



**FLORIDA INTERNATIONAL UNIVERSITY  
BOARD OF TRUSTEES  
GOVERNANCE COMMITTEE  
MINUTES  
MAY 23, 2018**

**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 Wednesday, May 23, 2018 at 11:12 a.m. at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms.

Board Chair Puig welcomed all Trustees and University faculty and staff to the meeting.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Claudia Puig, *Board Chair*; Jose J. Armas; Leonard Boord; Gerald C. Grant, Jr.; and Justo L. Pozo.

Trustee Cesar L. Alvarez was excused.

Trustees Dean C. Colson, Michael G. Joseph, Marc D. Sarnoff, Jose L. Sirven, III, Rogelio Tovar, 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 8, 2017 Governance Committee meeting. A motion was made and passed to approve the minutes of the Governance Committee meeting held on Friday, December 8, 2017.

General Counsel Castillo presented an overview of the process that the Committee would follow in relation to the review of the Annual Accountability Plan, President's management review, University and President's Performance Goals and the University President's Incentive Goals.

**3. Action Items**

**G1. Florida International University Annual Accountability Plan, 2016-17**

Provost and Executive Vice President Kenneth G. Furton provided an overview of FIU's 2016-17 Annual Accountability Plan, noting that this is a report that combines the previous Annual Accountability Report and University Work Plan into one new document. He added that the report focuses on the University's achievements for the previous academic year (2016-17) in the areas of degree production, research expenditures, and key University achievements.

Provost Furton presented key institutional achievements, highlighting various significant accomplishments in the areas of (1) academic and career success; (2) preeminent programs; and (3) StartUP FIU. He noted that the U.S. Food and Drug Administration granted an investigational device exemption for the first-in-human trial for the neural-enabled prosthetic hand system developed by Ranu Jung, Chair of the Department of Biomedical Engineering. He pointed out that FIU was recognized at the Florida Campus Compact Annual Awards Gala as the Engaged Campus of the Year for 2017 for advancing the purposes of higher education while improving community life and educating students for civil and social responsibility.

Provost Furton detailed the outcomes of the University's performance for 2016-17 and proposed goals through 2021 in terms of the 10 Florida Board of Governors (BOG) Performance Based Funding Model metrics. He noted that while the University did not meet objectives related to the percent of bachelor's graduates employed or continuing their education one year after graduation and the university access rate, FIU ranked second in the state in both areas. He also delineated the outcomes of the University's performance for 2016-17 and proposed objectives through 2021 in terms of the BOG's preeminent funding metrics. He provided an overview of the University's goals in the areas of teaching and learning and scholarship, research, and innovation and stated that the bachelor's, master's, and doctoral programs under consideration for academic year 2018-19 are all in areas of strategic emphasis.

In response to Trustee Leonard Boord's inquiry on the expenses and profitability associated with patent production, Provost Furton noted that the University has a long-term approach aimed at fostering a greater interaction between public research and industry to accelerate the translation of that research into new products that drive economic growth. Provost Furton stated that the University's increased patent portfolio also responds to the BOG's goal relating to the number of startup companies created. Trustee Boord requested a bi-annual report detailing the revenues and expenses associated with the University's patent production. Trustee Michael G. Joseph requested a budget analysis in terms of the University's office of Innovation and Economic Development.

Trustee Dean C. Colson recommended that the University include the number of transfer students when reporting total enrollment figures. In response to Trustee Boord's inquiry regarding FIU's planned online education growth as reported to the BOG, Provost Furton explained that while the University's largest incremental growth in online education is at the undergraduate level, it is largely in areas of non-strategic emphasis. Provost Furton noted Trustee Kathleen L. Wilson's request to include the University's Values Statement in future Accountability Plans, but stated that the BOG provides the template and restricts the word count.

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

## **G2. President's Management Review, 2016-17**

Board Chair Puig noted that, as is required by BOG Regulation, she solicited input from BOG Chair Ned C. Lautenbach regarding President Rosenberg's annual performance evaluation. She added that

Chair Lautenbach provided positive feedback in terms of the University's and President's performance.

Provost Furton presented the University and President's Performance Goals and Results Self-Evaluation Scorecard for the 2016-17 academic year, 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 the University did not meet the 69.5% objective for the metric pertaining to the percent of bachelor's graduates employed or continuing their education one year after graduation, pointing out that the University has initiated enhanced tracking systems that can capture data from states not included in BOG reporting and that also accounts for military service. He further stated that while the goal pertaining to increasing the median full-time wages of undergraduates employed one year after graduation was not met, the median wages increased by \$500 on average. He mentioned that the University did not meet the goal of achieving an access rate of 52% or greater and that while the University did not achieve the objective of increasing bachelor's degrees awarded to minorities to 86%, the actual number of degrees awarded to minorities increased from 7,029 to 7,374.

Board Chair Puig led the discussion on the President's Management Review for the 2016-17 academic year. The Committee discussed the President's performance during the 2016-17 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 concurred that while four goals were not achieved, the University should be commended in its overall performance.

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 2016-17 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 2016-17 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 for the 2016-17 academic year, reporting that the University exceeded and/or far exceeded the goals. He also presented an overview of other University accomplishments, highlighting that for the second consecutive year, FIU ranked among "America's Best Employers" by Forbes, up to #34 from 2015, #2 in Florida and that the Chronicle of Higher Education named FIU to its "Great Colleges to Work For" list. He noted that the College of Business online graduate programs posted double-digit gains in the *U.S. News & World Report* rankings (from 46th in 2015 to 16th in 2017) and that the College of Law ranked #1 in the Florida bar exam passage rates for the third consecutive time. He stated that Dr. Jeff Boyd, Professor of Human and Molecular Genetics, received the 2016 Rosalind Franklin Excellence in Ovarian Cancer Research Award presented by the Ovarian Cancer Research

Fund Alliance. President Rosenberg added that the University’s largest NIH grant to-date (\$13.1 million) will establish Florida’s first Health Disparities Research Center at a Minority Institution with 34 faculty from three FIU colleges.

President Rosenberg presented the 2018-19 University President’s Incentive Goals for Committee review and approval, noting that the goals focus on key aspects of the University’s activity, including patent production, non-medical science and engineering research expenditures, fundraising, doctoral degree production, community engagement, and the added goal pertaining to the availability and review of unit budget management and efficiencies.

A motion was made and passed that the FIU Board of Trustees Governance Committee award President Rosenberg \$100,000 in incentive compensation for the 2016-17 academic year.

**G3. University and President’s Performance Goals, 2018-19**

Provost Furton presented an overview of the University and President’s Performance Goals for the 2018-19 Academic Year as included in the Accountability Plan.

**G4. University and President’s Incentive Goals, 2018-19**

*President Rosenberg presented the University and President’s Incentive Goals, 2018-19 as part of Agenda Item G2.*

The FIU Board of Trustees Governance Committee deferred the University and President’s Performance Goals and the President’s Incentive Goals for the 2018-19 academic year to the Full Board in order to review the proposed goals in terms of the projections for the University’s performance metrics rankings.

**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 Wednesday, May 23, 2018 at 12:57 p.m.

Trustee Requests	Follow-up	Completion Date
1. <i>Trustee Leonard Boord requested a bi-annual report detailing the revenues and expenses associated with the University’s patent production.</i>	<i>Provost and Executive Vice President Kenneth G. Furton</i>	<i>December meeting</i>
2. <i>Trustee Michael G. Joseph requested a budget analysis in terms of the University’s office of Innovation and Economic Development.</i>	<i>Provost and Executive Vice President Kenneth G. Furton</i>	<i>December meeting</i>

3. <i>Trustee Dean C. Colson recommended that the University include the number of transfer students when reporting total enrollment figures.</i>	<i>Provost and Executive Vice President Kenneth G. Furton</i>	<i>Ongoing</i>
4. <i>Trustee Kathleen L. Wilson requested that the University's Values statement be included in future Accountability Plans.</i>	<i>Provost and Executive Vice President Kenneth G. Furton</i>	<i>Ongoing, if permitted by BOG</i>

MB 5.26.18