



**FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
GOVERNANCE COMMITTEE
MINUTES
MARCH 3, 2017**

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Governance Committee meeting was called to order by Board Chair Claudia Puig on Friday, March 3, 2017, at 11:53 a.m. at the Modesto A. Maidique Campus, Graham Center, Room 243.

The following attendance was recorded:

Present:

Claudia Puig, *Board Chair*
Jorge L. Arrizurieta, *Board Vice Chair*
Cesar L. Alvarez
Gerald C. Grant, Jr.

Excused:

Jose J. Armas
Leonard Boord

Trustees Alian Collazo, Natasha Lowell, Marc D. Sarnoff and Kathleen L. Wilson and University President Mark B. Rosenberg were also in attendance.

2. Approval of Minutes

Board Chair Puig asked if there were any additions or corrections to the minutes of the December 1, 2016 Governance Committee meeting. A motion was made and passed to approve the minutes of the Governance Committee meeting held on Thursday, December 1, 2016.

University General Counsel Carlos B. Castillo presented an overview of the process that the Committee will follow in relation to the review of the Annual Accountability Report and the President's Management review.

G1. Florida International University 2015-16 Annual Accountability Report

Provost and Executive Vice President Kenneth G. Furton provided an overview of FIU's 2015-16 Annual Accountability Report, noting that the President-approved report was submitted to the Board of Governors (BOG) on February 27th. Provost Furton stated that the report focuses on the University's achievements for the previous academic year (2015-16) in the areas of degree production, research expenditures, and key university achievements.

Provost Furton provided an overview of the data dashboard highlights with principal University metrics. He presented key institutional achievements, highlighting various significant accomplishments in the areas of (1) Teaching and Learning; (2) Scholarship, Research, and Innovation; and (3) Community and Business Engagement. He noted in the first five gateway courses, D, F, Withdrawal, and Incomplete grades decreased an average of 7.7% from Fall 2012 to Fall 2015, with greatest improvements in Chemistry and College Algebra. He stated that the White House recognized FIU's Mastery Math Lab and the STEM Transformation Institute as Bright Spots in Hispanic Education, and that the Florida Department of Education ranked FIU's Reading Education master's program as the No. 1 teacher preparation program in the State of Florida.

Provost Furton also mentioned that in the reporting year, there were 70 disclosures, 61 patent applications, and 11 patents awarded. He stated that the FIU Model United Nations program ranked number four in the nation and that FIU was designated an Ashoka Changemaker Campus. He noted that FIU was ranked #2 in Florida by *Forbes'* "America's Best Large Employers" listing and is one of only 25 four-year institutions to make the *Chronicle of Higher Education's* "Great Colleges to Work For" Honor Roll.

Provost Furton also presented an overview of University achievements relating to community and business engagement, noting that the Dan Marino Foundation partnered with FIU EMBRACE to provide educational opportunities to young adults with autism spectrum disorder and other developmental disabilities. He added that FIU in Washington, D.C. opened in June 2016 and is a research-focused, engaged solutions center for alumni, students, and staff to convene and collaborate. He further stated that President Rosenberg is Chairman of the Greater Miami Chamber of Commerce (GMCC) for 2016-17, through which FIU is connecting students with employers.

A motion was made and passed that the FIU Board of Trustees Governance Committee recommend that the Board of Trustees (1) approve Florida International University's 2015-16 Annual Accountability Report as provided in the Board materials and (2) delegate authority to the University President to perform finish editing as needed and to amend consistent with comments received from the Board of Governors (BOG).

G2. President's Management Report, 2015-16

Provost Furton presented the University and President's Performance Goals and Results for the 2015-16 academic year Self-Evaluation Scorecard, detailing the outcomes of the 10 BOG Performance Based Funding Model metrics. He noted that the University achieved and/or exceeded six of the 10 goals. He added that while the University did not meet the 77% objective for the metric pertaining to the percent of bachelor's graduates employed or continuing their education one year after graduation, FIU leads the SUS with 76%. He added that the University did not meet the goal of reducing average cost per undergraduate degree to the institution to $\leq \$24,385$, explaining that while all SUS institutions experienced an increase in this area, FIU's increase was the second lowest. He added that the BOG has replaced this metric with one that measures the cost to the student. Provost Furton indicated that while the University only partially achieved the goal of awarding $\geq 55\%$ of graduate degrees in areas of strategic emphasis, there was a 6% increase in strategic graduate degrees. He further stated that while the goal of awarding $\geq 71\%$ of bachelor's degrees without excess hours was not achieved, the University did improve in this area.

Board Chair Puig noted that as is required by the BOG, she discussed President Rosenberg's annual evaluation process with the Chair of the BOG. She stated that the cooperation enabled the BOG to provide input in the President's evaluation process prior to Board of Trustees' review. Board Chair Puig added that BOG Chair Thomas G. Kuntz provided positive feedback regarding the President's leadership.

Board Chair Puig led the discussion on the President's Management Review for the 2015-16 academic year. The Committee discussed the President's performance during the 2015-16 academic year based on his achievement of the mutually agreed upon goals. Board Chair Puig further noted that, on behalf of the Committee, she would present a written assessment and recommended performance rating for Board consideration. The Committee members recognized that specific goals were not fully achieved, but commended President Rosenberg for his outstanding leadership and remarkable outreach efforts. Trustees voiced a concern that the State's greater emphasis on performance based accountability and the reliance on traditional metrics may not appropriately capture FIU's unique mission and strengths.

A motion was made and passed that the FIU Board of Trustees Governance Committee recommend for Board of Trustees' approval a "Superior" performance rating to President Rosenberg for his leadership of Florida International University during the 2015-16 academic year.

Board Chair Puig noted that per the third amendment to Dr. Rosenberg's employment agreement, the Board could, in its discretion, annually award Dr. Rosenberg incentive compensation of up to \$100,000 for the 2015-16 academic year based on the sub-set of goals established as Dr. Rosenberg's incentive goals. Board Chair Puig added that the Board has delegated the Governance Committee with the responsibility of carrying out the award of incentive compensation.

President Rosenberg detailed the outcomes of the Presidential Incentive Goals, reporting that the University exceeded and/or far exceeded four of the five goals. He added that the growth of research expenditures and doctoral degrees contributes to real-world solutions and continues to positively impact the local community and beyond. He indicated that the increased number of students participating in internships is critical in terms of preparation for the workforce and also serves to address some of industries' most challenging issues. He noted that the \$56M fundraising objective was not met, but stated that the Next Horizon Campaign raised \$336.3M by the end of the 2015-16 fiscal year, that corporate fundraising placed FIU third in the state, and that faculty and staff fundraising achieved more than \$1.8M with a 50% participation rate. President Rosenberg also presented an overview of other University accomplishments, highlighting the expansion of The Education Effect university-community-school partnership, the opening of FIU in D.C., and the launch of the Florida Advanced Surgical Transport Team.

The Committee engaged in a discussion on the President's Incentive Goals for the 2015-16 academic year. The Committee commended the President's leadership, commitment to student success, and community outreach.

A motion was made and passed that the FIU Board of Trustees Governance Committee award President Rosenberg \$100,000 in incentive compensation for the 2015-16 academic year.

The Committee thanked President Rosenberg for his exceptional leadership and that of his administrative team.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Board Chair Claudia Puig adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Friday, March 3, 2017 at 12:54 pm.

There were no Trustee requests.

MB 3.9.17