

# **FIU** | Presidential Search Committee

FIU Presidential Search Committee Meeting  
October 6, 2022  
Zoom

## MINUTES

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

FIU Presidential Search Committee Chair Roger Tovar convened the meeting of the FIU Presidential Search Committee at 2:00 p.m. on Thursday, October 6, 2022.

General Counsel Carlos B. Castillo conducted roll call of the FIU Presidential Search Committee and verified a quorum. Present were Roger Tovar, *Committee Chair*; Cesar L. Alvarez; Deanne Butchey; Valentina Casanova; Eric Eikenberg; Patricia Frost; Jill M. Granat; Gerald C. Grant, Jr.; Richard Olson; Claudia Puig; H.T. Smith; and Rebecca Lyn Toonkel.

Committee members Carlos A. Duarte, Hon. Barbara Lagoa, and Albert R. Maury were excused.

Committee Chair Tovar welcomed Committee members and the University community accessing the meeting via the webcast.

### 2. Approval of Minutes

Committee Chair Tovar asked if there were any additions or corrections to the minutes of the FIU Presidential Search Committee meeting held on June 1, 2022. Hearing none, a motion was made and unanimously passed to approve the minutes of the FIU Presidential Search Committee meeting held on June 1, 2022.

### 3. Action Item

#### **PSC1. Approval of Range of Compensation**

Committee Chair Tovar indicated that, as required by Florida Board of Governors Regulation and with the assistance of the R. William Funk & Associates team, an employment screening report was completed for Interim University President Kenneth A. Jessell. Committee Chair Tovar pointed out that said report encompasses areas related to litigation, criminal, credit, and national sex offender. He added that LexisNexis, Google, and social media background checks were also conducted. Committee Chair Tovar stated that all areas were clear for Interim President Jessell.

Committee Chair Tovar commented that Florida Board of Governors Regulation provides that the search committee will establish a range of compensation that will be submitted to the Board of Trustees for approval and use by the Board of Trustees or its designee in negotiating the employment contract with the final candidate.

Associate Vice President of Operations, Compliance, and Systems for the Division of Human Resources, Carlos A. Flores, presented the executive compensation analysis for Committee review. Mr. Flores remarked that the compensation packages for presidents of peer and aspirant institutions were reviewed as part of said analysis. 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: University of Florida, University of South Florida, Florida State University, University of Central Florida, Florida Atlantic University, and Florida International University. He indicated that, among said universities, the University of Florida had the highest total presidential compensation package and Florida International University had the lowest. Mr. Flores added that the compensation data for the University of Florida, Florida Atlantic University, and Florida International University was based on long standing presidential employment agreements. He described the proposed range of compensation, specifically a total compensation package of \$1,181,181 as the high and \$910,581 as the low.

Mr. R. William “Bill” Funk of R. William Funk & Associates concurred with the proposed ranges.

A motion was made and unanimously passed that, pursuant to Florida Board of Governors Regulation, the FIU Presidential Search Committee recommend the range of compensation, as presented, for consideration by the Florida International University Board of Trustees.

#### **4. New Business**

No new business was raised.

#### **5. Concluding Remarks and Adjournment**

With no other business, Committee Chair Roger Tovar adjourned the meeting of the FIU Presidential Search Committee on Thursday, October 6, 2022 at 2:23 p.m.