



FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
GOVERNANCE COMMITTEE

FIU, Modesto A. Maidique Campus, Graham Center Ballrooms

To help prevent the spread of COVID-19, general public access via <http://webcast.fiu.edu/>

Wednesday, April 21, 2021

11:00 a.m.

or

Upon Adjournment of Previous Meeting

Chair: Dean C. Colson, *Board Chair*

Vice Chair: Roger Tovar, *Board Vice Chair*

Members: Leonard Boord, Natasha Lowell, Marc D. Sarnoff

AGENDA

- | | |
|---|-------------------|
| 1. Call to Order and Chair's Remarks | Dean C. Colson |
| 2. Approval of Minutes | Dean C. Colson |
| 3. Action Items | |
| G1. Updated Exclusion Resolution | Kenneth G. Furton |
| G2. President's Management Review | Dean C. Colson |
| G3. University and President's Performance Goals, 2021-22 | Kenneth G. Furton |
| 4. Discussion Item | |
| 4.1 2021 Board of Trustees Self Evaluation Survey | Dean C. Colson |
| 5. New Business <i>(If Any)</i> | Dean C. Colson |
| 6. Concluding Remarks and Adjournment | Dean C. Colson |

The next Governance Committee Meeting is scheduled for Wednesday, June 16, 2021

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Governance Committee Meeting

Time: April 21, 2021 11:00 AM - 12:00 PM EDT

Location: FIU, Modesto A. Maidique Campus, Graham Center Ballrooms - to help prevent the spread of COVID-19, general public access via <http://webcast.fiu.edu/>

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4.	Discussion Item		
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5.	New Business <i>(If Any)</i>	Dean C. Colson	
6.	Concluding Remarks and Adjournment	Dean C. Colson	

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

April 21, 2021

Subject: Approval of Minutes of Meeting held February 23, 2021

Proposed Committee Action:

Approval of Minutes of the Governance Committee meeting held on February 23, 2021 at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms and via Zoom.

Background Information:

Committee members will review and approve the Minutes of the Governance Committee meeting held on February 23, 2021 at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms and via Zoom.

Supporting Documentation: Minutes: Governance Committee Meeting, February 23, 2021

Facilitator/Presenter: Dean C. Colson, *Board Chair and Governance Committee Chair*

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FLORIDA INTERNATIONAL UNIVERSITY
BOARD OF TRUSTEES
GOVERNANCE COMMITTEE
MINUTES
FEBRUARY 23, 2021

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 Dean C. Colson on Tuesday, February 23, 2021 at 1:34 p.m. at the FIU, Modesto A. Maidique Campus, Graham Center Ballrooms and via Zoom.

General Counsel Carlos B. Castillo conducted roll call of the Governance Committee members and verified a quorum. Present were Trustees Dean C. Colson, *Board Chair*; Roger Tovar, *Board Vice Chair*; Leonard Board; Natasha Lowell; and Claudia Puig (*joined after roll call*).

Trustees Cesar L. Alvarez (*via Zoom*), Jose J. Armas, Donna J. Hrinak (*via Zoom*), Gene Prescott, Joerg Reinhold, Chanel T. Rowe, Marc D. Sarnoff, and Alexandra Valdes and University President Mark B. Rosenberg were also in attendance.

2. Approval of Minutes

Board Chair Colson asked if there were any additions or corrections to the minutes of the Governance Committee meeting held on December 3, 2020. A motion was made and unanimously passed to approve the minutes of the Governance Committee meeting held on December 3, 2020.

3. Action Item

G1. Direct Support Organizations Board Appointments

Senior Vice President for University Advancement Howard R. Lipman commented that, through its membership process, the FIU Foundation, Inc. Board of Directors vetted and voted upon the appointment of two (2) new directors, LaTéssa Denisa Dotson-Hall and Richard "Rick" Preston Tonkinson. Sr. VP Lipman remarked that the Foundation Board approved the appointment of said individuals to the Foundation Board and is now requesting that the FIU Board of Trustees approve the appointments.

A motion was made and unanimously passed that the FIU Board of Trustees Governance Committee recommend that the FIU Board of Trustees approve the appointment of the individuals listed in the board materials to the FIU Foundation, Inc. Board of Directors.

4. Discussion Item

4.1 2021 Board of Trustees Self Evaluation Survey

Board Chair Colson referred to the 2021 Board of Trustees Self Evaluation Survey results included as part of the agenda materials. He remarked that full Trustee participation was achieved as part of the current survey distribution, adding that a registered fourteenth response was likely the result of a Trustee inadvertently completing the survey twice. Chair Colson remarked on plans to engage with an external consultant to help guide the Board in the process of using the survey results to further enhance board effectiveness.

5. New Business

No new business was raised.

6. Concluding Remarks and Adjournment

With no other business, Board Chair Dean C. Colson adjourned the meeting of the Florida International University Board of Trustees Governance Committee on Tuesday, February 23, 2021 at 1:37 p.m.

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

April 21, 2021

Subject: Updated Exclusion Resolution

Proposed Committee Action:

Recommend that the Florida International University Board of Trustees adopt a Resolution that updates the exclusion of the named members of the FIU Board of Trustees from the requirements for a personnel security clearance.

RESOLUTION

WHEREAS, Florida International University (“FIU”), a university in the State University System of Florida, has and desires to continue to enter into contractual obligations with agencies of the United States Government, including contractual obligations requiring security clearance; and

WHEREAS, current Department of Defense (DoD) policy requires that the Chair of the FIU Board of Trustees and all FIU principal officers meet the personnel clearance requirements established for the level of the University’s security clearance; and

WHEREAS, said DoD policy permits the exclusion from the personnel security clearance requirement of members of the Board of Trustees and other officers, provided that this Board adopts a resolution stating that such Board members and officers designated by name shall not require, shall not have, and can be effectively excluded from access to all classified information in the possession of FIU, and that they do not occupy positions that would enable them to adversely affect FIU's policies or practices in the performance of classified contracts for the DoD or other agencies of the National Industrial Security Program; and

WHEREAS, by Resolution dated September 9, 2020 (the “Exclusion Resolution”), it was resolved that the following Board of Trustees members, who were at the time serving on the Board, shall not require, shall not have, and can be excluded from access to all classified information in the possession of FIU, and do not occupy positions that would enable them to adversely affect FIU’s policies or practices in the performance of classified contracts for the Department of Defense (DoD) or other agencies of the National Industrial Security Program. As such, they were excluded from the requirements for a personnel security clearance.

- | | |
|----------------------|---------------------|
| Dean C. Colson | Trustee, Chair |
| Rogelio Tovar | Trustee, Vice Chair |
| Cesar L. Alvarez | Trustee |
| Jose J. Armas | Trustee |
| Leonard Boord | Trustee |
| Gerald C. Grant, Jr. | Trustee |
| Donna J. Hrinak | Trustee |
| Natasha Lowell | Trustee |

T. Gene Prescott	Trustee
Claudia Puig	Trustee
Joerg Reinhold	Trustee
Marc D. Sarnoff	Trustee
Alexandra Valdes	Trustee

WHEREAS, the composition of the FIU Board of Trustees has changed since the adoption of the Exclusion Resolution in that the term of the following Trustees ended, or will end, on the following dates: Gerald C. Grant, Jr., January 26, 2021, Claudia Puig, March 25, 2021, and Alexandra Valdes, May 9, 2021 and the term of the following Trustees began, or will begin, on the following dates: Chanel T. Rowe, January 27, 2021, Carlos Trujillo, March 26, 2021 and Alexander Rubido, May 10, 2021. Accordingly, an update to the Exclusion Resolution is needed to reflect the current composition of the FIU Board of Trustees and the exclusion of those Board members, including the new Board of Trustees members, from the requirements for a personnel security clearance.

NOW THEREFORE, BE IT RESOLVED, that the following Board of Trustees members shall not require, shall not have, and can be effectively excluded from access to all classified information in the possession of FIU, and do not occupy positions that would enable them to adversely affect FIU's policies or practices in the performance of classified contracts for the Department of Defense (DoD) or other agencies of the National Industrial Security Program. As such, they are excluded from the requirements for a personnel security clearance.

Dean C. Colson	Trustee, Chair
Rogelio Tovar	Trustee, Vice Chair
Cesar L. Alvarez	Trustee
Jose J. Armas	Trustee
Leonard Boord	Trustee
Donna J. Hrinak	Trustee
Natasha Lowell	Trustee
T. Gene Prescott	Trustee
Joerg Reinhold	Trustee
Chanel T. Rowe	Trustee
Alexander Rubido, effective May 10, 2021	Trustee
Marc D. Sarnoff	Trustee
Carlos Trujillo	Trustee
Alexandra Valdes, through May 9, 2021	Trustee

This action is in the form of a resolution to take effect immediately upon adoption.

Adopted this 21st day of April, 2021 by the Board of Trustees of Florida International University.

Dean C. Colson
Chair
FIU Board of Trustees

Mark B. Rosenberg
Corporate Secretary
FIU Board of Trustees

Supporting Documentation: None

Facilitator/Presenter: Kenneth G. Furton

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

April 21, 2021

Subject: President’s Management Review

Proposed Committee Action:

Conduct a review of the President’s performance and recommend a performance rating to the Florida International University Board of Trustees (the BOT) for approval.

Background Information:

The University and President’s Performance Goals and Results Self-Evaluation Scorecard describes the University’s progress towards meeting the goals and targets delineated for the 2021 reporting year. The report will present an overview of the key indicators and achievements contained within the University’s 2021 Accountability Plan to the Florida Board of Governors (BOG), which addresses FIU-specific initiatives and system-wide goals.

Dean C. Colson, Chair of the BOT and this Committee, will lead a review on the President’s performance. The Committee will provide President Rosenberg with a written assessment of its performance rating/evaluation. The Committee shall present its recommended performance rating for BOT approval.

The President’s employment agreement specifies the objectives and process for the evaluation. Pursuant to Section 3.2 of the Employment Agreement, as amended, Dr. Rosenberg will initiate his evaluation process no later than the date which is sixty (60) days prior to the date the Board will consider the University’s Accountability Plan.

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 chair of the board of trustees shall request input from the Chair of the Board of Governors, who may involve the Chancellor, during the annual evaluation process pertaining to responsiveness to the Board of Governors’ strategic goals and priorities, and compliance with systemwide regulations.

Supporting Documentation: University and President’s Performance Goals and Results, 2021 Reporting Year, Self-Evaluation Scorecard
Executive Performance Ratings

Facilitator/Presenter: Dean C. Colson, *Board of Trustees Chair*

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**University and President's Performance Goals and Results, 2021 Reporting Year
Self-Evaluation Scorecard**

OBJECTIVE	Not Achieved	Partially Achieved	Achieved	Exceeded	Far Exceeded	2020 Reporting Year	2021 Reporting Year	2021 Reporting Year
						Outcomes	Goals	Outcomes
BOG PERFORMANCE-BASED FUNDING MODEL GOALS								
1 Percent of bachelor's graduates enrolled or employed within one year after graduation (\$25,000+) ¹								
Bachelor's graduates employed and/or continuing their education further one year after graduation increased from 70.9 percent to 72.3 percent			Graduating Cohort Year	✓		2017-18 70.9%	2018-19 70%	2018-19 72.3%
2 Median wages of bachelor's graduates employed full-time within one year after graduation ²								
Median wages of undergraduates employed full-time one year after graduation increased by \$1,200			Graduating Cohort Year	✓		2017-18 \$39,800	2018-19 \$40,500	2018-19 \$41,000
3 Average cost to the student per bachelor's degree ³								
The average cost to the student per undergraduate degree decreased by \$4,740			Academic Year	✓		2018-19 \$8,670	2019-20 \$9,000	2019-20 \$3,930
4 Four-year graduation rate for full-time FTIC students ⁴								
The four-year graduation rate for full-time FTIC students increased from 42.8 percent to 49 percent			Cohort Year/Graduating Year	✓		2015-19 42.8%	2016-20 43%	2016-20 49%
5 Academic progress rate [second year retention with at least a 2.0 GPA] ⁵								
The number of FTIC students who continued into their second year with a 2.0+ grade point average increased from 88.1 percent to 90 percent			Cohort Year/Retention Year	✓		2018-19 88.1%	2019-20 90%	2019-20 90%
6 Bachelor's degrees awarded within programs of strategic emphasis ⁶								
The number of bachelor's degrees awarded in areas of strategic emphasis increased from 45.1 percent to 50.5 percent			Academic Year	✓		2018-19 45.1%	2019-20 50%	2019-20 50.5%
7 University access rate [percent of undergraduates with a Pell grant] ⁷								
The number of Pell grant eligible undergraduate students enrolled during the fall term increased from 50.5 percent to 50.9 percent			Academic Term	✓		Fall 2018 50.5%	Fall 2019 50%	Fall 2019 50.9%
8 Graduate degrees awarded within programs of strategic emphasis ⁸								
The number of graduate degrees awarded in areas of strategic emphasis increased from 56.5 percent to 60 percent			Academic Year	✓		2018-19 56.5%	2019-20 58%	2019-20 60%
9 Bachelor's degrees awarded without excess hours ⁹								
The number of bachelor's degrees awarded without excess hours increased from 78.6 percent to 82 percent			Academic Year	✓		2018-19 78.6%	2019-20 78.9%	2019-20 82%
10 Number of post-doctoral appointees								
The number of post-doctoral appointees increased from 242 to 260			Academic Term	✓		Fall 2018 242	Fall 2019 255	Fall 2019 260

Footnotes:

1. This metric is based on the percentage of a graduating class of bachelor's degree recipients who are enrolled or employed (earning at least \$25,000) somewhere in the United States. Prior to 2015-16, employment data only included states that voluntarily participated in a national data sharing exchange. In 2016-17, the minimum wage threshold was increased to \$25,000.

2. This metric is based on annualized Unemployment Insurance (UI) wage data from the fourth fiscal quarter after graduation for bachelor's recipients. This data does not include individuals who are self-employed, employed by the military, those without a valid social security number, or making less than minimum wage. Prior to 2015-16, employment data only included states that voluntarily participated in a national data sharing exchange.

3. This metric compares the average sticker price and the average gift aid amount. The original Cost per Bachelor's Degree focused on the Cost to the Institution and was derived from university Expenditure Analysis reports. As of 2017-18, the metric shifted from the 'cost to the institution' to the 'cost to the student'. It is important to note that 2021 outcomes were largely impacted by increased institutional investment in scholarships (approx. \$12M), the influx of pandemic-related federal relief funds (approx. \$12M), and a decrease in mean credit hours for 120 hour program decreasing from 127.23 to 124.29.

4. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and had graduated from the same institution by the summer term of their fourth year. FTIC includes 'early admit' students who were admitted as a degree-seeking student prior to high school graduation. Students who were enrolled in advanced graduate programs during their 4th year were excluded. In 2018, the Florida Legislature added this metric to replace the previous six-year graduation rate metric.

5. This metric is based on the percentage of first-time-in-college (FTIC) students who started in the Fall (or summer continuing to Fall) term and were enrolled full-time in their first semester and were still enrolled in the same institution during the next Fall term with a grade point average (GPA) of at least 2.0 at the end of their first year (Fall, Spring, Summer).

6. This metric is based on the number of baccalaureate degrees awarded within the programs designated by the Board of Governors as 'Programs of Strategic Emphasis.' A student who has multiple majors in the subset of targeted Classification of Instruction Program codes will be counted twice (i.e., double-majors are included).

7. This metric is based the number of undergraduates, enrolled during the fall term, who received a Pell Grant during the fall term. Students who were not eligible for Pell Grants (e.g., unclassified, non-resident aliens, post-baccalaureate students) were excluded from the denominator for this metric.

8. This metric is based on the number of graduate degrees awarded within the programs designated by the Board of Governors as 'Programs of Strategic Emphasis.' A student who has multiple majors in the subset of targeted Classification of Instruction Program codes will be counted twice (i.e., double-majors are included).

9. This metric is based on the percentage of baccalaureate degrees awarded within 110% of the credit hours required for a degree based on the Board of Governors Academic Program Inventory.

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 pacesetting 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.

Adopted by the Florida International University Board of Trustees on Friday, November 14, 2008

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

April 21, 2021

Subject: University and President's Performance Goals, 2021-22 Academic Year

Proposed Committee Action:

Recommend that the Florida International University Board of Trustees (the BOT) adopt the University and President's Performance Goals for the 2021-22 academic year as included in the Board materials.

Background information:

The University and President's Performance Goals are directed towards achieving the University's strategic plan and will be one component of the President's Management Review by the BOT for the 2021-22 academic year.

Supporting Documentation: University and President's Performance Goals, 2021-22 Academic Year

Facilitator/Presenter: Kenneth G. Furton

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**University and President's Performance Goals
Academic Year 2021-22**

V9

OBJECTIVE	2021 Reporting Year Outcomes¹	Proposed 2021-2022 Goals²
BOG PERFORMANCE FUNDING MODEL GOALS		
1 Bachelor's graduates enrolled or employed within one year after graduation (\$25,000+)	2018-19 72.3%	2019-20 73%
2 Median wages of bachelor's graduates employed full-time within one year after graduation	2018-19 \$41,000	2019-20 \$41,000
3 Average cost to the student per bachelor's degree	2019-20 \$3,930	2020-21 \$8,500
4 Four-year graduation rate for full-time FTIC students	2016-20 49.3%	2018-22 55%
5 Academic progress rate [second year retention with at least a 2.0 GPA]	2019-20 90.4%	2020-21 91%
6 Bachelors degrees awarded within programs of strategic emphasis	2019-20 50.5%	2020-21 50%
7 University access rate [percent of undergraduates with a Pell grant]	Fall 2019 50.9%	Fall 2020 50%
8 Graduate degrees awarded within programs of strategic emphasis	2019-20 60%	2020-21 60%
9A New BOG Choice: 2-year full-time Florida College System AA-transfer graduation rate	2018-19 54.9%	2019-20 55%
9B New BOG Choice: 6-year Pell FTIC graduation rate	2014-20 63.8%	2015-21 65.3%
10 BOT Choice: Number of post-doctoral appointees	Fall 2019 260	Fall 2020 235

Foonotes:

¹ Preliminary figures based on the 2021 Accountability Plan to be submitted to the Board of Governors

² Goals taken from the 2021 Accountability Plan to be submitted to the Board of Governors

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