permit will be issued.
- d. When two or more persons who are employed by the University reside in the same household and register more than one vehicle, each is required to purchase a separate original decal; duplicate decals will not be issued for either person except upon proof of replacement of the originally registered vehicle. If two or more persons travel together in one vehicle, only one decal is required but a duplicate decal cannot be purchased except upon proof of replacement of the originally registered vehicle.

2. Students: Students will pay a Transportation Access Fee per semester. A student decal will be issued by the Department of Parking and Transportation to each student under the following conditions, and it is the students' responsibility to properly display the current decal in accordance with this regulation.

- a. The student must be currently enrolled at the University.
- b. The student must provide a valid vehicle registration for the vehicle on which the decal will be placed.
- c. The student must settle all outstanding parking and traffic fines and fees.

3. Decal Classifications: The issuance of decals is restricted to the classifications specified in these regulations. The following decal classifications are in effect:

a. Faculty/Staff -- An "F/S" decal is available to persons currently employed as regular or adjunct faculty; administrative and professional staff; support staff and other personal services employees. Individuals who are currently employed by vendors or contractors with the University, or who are otherwise required by contract to obtain a decal, are also entitled to obtain a decal in this classification. A one semester or two semester decal is available during an academic school year to employees who do not wish to purchase an annual decal.

b. Student -- An "S" decal will be issued to those persons who are currently enrolled as students. For purposes of this regulation, a person shall be considered a student regardless of the number of hours or courses for which he or she is enrolled at the University. Students residing in the University's housing complexes are required to display a current semester housing sticker in addition to the current student decal ~~or hang-tag~~. Students employed at the University at least 15 hours a week may elect to purchase a faculty/staff decal.

c. Alumni -- An "ALUM" decal is available to FIU graduates who are not currently enrolled at the University and entitles the holder to park in spaces designated for student parking.

d. Administrative -- An "A" decal is available to only those employees who desire a higher level of parking service or have special parking needs based upon work requirements. A one semester or two semester decal is available during an academic school year to employees who do not wish to purchase an annual decal.

e. Executive -- An "E" decal is available to only those employees who desire the highest level of parking service or convenience. A one semester or two semester decal is available during an academic school year to employees who do not wish to purchase an annual decal.

f. Duplicate/Replacement Decal -- A Duplicate/Replacement decal is available to persons who have purchased an original decal for that semester or academic year. This category is for additionally owned vehicles used alternately and for situations where the original decal must be replaced due to an accident, the re-painting of the vehicle, stolen vehicles, etc. The address on the vehicle registration for the second vehicle must be the same as that on the registration of the vehicle listed on the original decal application. A vehicle with a duplicate decal is not permitted on campus at the same time as the vehicle with the original decal.

~~g. Duplicate/Replacement Hang-tag -- A Duplicate hang-tag is available to students who have been issued an original decal for the current year. This hang-tag must be displayed on the vehicle that the hang-tag is registered for. This category is for additionally owned vehicles used alternately and for situations where the original decal must be replaced due to an accident, the re-painting of the vehicle, stolen vehicles, etc. The address on the vehicle registration for the second vehicle must be the same as that on the registration of the vehicle listed on the original decal application. A vehicle with a duplicate hang-tag is not permitted on campus at the same time as the vehicle with the original decal. A student duplicate hang-tag is valid for one academic school year.~~

4. Decal Registration Fees:

a. The following are the annual registration fees, exclusive of sales tax, for each decal classification:

	Original	Duplicate/ Replacement
Executive	\$842.00 <u>884.00</u>	\$30.00
Administrative	\$387.00 <u>406.00</u>	\$20.00
Faculty/Staff		
(Annual base pay over \$45,000)	\$220.00 <u>231.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$35,000)	\$196.00 <u>206.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$25,000)	\$134.00 <u>141.00</u>	\$15.00
Faculty/Staff		
(Annual base pay \$25,000 and under)	\$115.00 <u>121.00</u>	\$15.00
Alumni	\$225.00 <u>236.00</u>	\$15.00
Student		
Fall -	N/A	\$15.00
Spring -	N/A	\$15.00
Summer A, B, or C -	N/A	\$15.00

b. The following are the one semester registration fees, exclusive of sales tax, for each decal classification:

Executive	\$533.44 <u>560.00</u>	\$30.00
Administrative	\$247.54 <u>260.00</u>	\$20.00
Faculty/Staff		
(Annual base pay over \$45,000)	\$121.00 <u>127.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$35,000)	\$108.00 <u>113.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$25,000)	\$ 87.00 <u>91.00</u>	\$15.00
Faculty/Staff		
(Annual base pay \$25,000 and under)	\$ 72.00 <u>76.00</u>	\$15.00
Alumni	N/A	N/A
Student		
Fall -	\$ 77.00 <u>81.00</u>	N/A
Spring -	\$ 77.00 <u>81.00</u>	N/A
Summer A, B, or C -	\$ 71.00 <u>75.00</u>	N/A

c. The following are the two semester registration fees, exclusive of sales tax, for each decal classification:

Executive	\$687.72 <u>722.00</u>	\$30.00
Administrative	\$317.27 <u>333.00</u>	\$20.00
Faculty/Staff		
(Annual base pay over \$45,000)	\$170.00 <u>179.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$35,000)	\$152.00 <u>160.00</u>	\$15.00
Faculty/Staff		
(Annual base pay over \$25,000)	\$110.50 <u>116.00</u>	\$15.00
Faculty/Staff		
(Annual base pay \$25,000 and under)	\$93.50 <u>98.00</u>	\$15.00

Alumni		N/A	N/A
Student	Fall -	N/A	N/A
	Spring -	N/A	N/A
	Summer A, B, or C -	N/A	N/A

d. Duplicate/Replacement Decals. If a decal ~~or duplicate student hang tag~~ has been lost or stolen, the incident shall be reported to the Department of Parking and Transportation, and a replacement decal ~~or duplicate student hang tag~~ shall be purchased. An “FIU Parking and Transportation Lost or Stolen Decal Affidavit”, form PT #11, Revised 06/2010+09, which is incorporated by reference into this regulation, must be filled out.

e. Change in Status. Any employee requesting a change in decal classification shall pay the difference between the fee appropriate to the classification currently in effect and that being requested. The old decal or identifiable parts, including numbers, must be returned to the Department of Parking and Transportation for auditing purposes.

f. Non-Refundable Fees. All fees paid for decal registration shall be non-refundable except for instances where a person has mistakenly made a double payment and the request for refund is made within the same academic year in which the payment was made. The Transportation Access Fee paid by the students is only refunded in the same manner as other student fees are refunded.

(b) Permits and Permit Fees.

1. Temporary permits are issued only by the Department of Parking and Transportation to those persons who require temporary parking authorization and who are not otherwise required by these regulations or contract to obtain a decal. Permits must be applied for and are issued for durations that are commensurate with their purposes. Permits may or may not include the payment of parking fees as provided below.

2. The circumstances under which a permit rather than a decal shall be issued include but are not limited to use of a temporary vehicle; parking on the University's campuses for occasional business-related purposes; parking on the University's campuses for attendance at conferences and meetings; and visitors who are not otherwise required to obtain a decal. Any person who has a current decal and needs to use temporary transportation must obtain a temporary parking permit. These temporary parking permits are issued, free of charge, for a maximum of thirty (30) consecutive days.

3. Temporary 30, 60, and 90-day permits are available to persons not otherwise required by these regulations or contract to obtain a parking decal. The following are the permit fees, **exclusive of sales tax**:

- 30-day permit \$22.00
- 60-day permit \$40.00
- 90-day permit \$60.00

4. Specific visitor, vendor and contractor, and volunteer permits will be issued by the Department of Parking and Transportation upon payment of a fee as follows:

a. Visitor fees. Metered parking is available throughout the University at a cost of 25 cents per 15 minutes except in PC Loading which are 50 cents per 15 minutes. Visitors can also park at the multi-space meters for \$1.00 per hour with a maximum of \$ 8.00 per day. University departments hosting an event can purchase garage visitor permits in advance.

b. Vendors and Contractors fees. All vendors and contractors conducting business on campus are required to purchase a contractor permit. The following are the permit fees, **exclusive of sales taxes**:

30-day permit \$22.00

60-day permit \$40.00

90-day permit \$60.00

c. Volunteers' fees. Individuals outside the University who volunteer their time at either campus can purchase a volunteer permit for the following fees **exclusive of sales tax**:

30-day permit \$ 5.00

60-day permit \$10.00

90-day permit \$15.00

(c) Vehicle Registration Exemptions. The following persons shall not be required to register their vehicles with the Department of Parking & Transportation:

1. Representatives of news media on official business.

2. Members of the Florida International University Board of Trustees who are on campus to attend meetings and functions of the Board of Trustees. Trustees shall be issued identification which shall be prominently displayed in their vehicles.

3. Members of the FIU Foundation Board of Directors who are on campus to attend meetings and functions of the Foundation. Directors shall be issued identification which shall be prominently displayed in their vehicles.

(3) Decal, Traffic and Parking Regulations, Golf Cart and Garage Parking.

(a) Decal Regulations.

1. Display of Decal. Each driver who regularly parks a vehicle on campus shall display a valid decal, ~~hang-tag~~, or permit. It is the responsibility of the driver to properly display a ~~hang-tag~~, decal or permit so it is easily visible and readable. Failure to display it correctly may result in a violation for not having a valid decal, ~~hang-tag~~ or permit.

2. Decals shall be permanently affixed to the outside of the vehicle on the left side either on the rear bumper, or the outside of the rear window. Decals must be permanently affixed and not altered. For unusually constructed vehicles, decals shall also be permanently affixed in the manner directed by the Department of Parking and Transportation. Housing stickers shall be permanently affixed adjacent to the current student decal ~~or on the bottom square of the hang-tag~~.

3. The entire decal, ~~hang-tag~~, or permit must be displayed unaltered.

4. It is a violation of these regulations to transfer a decal, ~~hang-tag~~ or permit from one vehicle to another; alter a decal, ~~hang-tag~~ or permit, falsify documents to obtain a decal, ~~hang-tag~~ or permit or otherwise obtain or display a decal, ~~hang-tag~~ or permit in violation of the University rules and regulations. Any such act shall constitute decal fraud and will cause the decal, ~~hang-tag~~ or permit to be revoked.

(b) Traffic Regulations:

1. Speed Limit. The speed limit on University property is 25 miles per hour on main roads unless otherwise posted. The speed limit inside the garage is 5 mph. Speed limit inside surface lots is as posted.

2. Right-of-Way. Pedestrians and wildlife have the right-of-way over motor vehicles, including golf-carts. Pedestrians must use crosswalks when crossing a roadway.

3. Barriers. Barriers may be placed by the University at any point deemed necessary for specific temporary use. Except as required for the passage of emergency vehicles, removal of any such barrier without permission is prohibited.

4. Enforcement Directives. A directive given by a police officer or parking patroller or designee supersedes the regulations posted by sign or signal.

(c) Golf-Carts:

1. Golf-carts are restricted by the Florida Department of Highway Safety and Motor Vehicles and Florida International University for use on facility premises only. Golf-carts are used primarily for the Transportation of persons or cargo, are designed and regulated to be operated at speeds of less than 25 miles per hour, and are generally recognizable as a passenger or utility type cart, vehicle, club car or conveyance.

2. Any person who operates a golf-cart on University premises is deemed, by so doing, to have the knowledge, training and skill to safely operate such vehicle and shall be fully accountable for their actions and the consequences thereof.

3. Golf-cart Enforcement. Golf-carts shall be operated in accordance with the following specific regulations:

a. Golf-carts shall not be parked within 6-8 feet of the entrance or exit of any building, except at loading docks or approved designated golf-cart parking spaces.

b. Operators shall stop golf-carts at all blind intersections and sound their horns before proceeding.

c. Golf-carts shall not be parked or operated in any manner likely to obstruct or interfere with the flow of pedestrian or vehicular traffic in heavily traveled areas.

d. Operators shall not stop for any extended period of time in the middle of roads and walkways. Golf-carts shall not be parked on pedestrian crosswalks.

e. Safety precautions shall be taken while driving golf-carts through parking lots.

f. Golf-carts shall not be driven through buildings except: 1) under circumstances of police or medical emergency, 2) in order to service that specific building wherein equipment and supplies, but not people, are being transported to the work site, or 3) in order to make a delivery of materials which cannot be otherwise transported to a specific location in a building.

g. Where circumstances warrant operation of a golf-cart in or through any University building, as described in "f." above, operators shall take the most unobtrusive route and shall follow all other operating requirements.

(d) Parking Regulations for Surface and Garage Parking.

1. Posted signs, bumper blocks, and other markings designate the various parking areas on campus. Parking areas may be restricted by classification, time or purpose. Parking areas restricted by classification, time or purpose shall be considered no parking zones to those individuals who do not fall within the restriction of the classification. Individuals parking in areas so restricted require a decal, hang tag, or permit. The following parking restrictions are found in areas on the University's campuses:

- a. Executive
- b. Administrative
- c. Faculty/Staff
- d. Student
- e. Meters
- f. Disabled

- i. Time Limit Parking
- j. Housing Parking
- k. Loading Zone
- l. Garage Visitors
- m. Head-In Parking Only
- n. Golf-Cart

g. Motorcycle/Motorbike/Moped

o. Carpool

h. State Vehicles

2. Metered parking is for visitors and is enforced daily, from 7:00 a.m. to 10:00 p.m. including weekends and holidays. If a meter is malfunctioning, parking in that space is prohibited. A current decal, ~~hang-tag~~ or permit does not entitle the driver to park in a metered parking space without paying the appropriate fee.

3. Use of parking areas designated as Faculty/Staff shall be enforced between the hours of 6:00 a.m. to 7:00 p.m., Monday through Friday, unless otherwise indicated by signage. Parking in all other areas, including Executive and Administrative, shall be observed and enforced at all times.

4. Changes in designated parking areas shall become effective at such time as signage or other identifying markings are posted.

5. No motor vehicles, other than police, emergency, or golf-carts may be operated or parked at any time on the walkways, grass, service areas, driveways or other prohibited zones, except where specifically permitted by signage. No motor vehicle, motorcycle or other type of vehicle, including a bicycle, shall be parked in such a way as to create a hazard or obstruction to traffic or access. Temporary parking areas may be designated in grass areas by the placement of delineating signs, bumper blocks or other identifying marks. Parking adjacent to any University building shall be prohibited except as identified by authorized signs.

6. No person, other than a current housing resident whose vehicle is left in a housing lot, shall leave a vehicle overnight on University property without notifying the Public Safety Department. Vehicles that are inoperable shall be reported immediately to the Public Safety Department. Vehicles left for more than three (3) consecutive days and nights, without prior approval, or which are apparently abandoned shall be subject to towing, impoundment, and disposal at the owner's expense. The University does not assume any responsibility for motor vehicles or their contents while they are parked on campus. Vehicles registered to current housing residents may be left in housing lots during session breaks but in no event for more than three weeks, except with permission from University housing.

7. Major repairs to vehicles shall not be performed on either campus.

8. Double-parking is not allowed at any time.

9. The fact that a person may park or observe others parked in violation of the regulations without receiving a citation does not mean that the regulation is no longer in effect. Observing others illegally parked is not a valid excuse.

10. Parking on lawns, landscaped areas, sidewalks, or other areas not specifically designated by signs or curb markings as parking areas is a violation. The absence of a "No Parking" sign does not mean parking is permissible in an area.

11. Residents of housing shall abide by the parking regulations.

12. Parking a vehicle on campus following failure to pay or appeal any citation for a university traffic infraction within the time provided, or parking on campus with a revoked decal shall be considered illegal parking and is subject to towing.

13. Parking areas designated as disabled are enforced at all times and a current state issued disabled placard/hang-tag or license plate must be visible and properly displayed. Employees and students of the University must display a decal in addition to the disabled placard/hang-tag or license plate.

(e) Garage Parking:

1. A current FIU parking decal is required to park in the garages at no additional cost.

2. Current FIU decal holders cannot park in a visitor space without paying the additional fee.

3. Garage hours: Gold Garage

~~6:00 a.m. - 2:00 a.m. Mondays - Saturdays~~

~~Closed Sundays and holidays except for Special Events~~

Open 24 hours a day, 7 days per week

Blue, Red and Panther Garages

6:00 a.m. - 2:00 a.m. Mondays – Fridays

Closed weekends and holidays except for Special Events

4. No overnight parking. Vehicles must be removed prior to posted closing hours. Any vehicle left in the garage will be ticketed and is subject to towing at vehicle owner's expense.

5. Head-in parking only.

6. Garage speed limit is 5 mph. Garage speed is radar-enforced.

(4) Enforcement.

(a) Violations. Failure to abide by any of the provisions of these regulations shall be considered a university parking infraction. The University may enforce university parking infractions through use of warnings, citations and fines, vehicle immobilization, towing and any other means authorized by statute.

(b) Citations. The Public Safety Department and the Department of Parking and Transportation are authorized to issue written citations to persons who violate university parking and Transportation regulations. The Public Safety Department is also empowered to issue citations for violation of Chapter 316, Florida Statutes, and county ordinances. Only one citation per calendar day will be issued for each violation in the same location.

1. Schedule of Fines. The schedule below establishes fines for the various categories of violations which are considered to be university parking infractions:

No Decal	\$ 20.00
Parking on the Grass	\$ 20.00
Hazardous Parking	\$ 25.00
Overtime Parking (meter)	\$ 20.00
All Moving Violations	\$ 25.00
Restricted/Improper Parking	\$ 25.00
Overtime Parking (garage)	\$ 25.00
Unlawfully Parked in Disabled Space	\$250.00
Decal Fraud	\$100.00
Head-In Parking Only	\$ 15.00
Radar/Speeding Violation	\$ 25.00
Restricted "E" or "A"	\$ 30.00
Golf-Cart <u>Violation</u>	\$ 25.00
Decal/Permit-Improper Display	\$ 20.00

a. Impoundment and vehicle immobilization charges vary according to type of vehicle, type of tow needed, at a minimum \$65.00. If a third party towing company is used, the charge will be as determined by the third party towing company. and cost of contract with current towing company.

b. Any vehicle which remains in violation of the same regulation for more than one calendar day is subject to additional citations. Violations of Chapter 316, Florida Statutes, and county ordinances are returnable to the Miami-Dade County Court and may carry higher fines or other penalties.

2. Late Charges. If a university citation is not paid or appealed in the time provided by this regulation, a \$5.00 late charge shall be assessed in addition to the fine established for the violation. The assessment of the late charge shall not preclude the University from enforcing these regulations through alternative means such as preventing registration, withholding transcripts, receiving your diploma and/or towing, or immobilizing the vehicle. Finally, the outstanding balance will be sent to a collection agency and additional fees will be assessed.

3. Remedies for Failure to Pay Fines. In addition to the assessment of a late charge fee, and other penalties as provided in this regulation, the following remedies are available to the University:

- a. Revoke parking and driving privileges on University property. A person whose parking privileges are revoked may not be issued a new parking decal until all prior outstanding citations are satisfied.
- b. Prevent the person from registering as a student.
- c. Withhold issuance of transcripts or degrees.
- d. Use vehicle immobilizer.
- e. Tow and impound the person's car.
- f. Take other action as necessary to collect the outstanding fines as delinquent accounts owed to the University such as the use of a collection agency.

4. Responsibility for Citations. The person who registers a motor vehicle with the Department of Parking and Transportation assumes responsibility for all citations issued to that vehicle. If the motor vehicle has not been registered with the Department of Parking and Transportation then the person(s) in whose name the motor vehicle is registered with the State Department of Highway Safety and Motor Vehicles shall be held responsible for citations issued to the vehicle. Employees of FIU operating state university vehicles and golf-carts shall be responsible for citations issued to such vehicle(s).

(c) Procedures for Payment of Fines and Appeals. A person to whom a citation has been issued shall have ten (10) business days from the date of issuance to respond to the citation either by paying the fine or by filing an appeal. If payment or request for an appeal is not received within the allotted time, a late fee shall be assessed, and the University may take any authorized action to enforce the penalty.

1. Payment of Fines. Fines may be paid by credit card through the Florida International University web site URL <http://parking.fiu.edu> or in person at the Department of Parking and Transportation by check, money order, cash payment, the FIU Panther debit card, or credit card. Alternatively, payments may be mailed to the Department of Parking and Transportation located on **University Park Modesto Maidique** Campus; however, late fees shall be applied in the event payment is not received by the Department of Parking and Transportation within the time provided by these regulations. All payments sent by mail should include the payee's Panther ID number and citation number.

2. Appeals Process and Procedures. Appeals of citations for university parking infractions and towing/vehicle immobilization procedures and charges may be instituted by filing a written appeal through the Florida International University web site URL <http://parking.fiu.edu> or at the Department of Parking and Transportation on the "Florida International University

Department of Parking and Transportation CITATION APPEAL FORM”, Form PT #04 Appeal Form RVSD. 04/2009, according to the instructions provided on the form. ~~The This~~-form is ~~hereby~~ incorporated by reference into this regulation. County citations are not open to appeal through the University appeal process. County citations must be processed through the Miami-Dade County Court system. The Citation Appeal Form PT #04 may be obtained at the Department of Parking and Transportation, the web site and at other locations throughout the University, such as the Visitor Information Center and Public Safety Department at both campuses. Inability to locate parking spaces or the failure of others to observe these regulations shall not be considered to be valid defenses. The completed Citation Appeal Form must include a current and accurate mailing address or email address where notices can be sent to and received by the Appellant. Complete Citation Appeal Forms will be forwarded by the Department of Parking and Transportation to an Appeal Hearing Officer for review and decision. ~~Appellants do not have the option to appear in person.~~

a. Appeal Hearing Officers. There shall be appointed on each campus a University Appeal Hearing Officer or Officers who shall be responsible to resolve appeals of citations for university parking infractions and/or towed or immobilized vehicles. The Appeal Hearing Officer(s) of each campus shall be appointed, by the appropriate vice president, to serve a two-year term, and may be appointed for additional terms. It is intended that Appeal Hearing Officers will be members of the University Community.

b. Appeal Hearing Officer Procedures. Appeal Hearing Officers will receive and evaluate written appeals. They will be guided by the Parking Regulations and shall consider any relevant circumstances, as articulated in the written appeal, in making their decision(s). Appeal Hearing Officers may request further information or interview the appellant, witnesses or the citing officer. Appeals will be reviewed and appellants notified by mail.

c. Appeal Hearing Officer Decisions. Following consideration of the grounds for an appeal, the Appeal Hearing Officer shall decide on the appeal. The Appeal Hearing Officer's decision shall contain findings of fact and be reduced to writing and a copy shall be furnished to the appellant by the Department of Parking and Transportation. The decision of the Appeal Hearing Officer is final without further right of review. Upon denial of an appeal, the fine assessed shall be paid within ten (10) business days of the date of notification to the appellant or a late fee will be assessed.

(d) Immobilization, Towing and Impoundment-Appeals. The University may immobilize, tow and/or impound any vehicle which is found to be parked illegally or in violation of these regulations. Parking after failing to pay a parking citation(s) within the allotted time constitutes illegal parking. A person whose vehicle has been immobilized, towed and/or impounded may appeal the tow or immobilization by filing a written appeal within ten (10) business days from the date of the impoundment. An Appeal Hearing Officer shall review the appeal within seventy-two (72) hours of receipt of the written appeal. The appellant shall receive notification of the appeal decision through the mail. If the immobilization or tow appeal is granted, the University shall refund the amount charged for the immobilization or tow. In lieu of the appeal, or pending such appeal, or if the appeal is denied, the owner of the vehicle or his/her authorized agent may obtain release of the vehicle by paying the citation(s), the immobilization and/or towing charges and any applicable delinquent fines.

(e) University Departmental Events. All departments hosting an event, which will require additional visitor parking for guests, will require visitor permits for each vehicle per day. Pre-purchased parking spaces are available by contacting the Department of Parking and

Transportation no later than three (3) business days, but preferably five (5) business days before the date of the event. Departments are encouraged to post directional signs for each event.

Specific Authority- BOG Regulation 1.001(3)(k) and 1001.74(2)(j) and (6), 1006.66 FS. Law Implemented 1001.74 (2)(j) and (6), 1006.66 FS. History--Formerly 6P-5.06, 10-1-75, Repromulgated 12-23-76, Amended 1-15-80, 8-20-81, 4-24-83, 8-12-85, Formerly 6C8-5.06, Amended 7-6-86, 8-31-89, 7-17-90, 7-21-91, 8-25-93, 10-26-93, 8-17-94, 8-20-95, 8-11-96, 6-12-97, 7-08-99, 5-16-00, 5-24-01, 7-25-02, 12-2-02, 8-11-03, 6-1-04, 6-1-05, Formerly 6C8-5.006, Amended 6-2-06, 7-12-07, 8-11-08, 6-29-09, Amended, _____.

Florida International University
Department of Parking & Transportation

APPEAL DATE: _____

APPEAL# _____

CITATION APPEAL FORM

VALID DECAL: YES ☐ or NO ☐

DATE ISSUED: _____

AN APPEAL HEARING OFFICER WILL REVIEW THIS APPEAL.

APPELLANTS DO NOT HAVE THE OPTION TO APPEAR IN PERSON.

THIS APPEAL FORM MUST BE SUBMITTED NO LATER THAN 10 BUSINESS DAYS FROM THE DATE OF CITATION

() STUDENT () FACULTY/STAFF () VISITOR () VENDOR/CONTRACTOR

PLEASE PRINT

PANTHER ID #: _____

CITATION #: _____

NAME: _____

DATE OF CITATION: _____

ADDRESS: _____

VEHICLE PLATE #: _____

CITY: _____ ST: _____ ZIP: _____

VIOLATION CODE: _____

HOME PHONE #: _____

VIOLATION DESC. : _____

ALTERNATE PHONE #: _____

LOT #/UNIT #/TIME: _____

E-MAIL: _____

I wish to appeal for the following reason (s): _____

I certify that the statements made above are true and correct to the best of my knowledge and belief. **I understand that the decision of the appeal-hearing officer is final without further right of review.** Once I receive my appeal results, whether denied or reduced, I agree to pay the amount due within 10 business days after receiving the appeal results. If payment is not received within the allotted time, a late fee will be assessed. If appeal status notification has not been received within 2 weeks from signature date, it is the appellant's responsibility to conduct a follow up by calling any of our Parking & Transportation offices at UP Campus (305) 348-3615 or BBC (305) 919-5558.

SIGNATURE: _____

DATE: _____

() DENIED () GRANTED () WARNING: NO FINE ISSUED () REDUCED FINE TO \$ _____

APPEAL HEARING OFFICER COMMENTS: _____

APPEAL HEARING OFFICER: _____ DATE: _____



Parking & Transportation

Lost or Stolen Decal Affidavit

The Department of Parking & Transportation has adopted the following policy to deal with situations where a decal ~~or hang-tag~~ is lost in the mail, stolen off of a vehicle, or lost by its recipient. If lost or stolen, the person must purchase a duplicate decal to replace the missing one. Person claiming decal was lost/stolen needs to file a report with FIU Police and bring a copy of the police report to attach to this affidavit.

When the decal is stolen off of a vehicle and is subsequently recovered, the applicant is allowed to apply for a refund for the price paid for the duplicate decal (subject to verification by Parking & Transportation within 30 days of decal purchase.)

In instances where the decal ~~or hang-tag~~ is mailed out, but never received by the applicant, it is considered lost/stolen once an affidavit is filled out. Another decal of the same category will be issued at no charge. (Subject to verification by Parking & Transportation and within 30 days of decal purchase/ordered. After this period a duplicate must be purchased). If the applicant later has possession of the decal ~~or hang-tag~~, the applicant must report the recovery to the Department of Parking & Transportation. The decal ~~or hang-tag~~ must be returned to Parking & Transportation.

Persons wishing to file a lost or stolen decal report must fill out the affidavit swearing the information contained in the report is true. Furthermore, the person is thus informed that providing false misleading information may result in impoundment of the vehicle, fines totaling \$100.00 or more, and a referral to the University authorities for disciplinary action.

PLEASE PRINT:

_____	_____	_____
Last Name,	First Name	Panther ID

Local Mailing Address		
_____	_____	_____
City	State	Zip Code
_____	_____	_____
Telephone		

Provide a brief explanation: _____

My signature, below, indicates that I have read and understand this Department of Parking & Transportation Lost or Stolen Decal Affidavit.

_____	_____
Signature	Date

FOR OFFICE USE ONLY		
CLERK _____	POLICE REPORT ATTACHED _____	
PREVIOUS DECAL # _____	NEW DECAL # _____	
LOST IN MAIL _____	STOLEN _____	LOST BY APPLICANT _____

PT#11 Revised 06/2010-1/09

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: 2010 University Work Plan

Proposed Board Action:

Approve the 2010 University Work Plan.

Background Information:

The Florida Board of Governors requires that all State University System institutions submit an annual work plan.

Florida Board of Governors Regulation 2.002 provides in pertinent part:

- (1) The Board of Governors shall institute a planning and performance monitoring system that includes the university submission of work plans and annual reports designed to inform strategic planning, budgeting, and other policy decisions for the State University System.
- (2) Each university's work plans and annual reports shall reflect the institution's distinctive mission and focus on core institutional strengths within the context of State University System goals and regional and statewide needs.
- (3) Each board of trustees shall prepare a work plan and submit updates on an annual basis for consideration by the Board of Governors. The work plan shall outline the university's top priorities, strategic directions, and specific actions and financial plans for achieving those priorities, as well as performance expectations and outcomes on institutional and System-wide goals.

Supporting Documentation: 2010 University Work Plan

Facilitator/Presenter: S. Lawrence Kahn, *Academic Policy and Student Affairs Committee Chair*

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2010 University Work Plan / Proposal

Florida International University (University)

Strategic Plan

[Please provide a link to the latest version of the institution's strategic plan. If the latest strategic plan is not current, or the institution is in the process of developing or updating its strategic plan, please indicate at what stage the institution is in that process.]

The current Millennium Strategic Plan runs through the end of 2010 and can be viewed at:

<http://stratplan.fiu.edu/docs/msp.pdf>

The arrival of FIU's fifth president coincided with the need to update the strategic plan. The President's *Hit the Ground Running* primer outlines four areas of focus for the University's new strategic plan, *Worlds Ahead*. The core commitment of our previous strategic plans remains: FIU aspires to be a leading urban public research university. This core is now enhanced by a renewed commitment to being student centered and engaging in community problem solving. *Hit the Ground Running* identified the following points of action:

1. **Revitalize and expand the financial base**
2. **Achieve results-oriented student-centered academic excellence**
3. **Enhance quality and impact of research and creative initiatives**
4. **Engage the community locally and globally**

Seven committees with membership including members of the Board of Trustees, faculty, students, staff, and community representatives are developing the strategic plan. There are three foundation committees: finance, infrastructure, and student success and four thematic committees: arts, environment, global and health. University forums were conducted in April to generate ideas. These committees will present the initial draft of the strategic plan in September 2010. After extensive University input, the final strategic plan will be presented to the Board of Trustees in December 2010.

The link for the *Worlds Ahead Strategic Plan* is: stratplan.fiu.edu

Mission Statement

Florida International University is an urban, public, multi-campus research university serving South Florida, the state, the nation, and the international community. Our mission is to impart knowledge through excellent teaching, promote public service, discover new knowledge, solve problems through research, and foster creativity.

Overview of Core Institutional Strengths, Special Assets, and Niche Contributions

FIU prides itself on the special contributions it brings to the SUS in terms of diversity, service to the state's Hispanic population, international programs, niche programs, online offerings, museums, elementary and secondary education, and research clusters. Each of these is described briefly below.

Diversity: FIU's most defining feature is the diversity of its students, faculty, and staff. Over 77% of our students belong to minority groups. Students come from 179 other countries. The faculty and staff of the university represent a similar diversity of race, ethnicity, and culture. Our students see themselves reflected in the faces and languages of our faculty and staff, and in this rich mix of perspectives and experiences, we teach our students to be tomorrow's leaders. The university is the largest producer of minority Bachelor degrees in the country.

Hispanic Serving: As a Hispanic serving Institution, FIU has the further advantage and opportunity to play a significant role in the education of the growing Hispanic community. Working within its south Florida community, FIU is foremost in the nation in preparing Hispanic students to lead – in the workforce, in civic and social engagement, and in research. The FIU College of Law has the largest percentage of Hispanic students in the country. The FIU College of Engineering and Computing awards more Hispanic bachelor and master's engineering degrees than any other university in the continental United States. FIU ranks third in the nation in the number of undergraduate degrees awarded to underrepresented minorities in the natural sciences, sixth in biology and thirteenth in mathematics. FIU ranks third in the nation in the number of undergraduate degrees awarded to Hispanics in communication.

International: International education and research are strengths of FIU. International education will be further enhanced through our new curricular requirement for each undergraduate student to take at least two Global Learning identified courses prior to graduation. The creation of the School of International and Public Affairs (SIPA) builds upon the strong tradition of international and global studies at the University such as the Latin American and Caribbean Center. The international business programs in our College of Business Administration are ranked twelfth for undergraduate education and in the top 25 for graduate programs. The College of Business is also home to the Center for International Business Education and Research which is one of only 38 such federally funded centers.

FIU is home to AMPATH the high-bandwidth interconnection between U.S. and international research and education networks that extends participation to universities in Latin America and the Caribbean.

Niche Programs: The University's degree programs in Hospitality Management, Spanish Language Journalism, Bi-lingual Speech Language Pathology, and Nursing for Foreign-educated Physicians address both local and global community needs. The creation of the College of Medicine's NeighborhoodHELP™ program takes the University's community engagement efforts into family homes.

Online Programs: The recent SACS reaffirmation of accreditation visit identified the FIU Online faculty support and course development activity the strongest they had encountered at any university. Currently 14% of our instruction is offered fully online.

Museums: The University is home to two accredited museums: the Frost Museum on the Modesto Maidique Campus and the Wolfsonian Museum on Miami Beach. These museums along with the College of Architecture and The Arts enrich the cultural diversity of South Florida.

Elementary and Secondary Education: Over half of all teachers hired in the Miami-Dade Public School System are FIU College of Education graduates and the majority of recipients of Teacher of the Year award are FIU graduates.

Research Clusters: The University has developed interdisciplinary clusters focused on problem solving research in the community. Examples are:

1. Latino Health Disparities in HIV/AIDS and Substance Abuse
2. Child and Family Psychology and Clinical Psychology
3. Disaster Research and Mitigation
4. Nanotechnology
5. Transportation
6. Environment and Sustainability
7. Minority Science Training Programs
8. Math-Science Teacher Education Programs

Current Peer Institutions- Criteria- Public, Part-time greater than 10%, Urban, Carnegie High Research or Very High Research with comparable levels of research expenditures and doctoral degree production

George Mason University
University of Louisville
Georgia State University
University of Houston – University Park

Institutional Vision and Strategic Directions for the Next 5 – 10 Years

Florida International University is committed to providing quality learning, state-of-the-art research and creative activity, and problem-solving engagement. As an anchor university in South Florida, our vision is to be a leading student-centered urban public research university that is locally and globally engaged.

We expect to enroll an additional 2,000 students per year over the next five years while maintaining a 27:1 student:faculty ratio and achieving a 300:1 student:advisor ratio. This represents a compounded annual growth rate of 4.6% compared to the compounded annual growth rate of 2.9% we have experienced in the past five years. Over much of that time, we have constrained growth because of reductions in funding. Graduate enrollment will grow somewhat faster than undergraduate enrollment so that graduate enrollment will increase from 17.4% of total enrollment to 18.9%.

The *Worlds Ahead Strategic Plan*, currently under development, has identified the arts, environment, global and health as the four strategic themes for the next decade. We recognize that meeting goals in these themes will require building a robust financial base; a strong infrastructure to support teaching, research and engagement; and student support services – physical, electronic, and personnel – to assure every student is successful.

Integral to our health initiative is the creation of an Academic Health Center integrating the Herbert Wertheim College of Medicine, the College of Nursing and Health Sciences, the Robert Stempel College of Public Health and Social Work, the Department of Biomedical Engineering in the College of Engineering and Computing, and the select departments in the College of Arts & Sciences. Such internal university integration would complement the collaboration between our public health academic programs and the State Department of Health through the location of the Miami-Dade Health Department facility adjacent to the planned academic public health building. Our innovative NeighborhoodHELP™ program will promote collaborative interactions among students and faculty in nursing, health sciences, public health, social work, psychology and medicine to provide the full complement of health services for individual families.

The newly formed School of Environment and Society, headquartered at the Biscayne Bay Campus, will integrate teaching and research in environmental issues with particular relevance to South Florida such as water, climate change, hurricanes, and coastal environment. The development of an Environmental Science Management and Policy Center is being considered by the strategic planning committee dealing with the environment.

The School of International and Public Affairs is developing the academic programs and infrastructure necessary to obtain accreditation by the Association of Professional Schools of International Affairs (APSIA). During the next five years we will have graduated our first undergraduate class that will have met our new exit requirement of having taken at least two courses validated as Global Learning Initiative courses.

The College of Architecture and The Arts will expand beyond the university to engage the South Florida community in the process of creating, producing, presenting, promoting, appreciating, and exploring the visual and performing arts. Additional initiatives are looking at ways to integrate arts design and culture with technology, science, and the humanities. The development of a Humanities Center within the College of Arts & Sciences to encourage interdisciplinary cooperation in the arts and humanities is being considered by the strategic planning committee dealing with the arts.

The University intends to increase its six-year graduation rate to 48% through a variety of measures including partnering with both Miami Dade College and the Miami Dade County Public Schools for early intervention. In fall 2009, the University established the Academy for Advanced Academics with the Miami Dade County Public School system, where high school students attend dual enrollment classes in the morning and advanced placement classes in the afternoon, all on the FIU campus. Faculty from Miami Dade College who are teaching courses that have been identified as indicator courses for successful completion of a bachelor's degree are meeting with FIU faculty counterparts to design intervention strategies for student success in these courses.

The University takes a special interest in economic development of South Florida and is pursuing partnerships with private sector and other institutions of higher education to establish a high-tech corridor for life sciences spanning the tri-county area. The University is planning a major innovation center to help expand its research and development enterprise.

Aspirational Peer Institutions (aspire and plan to be comparable to in the next 5 - 10 years)

All aspirational peer institutions are urban, public research universities in the Carnegie Very High Research Classification

Arizona State University
Wayne State University
University of Cincinnati
University of New Mexico (Hispanic Serving Institution)

Projected Institutional Contributions to System-Level Goals						
NUMERIC TARGETS						
Dashboard Metric	Date	Actual Value		Date	Projected Value	
Baccalaureate Degrees Awarded	2008-09	5,663		2012-13	6,555	
Master’s Degrees Awarded (includes specialists degrees)	2008-09	2,255		2012-13	2,570	
Research and Professional Doctorates Awarded	2008-09	250		2012-13	353	
Federal Academic Research and Development Expenditures (in thousands)	2007-08	\$60,045		2011-12	\$70,000	
Total Academic Research and Development Expenditure (in thousands)	2007-08	\$107,025		2011-12	\$121,000	
FTIC*** Six-Year Retention and Graduation Rates from the <u>Same IHE</u>	2003-09 FTIC Cohort	Graduated 44.8%		2007-13 FTIC Cohort	Graduated 46.6%	
		Still Enrolled 15.6%			Still Enrolled 15.0%	
AA Transfer*** Four-Year Retention and Graduation Rates from the <u>Same IHE</u>	2005-09 AAT Cohort	Graduated 60.7%		2009-13 AAT Cohort	Graduated 62.7%	
		Still Enrolled 13.3%			Still Enrolled 14.3%	
DIRECTIONAL TARGETS [Indicate Direction: I=Increase, M=Maintain, D=Decrease]						
Dashboard Metric	Date	Actual Value		Date	Projected Direction**	
Baccalaureate Degrees Awarded to Black, Non-Hispanics	2008-09	#	%*	2012-13	#	%*
		682	12.8		I M D	I M D
Baccalaureate Degrees Awarded to Hispanics	2008-09	#	%*	2012-13	#	%*
		3,555	66.5		I M D	I M D
Baccalaureate Degrees Awarded to Pell Recipients	2008-09	#	%*	2012-13	#	%*
		2,555	47.5		I M D	I M D
Degrees Awarded in Specified STEM Fields	2008-09	Bacc.	Grad.	2012-13	Bacc.	Grad.
		934	597		I M D	I M D
Degrees Awarded in Specified Health Profession Critical Need Areas	2008-09	Bacc.	Grad.	2012-13	Bacc.	Grad.
		211	285		I M D	I M D
Degrees Awarded in Specified Education Critical Need Areas	2008-09	Bacc.	Grad.	2012-13	Bacc.	Grad.
		41	113		I M D	I M D
NCLEX Pass Rate for First-Time Test Takers in Baccalaureate Nursing Program	2008	89%		2012	I M D	
Licensing Income	2007-08	\$9,423		2011-12	I M D	
Licenses and Options Executed	2007-08	0		2011-12	I M D	
Other Transfer*** Five-Year Retention and Graduation Rates from the <u>Same IHE</u>	2004-09 Other Cohort	Graduated 53.5%		2008-13 Cohort	Graduated I M D	
		Still Enrolled 9.1%			Still Enrolled I M D	

"Actual Value" should equal related value in 2009 Annual Report.

* Percentage of Total Baccalaureates Awarded That Were Awarded to Specific Group.

** Projected Direction = INCREASE, MAINTAIN, or DECREASE.

*** Include full-time and part-time students in the cohorts,

Additional Primary Institutional Goals/Metrics for the Next One to Three Years (In the context of the institutional strategic plan and vision, as well as System priorities, present a minimum of three additional goals on which university effort will be focused in the next one to three years. Describe each goal, including whether the goal is new or continuing, the strategy for achieving that goal, the metrics by which success will be measured, specific actions to be taken in this fiscal year, expected outcomes, and assumptions, including financial, upon which the projected outcomes are predicated.)

All goals are continuing goals. Goals (1) and (2) and (3) (a) are based on the following assumptions:

- a. State funding is flat in 2010-11, increases 2% in 2011-12, increases 4% in 2012-13
- b. Tuition increases 15% in 2010-11, 15% in 2011-12 and 13% in 2012-13
- c. Enrollment targets are met

1. Support strategic priorities in teaching (maintain 27:1 student:faculty ratio) and research (increase funding and doctoral production)

Metrics:

- A. New faculty hires
 - i. 31 (2010-11); 38 (2011-12); 44 (2012-13)
- B. Research funding
 - i. 121 million for 2011/2012
- C. Doctoral production
 - i. Research 150 by 2013
 - ii. Professional 200 by 2013

2. Improve Academic Success (six year graduation rate to 46.6% for 2007 cohort)

Metrics:

- A. Advisor/student Ratio
 - i. 400/1 by 2012/2013
 - ii. New advisor hires 11 per year 2010-2013
- B. Conversion of adjuncts to Instructors 10 in 2010-11; 5 in 2011-12; 5 in 2012-13
- C. Classroom modernization
 - i. 12 per year 2010-2013

3. Expand Community Partnerships

Metrics:

- A. Establish Office of Engagement (2010-11)
 - i Hire Vice President for Engagement
 - ii Develop funded partnerships two external community agencies per year
 - iii Increase internships 10% per year
- B. Expand NeighborhoodHELP™ (2011-12)
 - i Contingent upon external funding to expand into Little Haiti
 - ii Expand this program into 40 homes in Little Haiti
- C. Create partnership with MDC Health Department
 - i Contingent upon overcoming legal challenges of using future Department of Health (DOH) lease payments to securitize construction bonds (2010-11)
 - ii Construct DOH building (2011-13)
 - iii Create 5 DOH intern partnerships (2012-13)
 - iv Obtain funding for 3 joint research projects (2012-13)
- D. Establish a Faculty Practice Plan
 - i Establishment of an operational Faculty Practice Plan (2010-11)

New Academic Degree Program Proposals - Next Three Years (Program development goals need to align with the institutional strategic plan and System priorities.)				
Proposed Date of Submission to University Board of Trustees	Program Level	6-Digit CIP Code	Program Title	Comments (Including Proposed Implementation Date)
6/4/10	MA	45.1001	Global Governance	Fall 2010
6/4/10	MS	11.0103	Information Technology	Fall 2010
6/4/10	Ph.D.	26.0202	Biochemistry	Fall 2011
Sep/10	DNP	51.3818	Doctor of Nursing Practice	Spring 2011
Sep/10	Ph.D.	03.0104	Environmental. Science and Policy	Fall 2011
Sept/10	BA	45.0201	Anthropology	Fall 2011
Sep /10	BA	09.0101	Communication Arts	Fall 2011
Jan/11	MS	51.0706	Health Information Systems Management	Fall 2011
Jan/11	MS	52.0701	Entrepreneurship	Fall 2011
Jan/11	MS	52.1401	Brand Management	Fall 2011
Jan/11	MS	52.1401	Product Innovation Management	Fall 2011
Jan/11	Ph.D.	26.0102	Biomedical Sciences	Fall 2012
Sep/11	BS	03.0201	Sustainability	Fall 2012

Windows of Opportunity/Unique Challenges

(If the university has been presented with one or more unique opportunities that have not been included in prior plans but which will receive particular attention during this year, those opportunities should be presented here. Additionally, if the university expects to face a unique challenge in the coming year(s), that should be noted.)

A metropolitan campus has few opportunities to expand beyond its established boundaries; however, there are a number of conversations taking place with respect to potential land acquisition that may come to fruition during 2010-11. These opportunities are being evaluated within the context of the University's strategic plan and master plan.

Tuition Differential Proposal for 2010-2011	
University: Florida International University	
Effective Date	
University Board of Trustees Approval Date:	June 4, 2010
Implementation Date (month/year):	July 1, 2010
Purpose	
Describe the overall purpose of the tuition differential at this institution and the aspects of undergraduate education the funds are intended to improve.	To maintain/increase undergraduate faculty, maintain support level for undergraduate students, improve undergraduate advisors/tutoring services, and provide additional need based financial aid.
Campus or Center Location	
Campus or Center Location to which the Tuition Differential fee will apply. (If the entire university, indicate as such.)	Entire University
Undergraduate Course(s)	
Course(s). (If the tuition differential fee applies to all university undergraduate courses, indicate as such. If not, also provide a rationale for the differentiation among courses.)	All undergraduate courses
Current Base Tuition and Tuition Differential Fee	
Current (2010-11) Undergraduate Base Tuition per credit hour:	FY 2010-11: \$95.67 (proposed) FY 2009-10: \$88.59
Current Undergraduate Tuition Differential per credit hour:	FY 2010-11: \$22.00 (proposed) FY 2009-10: \$13.74
Proposed Increase in the Tuition Differential Fee	
Percentage tuition differential fee increase (calculated as a percentage of the sum of base tuition plus tuition differential):	7%
\$ Increase in tuition differential per credit hour:	\$8.26
\$ Increase in tuition differential for 30 credit hours:	\$247.80

Projected Differential Revenue Generated and Intended Uses	
Incremental differential fee revenue generated in 2010-11 (projected):	\$5.1M
Total differential fee revenue generated in 2010-11 (projected):	\$11.9M
<p>Seventy percent (70%) of the total differential revenue generated must be used for undergraduate education. The total estimated amount to be spent on undergraduate education is \$8.3M.</p> <p>Describe in detail the initiative(s) and the estimated expenditure(s) for each:</p> <ol style="list-style-type: none"> 1. Maintain/Increase Undergraduate Faculty \$5.0M 2. Maintain/Increase Undergraduate Student Advisors \$1.4M 3. Maintain/Increase the number of Undergraduate Scholarly Journals and Databases \$1.0M 4. Improve Undergraduate Academic Support \$0.6M 5. Maintain/Increase disability services for undergrad students \$0.3 	
<p>Thirty percent (30%) of the total differential revenue generated must be used for undergraduate students who have financial need. Total estimated amount to be spent on financial need is <u>\$3.6M</u>. If private sources are to be used, then the estimated amount of private dollars to be raised to offset the fee revenue is <u>\$0.0</u>.</p> <p>Describe in detail the initiative(s) and the estimated expenditure(s) for each:</p> <ol style="list-style-type: none"> 1. Increase FIU Tuition Differential Grants \$3.6M Annual Amount: Full Time \$650, $\frac{3}{4}$ Time \$487.50, $\frac{1}{2}$ Time \$325 EFC = 0 (Undergraduate Students Only) 	
Monitoring	
Indicate how the university will monitor the success of the tuition differential fee. Provide specific performance metrics that will be used. Also, point out any metrics that are different from the prior year and any prior year metrics that are no longer listed.	<ol style="list-style-type: none"> 1. Student /Faculty Ratio 2. Student/ Advisor Ratio (undergrads) 3. Maintain Support Services 4. Maintain Summer Enrollment (undergrads)
Performance Measure Status	
What is the institution's plan for improving performance on the identified measure(s)? Show initial/baseline data starting with the year before each metric was identified, the goal for each metric, time frame for achieving the goal, and where the institution is now in relation to the goal if not in the initial year.	<ol style="list-style-type: none"> 1. Student/Faculty Ratio Fall 2009: 27 to 1 Goal: Maintain ratio 27 to 1 2. Student/ Advisor Ratio Fall 2009: 557 to 1 Goal: 2013/14 400 to 1 3. Maintain Support Services \$ 1.6 million provided to offset budget reduction impact 4. Maintain Summer Enrollment Summer 2009: 20, 244 Goal: Summer 2010 20,244

Tuition Differential Supplemental Information	
Provide the following information for the 2009-2010 academic year.	
2009-2010 - 70% Initiatives (List the initiatives provided in the 2009-10 tuition differential request.)	University Update on Each Initiative
Undergraduate Faculty Hires	Continue to improve quality of instruction and minimize impact of budget reduction to course offerings and maintain enrollments
Undergraduate Advisors	Continue to improve advisor to student ratios
Undergraduate Journals	Continue to maintain subscriptions and offset increased costs
Undergraduate Academic Support	Continue to improve writing center, resources for disabled students and security
Additional Detail, where applicable	
Number of Faculty Hired or Retained (funded by tuition differential):	24
Number of Advisors Hired or Retained (funded by tuition differential):	12
2009-2010 - 30% Initiatives (List the initiatives provided in the 2009-10 tuition differential request.)	University Update on Each Initiative
FIU Tuition Differential Grant	Continue to provide aid to the neediest undergraduate students with Estimated Family Contribution = 0
Additional Information (estimates as of April 30, 2010)	
Unduplicated Count of Students Receiving at least one Tuition Differential-Funded Award:	3,844
\$ Mean (per student receiving an award) of Tuition Differential-Funded Awards:	\$545.04
\$ Minimum (per student receiving an award) of Tuition Differential-Funded Awards:	\$121.87
\$ Maximum (per student receiving an award) of Tuition Differential-Funded Awards:	\$650.00

STATE UNIVERSITY SYSTEM OF FLORIDA

Tuition Differential Collections, Expenditures, and Available Balances

University: Florida International University

Fiscal Year 2009-2010 and 2010-11

University Tuition Differential

Budget Entity: 48900100 (Educational & General)

SF/Fund: 2 164xxx (Student and Other Fees Trust Fund)

	Estimated Actual*	Estimated
	2009-10	2010-11
	-----	-----
<u>Balance Forward from Prior Periods</u>		
Balance Forward	\$8,138	\$251,821
Less: Prior-Year Encumbrances		
Beginning Balance Available:	<u>\$8,138</u>	<u>\$251,821</u>
<u>Receipts / Revenues</u>		
Tuition Differential Collections	\$6,743,180	\$11,880,422
Interest Revenue - Current Year		
Interest Revenue - From		
Carryforward Balance		
Total Receipts / Revenues:	<u>\$6,743,180</u>	<u>\$11,880,422</u>
<u>Expenditures</u>		
Salaries & Benefits	\$3,573,513	\$7,557,033
Other Personal Services		
Expenses	903,030	1,011,083
Operating Capital Outlay		
Student Financial Assistance	2,022,954	3,564,127
Expended From Carryforward		
Balance		
**Other Category Expenditures		
Total Expenditures:	<u>\$6,499,497</u>	<u>\$12,132,243</u>
Ending Balance Available:	<u><u>\$251,821</u></u>	<u><u>\$0</u></u>

*Since the 2009-10 year has not been completed, provide an estimated actual.

**Provide details for "Other Categories" used.

Enrollment Plan Proposal (May need to be submitted later than the rest of the Work Plan)								
<i>For entire institution</i>	Funded	Estimated	Funded	Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE	2009-10	2009-10	2010-11	2010-11	2011-12	2013-14	2015-16	
FL Resident Lower	7,860	7,860		8,176	8,502	9,372	10,531	5%
FL Resident Upper	11,682	11,682		12,032	12,273	12,769	13,547	2%
FL Resident Grad I	3,095	2,588		2,717	2,853	3,176	3,602	6%
FL Resident Grad II	311	818		842	865	923	998	3%
Total FL Resident	22,948	22,948		23,767	24,493	26,240	28,678	4%
Non-Res. Lower		483		503	522	575	646	5%
Non-Res. Upper		705		726	741	771	818	2%
Non-Res. Grad I		665		698	733	816	926	6%
Non-Res. Grad II		285		300	317	359	414	7%
Total Non-Res.		2,138		2,227	2,313	2,521	2,804	5%
Total Lower		8,343		8,679	9,024	9,947	11,177	5%
Total Upper		12,387		12,758	13,014	13,540	14,365	2%
Total Grad I		3,253		3,415	3,586	3,992	4,528	6%
Total Grad II		1,103		1,142	1,182	1,282	1,412	4%
Total FTE		25,086		25,994	26,806	28,761	31,482	4%

Enrollment Plan Proposal (May need to be submitted later than the rest of the Work Plan)								
<i>For entire institution</i>	Funded	Estimated	Funded	Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE	2009-10	2009-10	2010-11	2010-11	2011-12	2013-14	2015-16	
FL Resident Medical Headcount (Medical, Dentistry, Vet.)	40	42	80	76	150	326	424	35.6%
Non-Res. Medical Headcount (Medical, Dentistry, Vet.)		0		7	16	44	66	56.6%
Total Medical Headcount (Medical, Dentistry, Vet.)	40	42	80	83	166	370	490	42.6%

For each distinct location (main, branch, site, regional campus) that has or is planned to have more than 150 FTE

SITE: MODESTO MAIDIQUE CAMPUS

	Estimated	Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE	2009-10	2010-11	2011-12	2013-14	2015-16	
Lower	6,374	6,632	6,894	7,599	8,539	5%
Upper	8,502	8,756	8,932	9,294	9,860	2%
Grad I	2,510	2,634	2,766	3,080	3,494	6%
Grad II	1,025	1,061	1,099	1,192	1,312	4%
Total	18,411	19,083	19,691	21,165	23,205	4%

SITE: BISCAYNE BAY CAMPUS

	Estimated	Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE	2009-10	2010-11	2011-12	2013-14	2015-16	
Lower	976	1,015	1,056	1,164	1,307	5%
Upper	1,893	1,950	1,989	2,069	2,195	2%
Grad I	187	196	206	229	260	6%
Grad II	11	12	12	13	15	4%
Total	3,607	3,173	3,263	3,475	3,777	4%

SITE: PINES CENTER								
		Estimated		Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE		2009-10		2010-11	2011-12	2013-14	2015-16	
Lower		51		53	55	61	69	5%
Upper		304		313	319	332	352	2%
Grad I		212		223	234	260	295	6%
Grad II		57		59	61	66	73	4%
Total		624		648	669	719	789	4%
SITE: OTHER SITES								
		Estimated		Estimated	Estimated	Estimated	Estimated	5-Year Projected Average Annual Growth Rate
FTE		2009-10		2010-11	2011-12	2013-14	2015-16	
Lower		942		979	1,019	1,123	1,262	5%
Upper		1,688		1,739	1,774	1,845	1,958	2%
Grad I		344		362	380	423	479	6%
Grad II		10		10	10	11	12	4%
Total		2,984		3,090	3,183	3,402	3,711	4%

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Status Reports, Board Committees

Proposed Board Action:

None. Information only.

Background Information:

These Committees met prior to the regular Board meeting: External Relations; Finance and Audit; Academic Policy and Student Affairs; Personnel; Athletics. Summaries of the Committee meetings are being submitted for Board of Trustees review.

Supporting Documentation:

N/A

Facilitator/Presenter:

External Relations Committee Meeting Summary

Finance and Audit Committee Meeting Summary

Academic Policy and Student Affairs Committee Meeting
Summary

Personnel Committee Meeting Summary

Athletics Committee Meeting Summary

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External Relations Committee – Summary

19 May 2010

Agenda available online [here](#).

Committee Co-Chair Miriam Lopez welcomed the Trustees and guests and introduced the following new members: Sukrit Agrawal (Trustee) and Helena Ramirez (Student Trustee). She then thanked the Board Liaisons for participating: T. Gene Prescott (Foundation BOD Liaison), Monica Rabassa (President's Council Liaison) and Gonzalo Acevedo (Alumni Association BOD Liaison).

Action item:

The minutes from the February 5 meeting were approved without further discussion.

President Mark B. Rosenberg reported on the University's emergency alert system. Three days after the death of FIU student Kendall Berry, the President conducted a management incident review, particularly because our system had never been tested during a real emergency. He then asked College of Law Dean R. Alexander Acosta to conduct a review of the emergency alert system. The Dean's report contains specific recommendations as to how to improve the alert system. One central recommendation is to implement a policy through which all members of the University community are automatically signed up for the Panther Alerts emergency text messaging system. A copy of the report can be found [here](#).

The President reported on the University's response to the Gulf oil crisis. FIU hosted a teach-in on May 15th which brought together University experts who provided an overview of the causes of the oil spill and its potential impact on South Florida. Dr. Michael Heithaus, Director of the School of Environment and Society (SEAS), has served as a media expert regarding the spill. In addition, a team of FIU scientists are in the Florida Keys conducting samplings to document the current water quality in South Florida. This will provide vital information in case the oil spill reaches South Florida. FIU is looking to obtain a Rapid Response grant from the National Science Foundation to document the current state of the mangrove ecosystem in Southwest Florida and to continue sampling the potential impacts of the spill.

The Honorable Mayor Manuel L. Maroño of the City of Sweetwater stressed the City's commitment and that of the police department for any on-campus emergencies. Mayor Maroño then discussed the City's partnership with the Honors College and how well that has worked for both institutions. He presented his vision of this partnership as one where the dynamics of the City would complement the University so that one would not be able to distinguish between being in the City of Sweetwater and being on FIU's campus. He also reported on other initiatives like the Pantherization of City Hall.

External Relations Committee – Summary

19 May 2010

FIU Honors College students then presented several projects through the collaboration with the City of Sweetwater. These projects are enhancing the quality of life of Sweetwater residents and providing enhanced learning experiences, internships and research opportunities for FIU students. The five students in attendance were Christina Freira, who offered tutoring sessions at L'il Abner Mobile Home Park; Andrea Galvez, who met once a week for the Girls' Athletic Program at the Sweetwater Elementary School; Tathiana Martinez Pandiani, who participated in the Sweetwater Honors College Partnership event, *An Artistic Evening*; Hector D. Mujica, who presented to the 4th graders from Sweetwater Elementary on the Everglades; and Jessica Ortiz, who is currently interning in the Mayor's office, assisting with grant writing, translations and partnerships with FIU. The students reviewed the seven projects that have resulted from this partnership and shared their experiences with the program.

Vice President for Engagement Divina Grossman provided an update on the Carnegie Community-Engaged Classification. The application deadline is September 1st. VP Grossman reviewed the indicators of a community-engaged university and explained why the University was seeking the classification. She also indicated that 106 universities have this designation, including USF and UCF, and six of our twelve benchmark institutions have achieved this classification.

Senior Vice President for External Relations Sandra Gonzalez-Levy provided an update on the University's External Relations. She began by introducing Associate Vice President for External Relations, Terry Witherell, who discussed the progress of the *Worlds Ahead* branding campaign. She reported how FIU is rolling out the brand and communicating it with all of our constituents. She also shared a new application for prospective students which will enable them to learn about individuals who are *Worlds Ahead* in their chosen fields of interest.

Sr. VP Gonzalez-Levy then reported that the University is proceeding with Pantherization of a number of businesses in the surrounding neighborhoods including Sweetwater, as indicated by Mayor Maroño. She updated the Committee on the President's ongoing community relations activities which range from receptions, lectures, luncheons and other community events. She also reported on the Spring Commencement ceremonies, where over 3,900 students participated, and FIU's first official ring ceremony. Sr. VP Gonzalez-Levy then discussed the University's involvement with Univision TV and Radio campaign, which has included an education program with President Rosenberg, participation in an expo and the screening of 50 Years in Exile Documentary on Cuba, provided by Univision. She then reported on FIU's involvement in Cuba Nostalgia, the annual expo of Cuban culture, where we are calling all Alumni to update their contact information with us.

External Relations Committee – Summary

19 May 2010

With respect to FIU's Haiti relief efforts, Sr. VP Gonzalez-Levy informed the Committee about the research proposals that have been submitted to the NIH and NSF related to public administration, social work, work with amputees and the inclusion of Little Haiti within the College of Medicine's new Neighborhood HELP program. She also reported that the President was invited to represent FIU at the Clinton Global Initiative-University meeting on April 17, which convened American and Haitian University Presidents in Miami. The Student Government Association launched a student fundraising campaign on May 18 to benefit FIU's Haiti relief efforts. The objective is for every student to donate one dollar in order to raise \$40,000. Columbus Networks, a fiber optics company with businesses in the Caribbean, has agreed to match student donations up to \$25,000. Finally, Sr. VP Gonzalez-Levy reported that the Frost Art Museum will open an exhibition titled "*Tap-Tap: Celebrating the Art of Haiti*" on May 26. This exhibition, which runs through September 5, is part of an extensive collection (over 400 pieces) of Haitian Art which can be given back to Haiti at an appropriate time.

Vice President for Governmental Relations Steve Sauls provided an overview of the recently completed 2010 Legislative Session. He began by reviewing the legislative priorities that were established and approved prior to the start of the Session which included: sustaining state investment for FIU; funding for the College of Medicine; and supporting the New Florida Initiative.

- VP Sauls provided a summary of how FIU did this Session:
 - The total reduction for FIU's recurring appropriation was \$3.2M or a 1.8% reduction
 - The university received \$1.5M in non-recurring add-backs
 - \$4.2M was appropriated for Cost to Continue
 - FIU received \$13.6 in year two federal stimulus funds
 - FIU received new tuition budget authority, which amounts to \$16,160,628
 - The College of Medicine received \$4.6M in new funding, which brings the total funding to \$27.9M
 - \$41,874,604 in PECO funding was appropriated for FIU. The PECO projects that were funded are:
 - Infrastructure
 - Public Safety Building
 - Social Sciences Building – Phase 1
 - Science/Classroom Complex
 - Student Support Complex
 - Satellite Chiller Plant Expansion

External Relations Committee – Summary

19 May 2010

- Stocker Astrophysics Center
 - The University was also able to protect funding for hurricane research (Public Loss Model and the CAT Fund). The total amount is \$1.3M
 - FIU also received funding for the following projects:
 - \$2M for the Center for Ethics & Professionalism (College of Law)
 - \$3.5 for the Neuroscience Center (College of Medicine)
 - \$250,000 for the Center for Leadership (College of Business)
 - \$1M for the Democracy Conference
 - VP Sauls talked about the Department of Health project that was approved. The project would create an Academic Health Center at FIU. The Department of Health would consolidate its administrative and program offices at FIU. This is a project that has been in the works for five years and would greatly benefit the entire Miami-Dade County Community.
 - The budget is now on the Governor's desk. VP Sauls said that he had reached out to several Trustees regarding the possibility of some of the FIU projects being vetoed by the Governor. VP Sauls asked the Trustees to follow-up with the Governor's office.
- VP Sauls also informed the Committee that he had been in Washington, DC earlier in the week meeting with members of the Congressional Delegation regarding FIU's federal priorities.



Finance and Audit Committee - Summary

20 May 2010

Agenda available online [here](#)

The FIU Board of Trustees Finance and Audit Committee met on Thursday, May 20, 2010. Committee Chairman Maury welcomed Trustee Sukrit Agrawal to his first Committee meeting and thanked him for his willingness to serve as a member of the Committee. Chairman Maury also recognized other Committee members and non-members in attendance. The minutes from the February 5, 2010 meeting were not approved due to the fact that there were not sufficient members from the last Committee meeting in attendance; they will be approved at the next Committee meeting, scheduled for September 10, 2010. The Committee received three follow-up reports from previous meetings. Chairman Maury then requested that CFO & Sr. Vice President for Administration Kenneth Jessell present the action items for the Committee's review and consideration.

Action items recommended for Board of Trustees approval:

- 1) **Proposed 2010-2011 Operating Budget.** Since the approval of the annual operating budget is one of the major responsibilities of the Committee, CFO & Sr. VP Jessell presented a comprehensive review of the proposed \$941 million budget and presented all components of the operating budget including proposed amendments to the tuition and fees Regulations. The presentation included the following budgets (in millions): Educational and General (\$377); Auxiliary Enterprises (\$112); Student Financial Aid (\$118); Contracts and Grants (\$92); Intercollegiate Athletics (\$20); Activity and Service (\$12); Direct Support Organizations (\$10); and Student Loans (\$193). The total budget reflects an increase of 11.1 percent over the prior year. Key components of the budget include increases in in-state tuition, an increase in the student health fee, and an increase in parking and transportation fees.

After discussion, the Committee recommended all five action items pertaining to the proposed 2010-2011 Operating Budget for Board of Trustees approval:

- ✓ University and Direct Support Organizations Operating Budgets
- ✓ University Tuition and Fees Regulation
- ✓ Tuition for Market Rate Programs
- ✓ Proposed increase to Student Health Fee
- ✓ Traffic and Parking Regulation

Finance and Audit Committee - Summary

20 May 2010

- 2) **Proposed 2010-2011 Fixed Capital Outlay Budget.** The Committee also reviewed and recommended for approval by the Board of Trustees the Fixed Capital Outlay Budget. The budget includes planning, construction and equipment expenditures totaling approximately \$42 million, including additional funding of \$18 million for the Student Support Services Building and \$1.6 million for the Stocker Astrophysics Center.
- 3) **Authorization for the Issuance of the Debt to Finance the Construction of the Department of Health Building at the Modesto A. Maidique Campus.** CFO & Sr. VP Jessell presented a Resolution that requested the issuance of debt/bonds through the Florida Facilities Pool Revenue Bond Program of the Florida Department of Management Services to finance the construction of an approximately 90,000 square feet facility on the FIU Modesto A. Maidique campus for the Miami-Dade County Health Department. The facility will house approximately 500 Health Department employees that are currently scattered at various locations within the county. The debt will be repaid from the lease payments made by Miami-Dade County Health Department. CFO & Sr. VP Jessell explained the benefits to FIU, the Health Department, and the community, especially the collaborative research, clinical and teaching opportunities. Dr. Lillian Rivera of the Miami-Dade County Health Department was in attendance and thanked the University for the opportunity to create the state's first academic health department that will become a nationally-recognized facility. The Committee approved the Resolution.
- 4) **Signature Authority.** CFO & Sr. VP Jessell presented the following items to request approval of banking institutions as designated depositories at which university funds may be deposited. He also requested approval of specified officers and employees of the University to sign checks, pay legal obligations, and transfer funds evidenced by an invoice or other appropriate documentation.

After discussion, the Committee recommended all three actions items pertaining to the Signature Authority for Board of Trustees approval:

- ✓ Depositories for the University
- ✓ Authorization to Sign Checks for the University
- ✓ Transfer of Funds for the University



Finance and Audit Committee - Summary

20 May 2010

- 5) **Approval of the Amendment to the Bylaws of the Florida International University Research Foundation, Inc.** The Committee recommended the Amendment to the Bylaws of the Florida International University Research Foundation, Inc. as presented by Vice President for Research Andres Gil for Board of Trustees approval.
- 6) **Internal Audit Plan for 2010-2011.** Office of Internal Audit Director, Allen Vann, presented the steps of the audit planning process where he mentioned accomplishments, carryover audits and proposed new audits. The plan also considered an extensive follow up on implementation of past recommendations. The audit plan was approved by the Committee.
- 7) **Request for Approval of Florida International University's 2011-2012 Fixed Capital Outlay Legislative Budget Request, Consisting of the 5-year Capital Improvement Plan (CIP).** The Committee also reviewed and recommended for approval by the Board of Trustees the University's five year Capital Improvement Plan. It is anticipated that FIU will have the opportunity to submit a revised a Fixed Capital Outlay Budget Request to the Florida Board of Governors in the fall.

Other

CFO & Sr. VP Jessell provided an update on the results from the Operational Audit and the Financial Audit for the fiscal year ending June 30, 2009. All of the 13 recommendations in the Operational Audit were addressed by the University. He notified the Committee that the University's confidential Fraud Hotline is fully operational and has already received a few reports. The Committee recognized Compliance Officer Leyda Benitez for her leadership in developing the Ethics Point program. CFO & Sr. VP Jessell also explained that the state auditors issued an unqualified opinion on the Financial Audit. Additionally, there were no deficiencies in internal control over financial reporting and no instances of non-compliance or other matters required to be reported under governmental auditory standards.



Academic Policy and Student Affairs Committee – Summary

20 May 2010

Agenda available online [here](#)

FIU Board of Trustees Academic Policy and Student Affairs Committee Chair S. Lawrence Kahn introduced himself as the new chair of the Committee and welcomed two new Trustees serving on the Committee: Michael M. Adler, Chairman and CEO of Adler Group Inc., one of SFL largest real estate companies, and Helena Ramirez, newly elected President of the Student Government Association (SGA) for the Modesto A. Maidique Campus.

Chair Kahn commended the University's efforts in response to the oil spill disaster in the Gulf of Mexico as well as the continued commitment in supporting the rebuilding efforts in Haiti and the Haitian community here in South Florida spearheaded by the Haiti Relief Task Force.

He acknowledged the newly appointed Interim Dean of the College of Education, Delia Garcia and thanked outgoing Interim Dean Marie McDemmond for her outstanding leadership.

The minutes from the February 5, 2010 meeting were approved without further discussion. The Committee reviewed the Faculty Language Proficiency Report provided by the Faculty Senate Chair and the Faculty Quality of Life Survey summary provided by the administration as part of follow-up items from previous meetings.

Action items

Two (2) nominees for Tenure as a Condition of Employment as well as twenty-two (22) nominees for the first-time award of Tenure were recommended by the Committee for Board of Trustees approval.

The new program proposals for a MS in Information Technology within the School of Computing & Information Sciences and a MA in Global Governance within SIPA were recommended by the Committee for Board of Trustees approval. Trustee Adler expressed concern that upon approval by the Board of Trustees, the period for implementation of the program and admission of students was quite short. He recommended that new program proposals be presented to the Committee earlier in the future.

The Committee also recommended for Board of Trustees approval the new PhD in Biochemistry, which is jointly implemented by the College of Arts & Sciences and the College of Medicine. Upon approval by the Board of Trustees, this program must be submitted to the Board of Governors for final authorization.

Academic Policy and Student Affairs Committee – Summary

20 May 2010

The Committee requested a progress report on the implementation and enrollment for new degree programs at a subsequent Committee meeting and updates on the programs' success overall (graduation rates, research produced etc. at appropriate points in the degree implementation). Additionally, Provost Wartzok committed to provide Carnegie PhD program review results to the Committee.

Nine (9) programs that were proposed to receive the designation of Limited Access either because they have entrance GPA requirements greater than 2.0 or because they have an audition requirement. All were recommended for Board of Trustees approval and submission to the BOG for final authorization. These programs are:

- Bachelor of Accounting (CIP code: 52.0301)
- Bachelor of Arts in Music, Bachelor of Music (CIP code: 50.0901)
- Bachelor of Business Administration (CIP code: CIP 52.0201; 52.0801; 52.1101, 52.1201; 52.1401; 52.1501; 52.1001)
- Bachelor of Health Services Administration (CIP code: 51.0701)
- Bachelor of Arts in Theatre, Bachelor of Fine Arts in Theatre (CIP code: 50.0501)
- Bachelor of Science in Communication (CIP code: 09.0101)
- Bachelor of Science in Hospitality Management (CIP code: 52.0901)
- Bachelor of Science in Nursing (CIP code: 51.1601)
- Bachelor of Science in Social Work (CIP code: 44.0701)

After Provost Wartzok provided a detailed verbal summary of the annual University Work Plan 2010 draft, the Committee engaged in a brief discussion on how FIU compares to our aspirational peer institutions with regards to tuition, advisor:student ratio and faculty:student ratio. The Committee recognized that FIU is far below the average tuition of these institutions, and similarly deficient in advisor:student and faculty:student ratios. Trustee Breslin reported concern among the faculty that the proposed integration of several academic units under the Academic Health Center is deemed as potentially endangering accreditation of individual units and other potential conflicts. Provost Wartzok assured him that nothing would be done to endanger accreditation of any of the colleges within The Academic Health Center.

Reports

The Committee accepted the reports provided by Undergraduate Education, the University Graduate School, Enrollment Services, Student Affairs and the University Technology Services as written. College of Law Dean R. Alexander Acosta presented the special College of Law Pipeline Initiatives Report. Chair Kahn announced that in the future, one report item would always be provided in person on a rotating basis.



Academic Policy and Student Affairs Committee – Summary

20 May 2010

New Business

Chairman Kahn acknowledged that the Trustees received a letter from a former employee of the Honors College who suggested that the Honors College was an expensive redundancy. Provost Wartzok responded with a brief overview of the role of honors colleges at research universities and some specific examples of how the FIU Honors College has enriched the experience of both Honors College students and the broader student body. Trustee Breslin, who serves as a faculty member in the Honors College, responded that he felt that Honors College students benefit greatly from being challenged at a higher intellectual level and working very closely with faculty. Foundation Board member Gerald Grant, a former Honors College student himself, stated that the Honors College to him was a rewarding experience.

Since the administration already committed to continue its solicitation of ideas from the faculty for ways of improving faculty morale in response to the faculty attitude focus group study sent to the Trustees by the United Faculty of Florida, no further discussion took place on this matter.

Finally, Chairman Kahn encouraged participants to join him in contributing \$5,000 to the First Generation Student Matching Program, which is the only state matching program that was funded this year. The Committee recommended proposing the same plea at the upcoming Foundation Board meeting.

All action items will be ratified by the Board of Trustees at its meeting on June 4, 2010 meeting



Personnel Committee – Summary
20 May 2010

Agenda available online [here](#)

The FIU Board of Trustees Personnel Committee met on Thursday, May 20, 2010. Committee Vice Chair Michael M. Adler welcomed Committee members S. Lawrence Kahn and Albert Maury (participated by phone) for their participation. Vice Chair Adler also welcomed new Student Trustee, Helena Ramirez and Faculty Trustee Thomas Breslin to the meeting. Vice Chair Adler reminded the audience that the Personnel Committee was formerly named the Compensation Workgroup. After approval of the minutes, Vice Chair Adler then requested to proceed to the action items.

Action items recommended for Board of Trustees approval:

- 1) **University Equity Reports.** Each public university within the State University System is required to submit annual Equity Reports to the Florida Board of Governors. The University's 2009-2010 Report entails status updates and assessments of gender/racial equities for enrollment, employment, and athletics. The Report is prepared and submitted to the University President for Board of Trustees approval by June 30th of each year. Shirleyon McWhorter, Director of Equal Opportunity and Diversity, presented the Report for the Committee's review and consideration.
- 2) **Proposed Amendment to the Employment Agreement for President Mark B. Rosenberg.** The Committee reviewed the proposed amendment to President Rosenberg's employment agreement, which revises the period of the President's evaluation and submission of the University Goals and Objectives from a fiscal year to an academic year. Additionally, the changes reflect the new name of the Personnel Committee.

The Committee recommended all action items for Board of Trustees approval.

Athletics Committee - Summary

20 May 2010

Agenda available online [here](#)

The FIU Board of Trustees Athletics Committee met on Thursday, May 20, 2010. Committee Chair Jorge L. Arrizurieta welcomed Trustees Marcelo Claire and Helena Ramirez to their first Committee meeting and thanked them for serving as members of the Committee. Chairman Arrizurieta also recognized other Committee members and non-members in attendance. He specifically recognized and thanked Mrs. Vicky Garcia-Toledo and Mr. Mitch Less for graciously agreeing to serve as the President's Council Liaisons to the Committee. The minutes from the February 5, 2010 meeting were approved. Chairman Arrizurieta then requested that Athletics Director Pete Garcia proceed with the presentation of the discussion and information items on the agenda.

Discussion/ Information Items (No Action Required)

- 1) **Athletics Director Pete Garcia presented an Athletics Overview.** He reviewed the current issue of Conference realignment including the following possibilities:
 - a. The Big Ten looking at the possibility of adding five schools which could be, Notre Dame, Pitt, Syracuse, Nebraska, Missouri and Rutgers.
 - b. SEC would go to 16, Florida State, UM, Clemson, Georgia Tech or Oklahoma, Oklahoma State, Texas, Texas A&M
 - c. ACC would add some schools from the Big East
 - d. PAC 10 would add some schools from Mountain West
 - e. Big 12 would add some schools from Conference USA
 - f. Sun Belt would merge with Conference USA

AD Garcia advised that the football season home opener against Rutgers will be televised on ESPN and that special arrangements are being made to include an airplane flyover, a U.S.A. Flag covering the field and there will be a swearing in of new Army recruits. He reported on the successful record of 36-19 of the Women's Softball team and specifically recognized 12 student athletes for winning Sun Belt Conference (SBC) Awards. He recognized Head Coach Beth McClendon for winning SBC Coach of the year in 2008 and 2010.

Specific student athletes were recognized as follows:

- a) Paul McCall was awarded an NCAA Post-Graduate Scholarship. This is a very selective and competitive scholarship. It will help Paul pay for his education at Embry-Riddle as he starts his PhD in engineering physics in the fall.
- b) Marlon Bright was awarded the Sun Belt Conference Male Sporting Behavior Award. This award is given to one male and one female student-athlete who have demonstrated exemplary citizenship, sporting behavior, community involvement and academic integrity. The ceremony is to be held later this

Athletics Committee - Summary

20 May 2010

month during annual Sun Belt Conference meetings in Destin, FL. He is the third Male Sporting Behavior Award recipient and this makes it two in a row for FIU as Paul McCall won the award last year.

- c) Garret Wittels was also recognized for his record hitting streak and generating excellent media coverage through his eloquence with reporters.

2) **Sr. Associate Athletics Director Julie Berg and Associate VP Facilities John Cal presented a Facilities update.**

Mrs. Berg provided an update on the following projects:

- a. The US Century Bank locker room expansion/renovation (Basketball, Soccer, Volleyball) project is progressing on schedule for end of July completion. Walls are framed and the space will provide a significant improvement for the teams and sport operations.
- b. The Stadium Press Boxes began several weeks ago by KM Plaza Construction. The project consists of building out the east and west end suites to provide an all purpose space for press/media operations for events in the stadium.

Mr. Cal provided an update on the following projects:

- c. The US Century Bank Arena Expansion project has begun with the selection of GouldEvans as the architect. Presentations with the five shortlisted CM's will be on May 21st. The companies presenting are Pirtle, Kaufmann Lynn, Stobbs, Arellano and MCM. The project calls for a grand entrance, restrooms, concession and box office facility. The schedule at this time has substantial completion scheduled for March 2012 but all companies have indicated they can save significant time on the schedule and anticipate an earlier completion date.
- d. The Field House team meeting room design is underway to tier the room to provide a state-of-the-art multi-purpose room, which will serve the needs of the football program and also serve as a classroom to seat 130 students. Substantial completion is scheduled for mid to the end of August.

3) **Associate Athletics Director Alex Duque presented a financial update.** He provided year to date revenue results of Athletics fundraising reported via the FIU Foundation Inc. as of March 31, 2010. Actual revenues were \$1,618 vs. budget of \$694 favorable \$924 (in thousands). Drivers of variance included a donation from Mr. R. Kirk Landon of \$1.0 million for the naming of the football field house, net of unfavorable performance from the Bank of America affinity card of \$87,000.

Athletics Committee - Summary

20 May 2010

Three cost savings initiatives were reviewed and presented as annualized savings. Phone lines were eliminated saving \$5,200, a trade deal was negotiated for two storage pod units at no cost saving \$5,000 and an understanding with FIU to host track meets at the Ansin Sports Complex in Miramar reducing team travel will save \$20,000.

Year to date net income for the Athletics Finance Corporation as of March 31, 2010 was \$2.8 million vs. \$2.36 million, primary drivers included conference revenues of \$420 thousand net of unfavorable stadium naming rights yet sold of \$165 thousand. Full year forecasted net income for fiscal year 2009/10 is \$2.68 million vs. budget of \$2.7 million, meeting debt covenant requirements.

- 4) **Associate Athletics Director Jose Sotolongo presented a Fundraising update.** He presented a brief summary of favorable fundraising efforts on a year over year basis excluding the onetime benefit gained last year from the negotiation of a new Bank of America Affinity card program. He also introduced a new Men's Basketball VIP donor program with a fundraising goal of \$200,000.
- 5) **Associate Athletics Director Shawn Thorimbert presented a sales update.** He announced that Athletics has signed a 3 year extension to the Doctor's Hospital sponsorship valued just over \$380,000. Additionally, the Athletics Department has signed a Sponsorship agreement with The Sports Bar, Bar and Grill to be the official watch party location for all FIU sports valued at \$25,000 and signed a 3 year extension with The Hilton Downtown Miami valued at \$60,000 recognizing them as a preferred partner Hotel.
- 6) **Special Assistant to the General Counsel Bill Bryant presented a Compliance Update.** He informed the Committee that the Sun Belt Conference had recently conducted a normal NCAA required annual compliance review in the previous week. The NCAA has delayed the release of the Academic Progress Report from early May to later in June. It is expected that the report will reflect improvement albeit limited by the nature of the 4 year rolling rate average weighing down recent improvements.
- 7) **Assistant Athletic Director, Student-Athlete Development and Community Relations Liz Borrell-Augustin presented a community service update.** She presented a CBS4 Special Olympics video where student athletes from multiple sports volunteered to assist with this community event. She provided an update on the 3,908 community service hours that have been completed by FIU student athletes over the course of the 2009-10 academic year, an increase of 149 hours from prior year. FIU Athletics partnered with the Honors College during their recruiting visit with the goal of increasing the number of student athletes participating in the Honors College program.

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: New Business

Proposed Board Action:

Information. Action, as necessary.

Background Information:

Board members will raise new business, if any.

Supporting Documentation: N/A

Facilitators/Presenters: Albert E. Dotson, Sr.

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**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES**

June 4, 2010

Subject: Concluding Remarks and Adjournment

Proposed Board Action:

None. Information only.

Background Information:

Albert E. Dotson, Sr., FIU Board of Trustees Chair, will adjourn the meeting with closing remarks.

Supporting Documentation: N/A

Facilitators/Presenters: Albert E. Dotson, Sr.

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