



Full Board  
March 28, 2025  
Zoom

## MINUTES

---

### 1. Call to Order and Chair's Remarks

Board Chair Roger Tovar convened the meeting of the Florida International University Board of Trustees at 11:00 AM on Friday, March 28, 2025.

General Counsel Carlos B. Castillo conducted roll call of the Florida International University Board of Trustees and verified a quorum. Present were Roger Tovar, *Board Chair*; Carlos A. Duarte, *Board Vice Chair*; Noël C. Barengo; Francesca Casanova; Dean C. Colson; Alan Gonzalez; George Heisel; Jesus Lebeña; Alexander M. Peraza; Yaffa Popack; and Chanel T. Rowe.

Trustees Marc D. Sarnoff and Alberto R. Taño were excused.

Board Chair Tovar welcomed all Trustees, members of the University administration, and the University community. He indicated that, as part of the presidential search process, he appointed the members of the FIU Presidential Search Committee in February. He added that the Committee members were appointed in accordance with Florida Board of Governors regulations and represent the Florida Board of Governors, FIU Board of Trustees, FIU Foundation Board of Directors, faculty, students, alumni, and members from the community. Board Chair Tovar stated that Board Vice Chair Carlos A. Duarte is serving as chair of the Presidential Search Committee and Trustee Marc D. Sarnoff is serving as the Committee's vice chair. Board Chair Tovar thanked the Presidential Search Committee members for their dedication to the search process and for giving of their time to assist the University during this time of transition. Board Chair Tovar commented that the search committee is being assisted by the Dallas-based search firm Funk Associates to identify, recruit and vet candidates. Board Chair Tovar remarked that the Presidential Search Committee held its first meeting on March 17, 2025.

### 2. Public Appearances

There were no requests for public appearances.

### 3. Action Items

#### BT1. Presidential Position Criteria

Board Vice Chair and Presidential Search Committee Chair Carlos A. Duarte presented the Presidential Position Criteria. He pointed out that as required by Florida Board of Governors Regulation, the Presidential Position Criteria was developed with the assistance of Funk Associates, and are consistent with FIU's mission, strategic plan and aspirational goals. He noted that the Presidential Search Committee unanimously recommended to the Board of Trustees approval of the

## Presidential Position Criteria.

A motion was made and unanimously passed that the FIU Board of Trustees approve, pursuant to Florida Board of Governors Regulation, the Presidential Position Criteria.

### **BT2. Range of Compensation**

Board Vice Chair and Presidential Search Committee Chair Duarte explained that, as required by Florida Board of Governors regulation, the Presidential Search Committee established a range of compensation at its March 17, 2025 meeting, which was submitted to the Board of Trustees for review and approval as part of today's agenda. He added that upon the Board's approval, the range of compensation will be utilized by the Board of Trustees or its designee in negotiating the employment contract with the final candidate.

Associate Vice President for the Division of Human Resources, Carlos A. Flores, presented the executive compensation analysis for the Board's review. He presented a presidential compensation comparison, delineating annual base salary, incentive bonus opportunities, housing and car allowances, and other major compensation components for the following Florida State University System institutions: Florida State University, University of Central Florida, University of Florida, University of South Florida, Florida Atlantic University, and Florida International University. Mr. Flores indicated that the total compensation for said institutions, not including FIU, ranges from \$1.1M to \$2.1M. He described the proposed range of compensation, specifically a total compensation package ranging from \$1,825,186 as the 75<sup>th</sup> percentile to \$1,243,000 as the 25<sup>th</sup> percentile.

Board members engaged in a discussion regarding the range of compensation. Board Chair Tovar commented that the total compensation package should be fair but also fiscally responsible. Board Chair Tovar and Board Vice Chair and Presidential Search Committee Chair Duarte recommended that the range of compensation should be between \$1.1M and \$1.6M. Board members concurred with the recommendation.

A motion was made and unanimously passed that the FIU Board of Trustees approve, pursuant to Florida Board of Governors Regulation, the range of compensation to be used by the FIU Board of Trustees or its designee in negotiating the employment contract with the final candidate for president of FIU.

## **4. Presidential Search Update**

### **4.1 Presidential Search Marketing Plan**

Board Vice Chair and Presidential Search Committee Chair Duarte pointed out that, in accordance with Board of Governors Regulation, the Presidential Search Committee unanimously approved the Presidential Search Marketing Plan at its March 17, 2025 meeting. He commented that the timeline for the presidential search process began in February with organizational meetings, including consultations with Funk Associates and launch of the website for the search and the survey for stakeholder input. Board Vice Chair and Presidential Search Committee Chair Duarte urged the University community to visit the presidential search website to submit nominations and to stay informed about the process. He remarked that it is anticipated that the Committee will submit by

early May 2025, its recommended unranked list of qualified applicants to the Board of Trustees, consistent with the requirements of Board of Governors Regulation 1.002.

Mr. R. William “Bill” Funk commented on the Presidential Search Marketing Plan, solicitation letters sent to the Funk Associates proprietary list, and next steps. Senior Vice President for Operations and Safety and Chief of Staff Javier I. Marques recognized Associate Vice President Anthony Rionda and the team in Strategic Communications for their work relating to the Presidential Search Marketing Plan.

#### **5. New Business**

No new business was raised.

#### **6. Concluding Remarks and Adjournment**

With no other business, Board Chair Roger Tovar adjourned the meeting of the Florida International University Board of Trustees Full Board on Friday, March 28, 2025, at 11:45 AM.