



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
PERSONNEL COMMITTEE

Thursday, January 9, 2014
12:00 p.m. *approximate start time*
Florida International University
Modesto A. Maidique Campus
Graham Center Ballrooms

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. Approval of Minutes | Michael M. Adler |
| 3. Items for Committee Action and Review | |
| P1. President's Management Report, 2012-13 (<i>Review</i>) | Mark B. Rosenberg |
| P2. President's Management Review, 2012-13 (<i>Adopt</i>) | Michael M. Adler |
| 4. New Business (<i>If Any</i>) | Michael M. Adler |
| 5. Concluding Remarks and Adjournment | Michael M. Adler |

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

This page intentionally left blank

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

January 9, 2014

Subject: Approval of Minutes of the Meeting held September 10, 2013

Proposed Committee Action:

Approval of Minutes of the Personnel Committee meeting held on Tuesday, September 10, 2013 at the Biscayne Bay Campus, Kovens Conference Center, Bayview Ballrooms.

Background Information:

Committee members will review and approve the Minutes of the Personnel Committee Meeting held on Tuesday, September 10, 2013 at the Biscayne Bay Campus, Bayview Ballrooms.

Supporting Documentation: Personnel Committee Meeting Minutes: September 10, 2013

Facilitator/Presenter: Committee Chair Michael M. Adler

This page intentionally left blank



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
PERSONNEL COMMITTEE
MINUTES
SEPTEMBER 10, 2013

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Personnel Committee meeting was called to order by Committee Chair Michael M. Adler on Tuesday, September 10, 2013, at 1:15 p.m. at the Biscayne Bay Campus, Kovens Conference Center.

The following attendance was recorded:

Present:

Michael M. Adler, *Chair*
 Claudia Puig, *Vice Chair*
 Mayi de la Vega
 Jose J. Armas

Excused:

Gerald C. Grant, Jr.

Trustee C. Delano Gray was also in attendance.

Committee Chair Adler welcomed everyone in attendance to the meeting.

2. Approval of Minutes

Committee Chair Adler asked that the Committee approve the Minutes of the Meeting held on June 5, 2013. A motion was made and passed to approve the Minutes of the Personnel Committee Meeting held on Wednesday, June 5, 2013.

3. Action Item

P1. University President's Employment Agreement

Committee Chair Adler presented the University President's Employment Agreement for Committee review. He stated that pursuant to the President's current employment contract which continues until August 3, 2014, a contract extension must be formalized in an agreement by no later than October 1, 2013. Committee Chair Adler noted that included in the meeting materials is a term sheet that delineates the amendments that would form the President's employment agreement for a second term, from 2014-2019. He added that, if approved by the Committee and the full Board, Board Chair Albert Maury would enter into a contract extension document with the President on the terms set form in the term sheet, and noted that the President's consideration for reappointment

would then be submitted to the Florida Board of Governors for final approval.

Committee Chair Adler noted that the term sheet contains some enhancements to the current compensation as well as performance incentive compensation based on specific, targeted goals set by the Board. He noted that five state universities in the State of Florida were selected and utilized based on metrics such as enrollment count, and budget and research funding, to create the term sheet. Committee Chair Adler then walked through the terms in the Term Sheet for the benefit of the Committee, and stated that Ms. Patricia Ambrose, an employment attorney from the law firm of Hogan Lovells, was engaged to assist the Board due to her extensive expertise in higher education presidential contract matters. He added that Ms. Ambrose provided assistance with a review of compensation benchmarks as well as with the development of the term sheet. He noted that Ms. Ambrose was participating in the Committee meeting via telephone.

Committee Chair Adler then asked Ms. Ambrose to provide an overview of the findings from the comparative analysis conducted with benchmark institutions, in relation to each university president's annual salary and compensation. Ms. Ambrose discussed how the proposed terms of the amended contract compared with the other benchmark institutions by examining the major compensation components of each contract, noting that the terms for the President's employment agreement remained competitive with the contract agreements of the Presidents from the benchmark institutions.

Committee Chair Adler thanked Ms. Ambrose for her assistance in conducting the comparative analysis of compensation terms, for a contract extension of President Rosenberg's employment agreement. Ms. Ambrose commended the University administration and the President's outside counsel for their dedication to the work of the Personnel Committee. Hearing no further discussion, a motion was made and passed that the FIU Board of Trustees' Personnel Committee recommend for Board of Trustees' approval the University President's Employment Agreement.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Committee Chair Michael M. Adler adjourned the meeting of the Florida International University Board of Trustees' Personnel Committee on Tuesday, September 10, 2013, at 1:37 p.m.

Trustee requests:

There were no Trustee requests.

MG
11.26.13

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

January 9, 2014

Subject: President's Management Report, 2012-13

Proposed Committee Action:

None. Discussion Item.

Background Information:

President Mark B. Rosenberg will provide an update on the University's progress towards meeting the goals and targets delineated in the 2012-13 Work Plan. The report will present an overview of the key indicators and achievements contained within the University's 2012-13 Annual Accountability Report to the Florida Board of Governors, which addresses FIU-specific initiatives and System-wide goals that enhance the System's commitment to accountability and driving improvements in three primary areas of focus: 1) academic quality, 2) operational efficiency, and 3) return on investment.

Supporting Documentation: Florida International University 2012-13 Annual Accountability Report to the Florida Board of Governors (*behind Academic Policy and Student Affairs Committee tab*)

University and President Performance Goals and Results 2012-13 Academic Year, *Self Evaluation Scorecard*

Florida Board of Governors Performance Funding Model, Florida International University

Facilitator/Presenter: Mark B. Rosenberg

This page intentionally left blank

University and President Performance Goals and Results, Academic Year 12-13
Self Evaluation Scorecard

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded
ACADEMIC QUALITY					
GOAL: Maintain average SAT score of 1699 for enrolled FTIC students					
Average SAT scores for enrolled FTIC students increased to 1704				✓	
GOAL: Maintain average high school GPA of 3.7 (on a 4.0 scale) for enrolled FTIC students					
Average high school GPA remained at 3.7 for enrolled FTIC students			✓		
OPERATIONAL EFFICIENCY					
GOAL: Maintain freshman (first to second year) retention rate of 82%					
First year to second year retention increased from 82 percent to 84 percent				✓	
GOAL: Increase FTIC 4-year graduation rates from 23% to 24% and 6-year graduation rates from 47% to 48% ¹					
4-year graduation rates increased to 27%				✓	
6-year graduation rates increased to 50%				✓	
GOAL: Maintain AA transfer 2-year graduation rates at 22% and 4-year graduation rates at 62% ¹					
2-year graduation rates decreased to 21% for AA transfers	✓				
4-year graduation rates decreased to 61% for AA transfer	✓				
RETURN ON INVESTMENT					
GOAL: Increase bachelor's degrees awarded from 7,238 to 7,568 ¹					
Bachelor's degrees awarded totaled 7,746				✓	
GOAL: Increase percent of bachelor's degrees in STEM from 15.7% to 16.2% ¹					
Percent of bachelor's degrees awarded in STEM fields decreased to 15.5%. Total STEM bachelor's degrees increased by 64 over 2011-12.		✓			

University and President Performance Goals and Results, Academic Year 12-13
Self Evaluation Scorecard

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded
<p>GOAL: Increase graduate degrees awarded from 3,383 to 3,579 ¹</p> <p>Graduate degrees awarded totaled 3,440.</p>	✓				
<p>GOAL: Increase percent of graduate degrees in STEM from 14.8% to 15.3% ¹</p> <p>Percent of graduate degrees awarded in STEM fields increased to 15.9%</p>			✓		
<p>GOAL: Increase annual gifts received from \$14.9M to \$24.1M</p> <p>Total annual gifts received increased to \$24.7M</p>			✓		
<p>GOAL: Increase endowment from \$132.5M to \$153.7M ¹</p> <p>Total endowment increased to \$149.3M</p>	✓				
<p>GOAL: Increase bachelor's degrees awarded to minorities from 5,403 to 5,705 ^{1,2}</p> <p>Bachelor's degrees awarded to minorities totaled 5,851</p>			✓		
<p>GOAL: Increase bachelor's degrees awarded in areas of strategic emphasis from 3,040 to 3,185 ^{1,3}</p> <p>Bachelor's degrees awarded in areas of strategic emphasis increased to 3,348</p>			✓		
<p>GOAL: Increase graduate degrees awarded in areas of strategic emphasis from 1,336 to 1,752 ^{1,3}</p> <p>Graduate degrees awarded in areas of strategic emphasis increased to 1,385</p>	✓				
<p>GOAL: Increase total research expenditures from \$118 to \$124M ¹</p> <p>Total research expenditures increased to \$129M ⁴</p>			✓		
<p>GOAL: Increase science & engineering research expenditures from \$83.6M to \$88.5M ¹</p> <p>Total science & engineering research expenditures increased to \$91M ⁴</p>			✓		

University and President Performance Goals and Results, Academic Year 12-13
Self Evaluation Scorecard

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded
<p>GOAL: Increase patents issued and licenses/options executed from 1 to 2 each</p> <p>Total patents issued remain at 1</p> <p>Total licenses executed increased to 3</p>		✓			
<p>GOAL: Increase number of start-up companies from 1 to 2</p> <p>Total start-up companies remain at 1. The formation of 2 additional companies is underway; various legal and conflict of interest issues are being negotiated regarding use of university resources and profit sharing.</p>		✓			
<p>GOAL: Increase science & engineering R&D expenditures in non-medical/health sciences from \$76.9M to \$83.6M ¹</p> <p>Total science & engineering R&D expenditures in non-medical/health sciences increased to \$84M ⁴</p>			✓		
<p>GOAL: Increase research doctoral degrees awarded from 151 to 159</p> <p>Research doctoral degrees awarded increased to 156</p>		✓			
<p>GOAL: Increase professional doctoral degrees awarded from 230 to 254 ¹</p> <p>Professional doctoral degrees awarded increased to 251</p>		✓			
<p>GOAL: Increase percentage of student credit hours offered fully online from 19.3% to 19.55% ¹</p> <p>Percentage of student credit hours offered fully online increased to 20.1%</p>				✓	
<p>GOAL: Increase licensing income received from \$10,000 to \$30,000</p> <p>Total licensing income received increased to \$20,000 ⁴</p>		✓			

¹ Original goals based on available estimates from 2012-13 University Work Plan. Baselines have been updated to reflect 2012-13 actuals. Target were adjusted by equivalent ratios as the original goals.

² After the submission of the 2013-14 Work Plan, this metric was modified to count Blacks and Hispanics students as minorities. Previously, all minorities were included.

³ Starting with the 2013-14 Work Plan, this metric was modified to exclude the former "economic local" strategic area. The strategic areas included in this metric are: STEM, Security and Emergency Services, Globalization, and Education.

⁴ Figures represent preliminary conservative estimates prepared for the annual Higher Education Research and Development Survey to the National Science Foundation.

This page intentionally left blank



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					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					\$40,000	\$35,000	\$30,000	\$25,000	\$20,000	5%	4%	3%	2%	1%
3	Average Cost per Undergraduate Degree to the Institution					\$20,000	\$22,500	\$25,000	\$27,500	\$30,000	5%	4%	3%	2%	1%
4	Six Year Graduation Rate Full-time and Part-time FTIC					70%	67.5%	65%	62.5%	60%	5%	4%	3%	2%	1%
5	Academic Progress Rate 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					6,200	6,150	6,100	6,050	6,000	300	250	200	150	100

This page intentionally left blank

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

January 9, 2014

Subject: President’s Management Review, 2012-13

Proposed Committee Action:

Michael M. Adler, Chair of the Florida International University Board of Trustees (the BOT) Personnel Committee will (1) lead the discussion on the University’s 2012-13 Annual Accountability Report and the President’s performance during the 2012-13 academic year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate, and (2) the Committee shall provide University President Mark B. Rosenberg with a written assessment of its evaluation, and (3) the Committee shall present its written assessment and recommended performance rating for Board of Trustees approval.

Background Information:

In accordance with Florida Board of Governors Regulation 1.001 (5)(f), each board of trustees shall conduct an annual evaluation of the president.

The recently extended employment agreement between the BOT and President Rosenberg states that 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, along with the university’s Annual Accountability Report, shall address Dr. Rosenberg’s performance related to each of the goals and objectives identified in the preceding year’s University Work Plan. 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 goals and objectives and such other criteria as the Committee deems appropriate. 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 BOT’s Personnel Committee shall conduct the evaluation process no later than January 31 following the previous academic year.

Supporting Documentation: Executive Performance Ratings

Facilitator/Presenter: Michael M. Adler

This page intentionally left blank

Executive Performance Ratings

Performance Rating
Superior
Very Good
Satisfactory
Less than Satisfactory
Unsatisfactory

PERFORMANCE RATINGS

Determined relative to approved performance goals

Superior - ***Exceeds*** performance expectations on a consistent and uniform basis in areas of responsibility. In addition, makes a unique or significant contribution well beyond performance expectations through remarkable achievement and pacesetter performance. Achievements and abilities are recognized and supported by leadership, faculty, staff and students.

Very Good - ***Achieves*** performance expectations and at times exceeds them.

Satisfactory - ***Fulfills*** performance expectations. Level of performance is effectively and consistently maintained. Consistently ensures that the organization is following its mission, vision and strategic plan.

Less than Satisfactory - ***Fails to consistently fulfill*** performance expectations possibly because of some mitigating circumstances that may or may not have been within the leader's control. Improvement(s) may be required in order to fully achieve expectations on a continuous basis.

Unsatisfactory - ***Fails to fulfill many*** of the performance expectations. Regularly fails to meet or exceed required outcomes. Immediate improvements are required by the next performance evaluation.

This page intentionally left blank