



Governance Committee

June 5, 2024

FIU, Modesto A. Maidique Campus, FIU Stadium, Stadium Club

MINUTES

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 Roger Tovar at 11:51 AM on Wednesday, June 5, 2024.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Roger Tovar, *Board Chair*; Carlos A. Duarte, *Board Vice Chair*; Francis A. Hondal; Natasha Lowell; Chanel T. Rowe (*Zoom*); and Marc D. Sarnoff.

The following Board members were also in attendance: Trustees Noël C. Barengo, Francesca Casanova, Dean C. Colson, Alan Gonzalez, Yaffa Popack, and Gene Prescott.

2. Approval of Minutes

Board Chair Tovar asked if there were any additions or corrections to the minutes of the Governance Committee meeting held on April 25, 2024. Hearing none, a motion was made and unanimously passed to approve the minutes of the Governance Committee meeting held on April 25, 2024.

3. Action Items

G1. Updated Continued Exclusions of Trustees other than the Board Chair and Updated Continued Exclusion of the Board of Trustees Corporate Secretary

Provost and Executive Vice President Elizabeth M. Bejar presented for Committee review an updated continued exclusion resolution. She indicated that FIU has and desires to continue to enter into contractual obligations with agencies of the United States Government, including contractual obligations requiring security clearance. She pointed out that by previous resolutions the Board of Trustees excluded all the Trustees except for the Chair of the Board of Trustees from the requirements for a personnel security clearance. Provost Bejar added that the Board of Trustees also excluded the Board of Trustees Corporate Secretary from the requirements for a personnel security clearance. She stated that the composition of the Board of Trustees has changed since the last exclusion resolution was adopted and therefore, the exclusion of the Board of Trustees members must be updated. She noted that the subject resolution updates the named members of the Board of Trustees to include the new student Trustee, Francesca Casanova, and continues the exclusion of Trustees other than the Board Chair, and also continues the exclusion of the Board of Trustees Corporate Secretary, from the requirements for a personnel security clearance.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend FIU Board of Trustees (BOT) adoption of a Resolution that updates the exclusion of the named members of the FIU BOT and continues the exclusion of the BOT Corporate Secretary from the requirements for a personnel security clearance.

G2. Ratification of the 2024-2025 Wage Reopener for the 2023-2026 Collective Bargaining Agreement Between the Florida International University Board of Trustees and the Florida Nurses Association, Office and Professional Employees International Union, Local 713, AFL-CIO (Local 713)

Senior Vice President for Human Resources El pagnier K. Hudson presented for Committee review the 2024-2025 wage reopener for the 2023-2026 collective bargaining agreement between the FIU Board of Trustees and the Florida Nurses Association, Office and Professional Employees International Union, Local 713, AFL-CIO (Local 713). She indicated that the agreed upon terms for the wage article in the Florida Nurses Association (FNA) contract for fiscal year 2024-25 provides for a 5% increase to the base salary. She added that said salary increase will be payable the first full pay period in fiscal year 2024-25, following joint ratification. She indicated that to be eligible, the employee must have been employed by the University on or before July 1, 2023, and continuously through the effective date of the salary action and received an overall rating of fully meets on the 2022-23 performance excellence process, or, if to “too new to rate”, be in good standing. She pointed out that the members of the FNA bargaining unit ratified the wage reopener on May 29, 2024.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend FIU Board of Trustees (BOT) ratification of the 2024-2025 wage reopener for the 2023-2026 Collective Bargaining Agreement between the BOT and the Florida Nurses Association, Office & Professional Employees International Union, Local 713, AFL-CIO (Local 713).

G3. President’s Management Review and Incentive Compensation Award

University President Kenneth A. Jessell presented the results relating to the University and President’s performance goals for the 2024 reporting year. In terms of the goal relating to percent of bachelor's graduates enrolled or employed within one year after graduation, President Jessell indicated that the University surpassed the goal of 74% and achieved 77.2%. He stated that the University exceeded its goal of \$45,000 for median wages of bachelor's graduates employed full-time within one year after graduation and achieved \$49,600. He pointed out that the University also surpassed its goal relating to the average cost to the student per bachelor's degree. President Jessell noted that the University achieved a 64.9% graduation rate for full-time First-Time-in-College (FTIC) students, surpassing the goal of 61%. He added that this represented FIU’s highest four-year graduation rate. He commented that while the University did not achieve its 92% goal for the academic progress rate, the number of FTIC students who continued into their second year with a 2.0+ grade point average increased by 2%.

President Jessell remarked that the number of bachelor's degrees awarded in areas of strategic emphasis increased from 59% to 60.9%. He mentioned that in terms of the University access rate, the number of Pell Grant eligible undergraduate students enrolled during the fall term increased

from 50.3% to 50.4%. He added that the goals in said areas were 50%. He stated that in terms of the Florida Board of Governors (BOG) choice metric relating to the Florida College System (FCS) Associates of Arts (AA) transfer three-year graduation rate, FIU decreased from 71.9% to 70%. President Jessell added that the average FCS AA transfer rate within the State University System of Florida (SUS) is just under 63% and that while FIU did not achieve its goal of 73%, it surpassed the SUS average. President Jessell indicated that the University surpassed its goal of 69% in the BOG choice metric pertaining to the FTIC Pell recipient six-year graduation rate and achieved 72.2%. He commented on the Board of Trustees choice metric. He noted that the number of post-doctoral appointees decreased from 278 to 262. He added that it is becoming increasingly more difficult to attract post-doctoral appointees given that the University is in a very high cost of living area. He noted that this would be a goal that the Board of Trustees may want to consider changing when the BOG allows the opportunity to adjust. President Jessell pointed out that while the goal of 25% for total number of alumni who gave a gift to the FIU Foundation was not achieved, said number is projected to have increased by 12.9%. He indicated that total research expenditures increased by \$35M.

President Jessell highlighted achievements related to additional University goals. He stated that FIU secured \$41M of funding and \$100M in one-time new state funding for key priorities. He added that FIU welcomed 5,171 first-year students into the summer and fall terms, which represented the largest FTIC in FIU history. He pointed out that FIU was ranked #4 public university and #29 overall by the *Wall Street Journal*. President Jessell commented on the establishment of three new employee affinity groups, which included military veterans and military-adjacent personnel, Indians (South Asian), and mothers. He remarked on the appointment of Dr. Mireya Mayor as the inaugural director to lead the Office of Public Policy Events. He mentioned that FIU welcomed the second cohort of 28 new mentorship pairings between local high school students and FIU faculty and staff, through Big Brothers and Big Sisters of Miami. President Jessell indicated that FIU hosted and participated in numerous signature events that promote belonging, cultural celebration, and University affinity. He stated that FIU continues to attract the attention and engagement of industry leaders and remains a destination of choice for global leaders.

President Jessell commented on the partnership with Baptist Health South Florida, the naming of the proposed building to house FIU CasaCuba as the Benjamin León Jr. Building, and 10 years of fostering Panther Pride. He stated that this year, six FIU faculty have spread the FIU story across the globe as Fulbright Scholars and that FIU students continue to gain national recognition for their scholarly achievements. President Jessell indicated that FIU has achieved 13 of the 14 benchmarks to earn the designation as Florida's fourth preeminent state research university. He pointed out that, pending confirmation by the BOG, FIU is ranked #1 in Florida's Performance-Based Funding Model.

In response to Trustee Alan Gonzalez, Provost Bejar and Vice President for Academic Affairs and Student Success Operations and Integrated Planning Bridgette E. Cram commented on student retention efforts.

Board Chair Tovar indicated that, in accordance with President Jessell's employment agreement, the Board of Trustees may, in its discretion, award President Jessell incentive compensation of up to

\$175,000. Board Chair Tovar noted that, as required by BOG regulations, he discussed the President's annual performance with the Chair of the BOG, Brian Lamb. Board Chair Tovar stated that Chair Lamb was complimentary of President Jessell. Board Chair Tovar noted that he and Chair Lamb discussed FIU's continued outstanding performance on the state's metrics.

Trustees recognized President Jessell's superior performance and successful management of the University.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend for FIU Board of Trustees approval (1) a superior performance rating for President Jessell, and (2) \$175,000 in incentive compensation for President Jessell, in accordance with the President's employment agreement.

G4. President's Performance and Incentive Goals, 2024-25

President Jessell explained that the President's Performance Goals for 2024-25 are aligned with the University's goals. He presented for Committee review, additional overarching goals related to incentive compensation, which included: (1) advancing the academic and research profile; (2) establishing long-term strategies to manage institutional growth; (3) fortifying the University's financial stability; and (4) strengthening organizational culture and affinity.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend FIU Board of Trustees adoption of the proposed President's Performance and Incentive Goals as the President's goals for the 2024-25 academic year.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, Board Chair Roger Tovar adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Wednesday, June 5, 2024, at 12:51 PM.