



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
PERSONNEL COMMITTEE

Friday, February 28, 2014
10:00 a.m. *approximate start time
Florida International University
Modesto A. Maidique Campus
MARC International Pavilion

Committee Membership:

Michael M. Adler, *Chair*; Claudia Puig, *Vice Chair*; Jose J. Armas; Mayi de la Vega; Gerald C. Grant, Jr.

Liaison:

Marcos A. Perez, *Foundation Board of Directors*

AGENDA

- | | |
|--|-------------------|
| 1. Call to Order and Chair's Remarks | Michael M. Adler |
| 2. Action Item | |
| P1. University President's Incentive Goals | Mark B. Rosenberg |
| 3. New Business (<i>If Any</i>) | Michael M. Adler |
| 4. Concluding Remarks and Adjournment | Michael M. Adler |

Next Personnel Committee Meeting is scheduled for Tuesday, June 3, 2014

**THE FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
Personnel Committee**

February 28, 2014

Subject: University President's Incentive Goals, 2013-14 Academic Year

Proposed Committee Action:

Approve the University President's Incentive Goals for the 2013-14 academic year.

Background Information:

President Mark B. Rosenberg will present the University President's Incentive Goals for the 2013-14 academic year.

The Third Amendment to Dr. Mark B. Rosenberg's Employment Agreement was made and entered into on October 31, 2013 by and between The Florida International University Board of Trustees and Dr. Mark B. Rosenberg. Section 4.3 of the employment agreement states in relevant part:

“The Board may, in its discretion, annually award Dr. Rosenberg incentive compensation of up to \$50,000 for the 2013-2014 academic year and of up to \$100,000 for each of the subsequent academic years occurring during the Term. Annual goals and objectives related to incentive compensation shall be developed by Board in consultation with Dr. Rosenberg, and they shall be stated separately from the regular annual performance evaluation goals and objectives, whether or not any such goals and objectives overlap. The timetable for development and evaluation of goals and objectives related to incentive compensation shall parallel the timetable for goals and objectives related to the regular annual evaluation cycle, as described in Section 3.2 above, except that incentive compensation goals and objectives for the 2013-2014 academic year shall be developed as soon as practicable after the Effective Date. Any annual incentive compensation awarded shall be paid no later than February 1st following the academic year for which it was awarded, provided Dr. Rosenberg remains President on the date of such award (except annual incentive pay awarded for the 2018-19 academic year shall be paid provided Dr. Rosenberg remains President through the end of the Term). A Board Committee may be designated to carry out responsibilities of the Board under this Section 4.3.”

Supporting Documentation: University President's Incentive Goals, 2013-14 Academic Year

Facilitator/Presenter: Mark B. Rosenberg



Performance Funding Model

Florida International University

Points	EXCELLENCE (Achieving System Goals)					IMPROVEMENT (Recognizing Annual Improvement)				
	5	4	3	2	1	5	4	3	2	1
Key Metrics Common to All Universities Plus 2 Institution Specific Metrics										
1	Percent of Bachelor's Graduates Employed and/or Continuing their Education Further 1 Yr after Graduation [FIU actual 67%]									
	75%	70%	65%	60%	55%	5%	4%	3%	2%	1%
2	Median Average Full-time Wages of Undergraduates Employed in Florida 1 Yr after Graduation [FIU actual \$35,100]									
	\$40,000	\$35,000	\$30,000	\$25,000	\$20,000	5%	4%	3%	2%	1%
3	Average Cost per Undergraduate Degree to the Institution [FIU actual 26,730]									
	\$20,000	\$22,500	\$25,000	\$27,500	\$30,000	5%	4%	3%	2%	1%
4	Six Year Graduation Rate [FIU actual 47%→50%] Full-time and Part-time FTIC									
	70%	67.5%	65%	62.5%	60%	5%	4%	3%	2%	1%
5	Academic Progress Rate [FIU actual 75%-78%] 2nd Year Retention with GPA Above 2.0									
	90%	87.5%	85%	82.5%	80%	5%	4%	3%	2%	1%
6	Bachelor's Degrees Awarded in Areas of Strategic Emphasis (includes STEM)									
	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
7	University Access Rate Percent of Undergraduates with a Pell-grant									
	30%	27.5%	25%	22.5%	20%	5%	4%	3%	2%	1%
8	Graduate Degrees Awarded in Areas of Strategic Emphasis (includes STEM)									
	50%	45%	40%	35%	30%	5%	4%	3%	2%	1%
Institution-Specific Metrics										
9	Percent of Bachelor's Degrees without Excess Hours									
	80%	75%	70%	65%	60%	5%	4%	3%	2%	1%
10	Bachelor's Degrees Awarded to Minorities¹ ¹Awaiting BOG final acceptance of numbers for this metric									
	6,100	6,050	6,000	5,950	5,900	200	175	150	125	100

Performance Funding Model

Additional BOT selected metrics for FIU

2013-2014		EXCELLENCE					IMPROVEMENT				
#	Points	5	4	3	2	1	5	4	3	2	1
1	Research Doctoral Degrees Awarded	175	170	165	160	155	5%	4%	3%	2%	1%
2	Research Expenditures (in million)	\$135	\$130	\$125	\$120	\$115	5%	4%	3%	2%	1%
3	Endowment Growth (in million)	\$180	\$175	\$170	\$165	\$160	5%	4%	3%	2%	1%
4	Number of Start-Ups ¹	TBD					TBD				
5	Number of Students Participating in Internships	4,800	4,700	4,600	4,500	4,400	300	250	200	150	100
6	Number of Graduates Who Are First Generation Students	1,750	1,700	1,650	1,600	1,550	300	250	200	150	100

¹ Criteria for start-ups to be determined