

FIU | Presidential Search Committee

Florida International University
Modesto A. Maidique Campus
Graham University Center, Room 243
<http://webcast.fiu.edu/>

Monday, March 17, 2025
9:00 AM

AGENDA

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| 1. Call to Order and Chair's Remarks | Committee Chair
Carlos A. Duarte |
| 2. Presidential Search Committee Charge and Introductions | Board of Trustees Chair
Roger Tovar |
| 3. Information and Discussion Items <i>(No Action Required)</i> | |
| 3.1 FIU Overview | Carlos A. Duarte |
| 3.2 Sunshine Law and Confidentiality Requirements | Carlos B. Castillo |
| 3.3 Search Process Overview | R. William "Bill" Funk |
| 4. Action Items <i>(FIU Board of Trustees Action Items)</i> | |
| PSC1. Presidential Position Criteria | Carlos A. Duarte
Bill Funk |
| PSC2. Range of Compensation | Carlos A. Duarte |
| 5. Action Item <i>(FIU Board of Trustees Informational Item)</i> | |
| PSC3. Presidential Search Marketing Plan | Bill Funk |
| 6. Next Steps | Carlos A. Duarte |
| 7. New Business <i>(If any)</i> | Carlos A. Duarte |
| 8. Concluding Remarks and Adjournment | Carlos A. Duarte |

Presidential Search Committee

March 17, 2025

Subject: Presidential Position Criteria

Proposed Committee Action:

Pursuant to Florida Board of Governors Regulation, recommend that the Florida International University Board of Trustees approve the Presidential Position Criteria.

Background Information:

Pursuant to Florida Board of Governors Regulation 1.002(1)(c)(3), Presidential Search and Selection, the Florida International University Presidential Search Committee, assisted by the executive search firm, Funk Associates, will be responsible for developing recommended position criteria that are consistent with the institution's mission, strategic plan and aspirational goals, which shall be approved by the board of trustees.

Supporting Documentation: Presidential Position Criteria

Facilitator/Presenter: Carlos A. Duarte
R. William "Bill" Funk

Presidential Position Criteria

Introduction

Florida International University (FIU), a top-ranked, Carnegie R1 public research institution based in Miami, Florida, seeks a visionary and dynamic leader to serve as its 7th President. Designated one of Florida's four preeminent state research universities, FIU has one of the nation's largest student enrollments and is recognized for its commitment to academic excellence and economic mobility.

Qualifications, Qualities, and Characteristics

The ideal candidate for the FIU Presidency will demonstrate the following qualities and experiences:

- **Visionary Leadership:** Ability to articulate and implement a bold and innovative vision for FIU's future, including accomplishing the bold goals of the Experience Impact 2030 strategic plan.
- **Commitment to Academic Excellence:** A deep understanding of the academic enterprise, including teaching, research, and student success.
- **Strategic Fundraising and Financial Stewardship:** Proven ability to lead successful fundraising campaigns, build and expand strategic alliances, and ensure responsible financial management.
- **Student Experience Focused:** Commitment to making FIU a destination university by enhancing the student experience and student success.
- **Community and Government Relations:** Experience in engaging with local, state, and federal officials, as well as strengthening relationships with the South Florida community.

Key Institutional Priorities

The next President of FIU will be responsible for advancing several key priorities:

1. **Enhancing Research and Innovation**
 - Strengthen FIU's position as a leading Carnegie R1 research institution by increasing funding, faculty support, interdisciplinary and industry collaborations.
 - Expand FIU's academic health enterprise and further strengthen clinical alliances.
 - Establish FIU as a leading partner for industry, including expanding technology transfer and partnerships with both the public and private sectors.

2. Elevating Student Success and Experience

- Recruit top undergraduate, graduate and professional students focused on excellence.
- Continue FIU's track record of student success, especially student retention, graduation, and career success.
- Focus on elevating FIU Athletics.

3. Strengthening Financial Sustainability

- Develop and implement strategies to diversify revenue streams and optimize resource allocation.
- Lead capital campaigns and philanthropic initiatives to support scholarships, faculty endowments, and infrastructure improvements.

4. Deepening Community Engagement and Strategic Alliances

- Foster meaningful partnerships with businesses, local government, and nonprofit organizations.
- Strengthen FIU's role as an anchor institution in Miami and South Florida.

5. Enhancing FIU's National and Global Reputation

- Position FIU as a leader in higher education through strategic branding, communications, and thought leadership.
- Expand international partnerships and global learning opportunities for students and faculty.

Candidates will ideally possess many of the following skills, qualities, and abilities:

- A distinguished record of successful executive-level leadership in a complex organization, preferably in higher education, healthcare, public service or business.
- Strong communication and interpersonal skills, with the ability to inspire and unite diverse stakeholders.
- A deep appreciation for FIU's mission, culture, and role in the state of Florida and beyond.
- Terminal degree or significant professional achievement, recognition and prestige are required.

Application Process

The Search Committee welcomes nominations and applications from individuals who meet these criteria. Review of applications will begin immediately and continue until the position is filled. Confidential inquiries and nominations should be directed to Funk Associates via email to krisha.creal@funkassociates.com.

Presidential Search Committee

March 17, 2025

Subject: Range of Compensation

Proposed Committee Action:

Pursuant to Florida Board of Governors Regulation, recommend a range of compensation for consideration by the Florida International University Board of Trustees.

Background Information:

In accordance with Florida Board of Governors Regulation 1.002(1)(b)(1), Presidential Search and Selection, the Florida International University Presidential Search Committee obtained an executive compensation analysis that encompasses all components of compensation and that takes into consideration compensation paid to the current president, presidents of peer institutions, as well as other relevant factors, from which 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.

Supporting Documentation: N/A

Facilitator/Presenter: Carlos A. Duart

FIU | **Presidential Search Committee**

March 17, 2025

Subject: Presidential Search Marketing Plan

Proposed Committee Action:

Pursuant to Florida Board of Governors Regulation, approve a marketing plan that will be submitted to the FIU Board of Trustees.

Background Information:

Pursuant to Florida Board of Governors Regulation 1.002(1)(c)(4), Presidential Search and Selection, the Florida International University Presidential Search Committee, assisted by the executive search firm, Funk Associates, will be responsible for approving a marketing plan, that will be submitted to the board of trustees.

Supporting Documentation: Presidential Search Marketing Plan

Facilitator/Presenter: Bill Funk

Presidential Search Marketing Plan

FIU has launched a search for the 7th president to lead our Carnegie R1 public research university. The next president will continue FIU's upward trajectory and excellence in research, student success, teaching, and innovation.

Communicating FIU's strengths is critical to attracting top candidates for the position. The search provides an exceptional opportunity for FIU to clarify our institutional values and aspirations. It also provides an opportunity for FIU constituents and the greater community to share those characteristics they would like to see in FIU's president.

The chairperson of the FIU Board of Trustees has charged the Presidential Search Committee (PSC) with prioritizing transparency throughout the process. Below is a proposed plan to ensure FIU constituencies are updated continually and the most qualified candidates are made aware of the opportunity.

FIU will work collaboratively with Funk Associates to develop national advertisements, collateral recruitment materials and updates for dissemination through the following channels, among others, to ensure an inclusive and transparent search:

Owned media (FIU communication channels):

- Presidential Search website (presidentalsearch.fiu.edu)
- FIU Board of Trustees website
- FIU News (news.fiu.edu)
- FIU News daily newsletter
- Webcast.fiu.edu (for livestreaming of PSC meetings and other important search-related meetings)
- FIU social media channels (Facebook, Instagram, X, LinkedIn, YouTube)
- FIU email communications with students, faculty, staff, alumni, and volunteer boards
- Campus electronic message boards, FIU custom email accounts, etc.

Paid media

- The Chronicle of Higher Education
- Inside Higher Ed
- Higher Ed Jobs
- Search-related placements are complemented by FIU's ongoing paid media reputational campaign, which is supported through a Board of Trustees mandated investment. The target audience of this campaign includes individuals who could be candidates to become FIU's next president.

Targeted timing: March-May 2025. This timing may be extended as necessary to ensure that the best candidate is identified.

Earned Media

- FIU will disseminate press releases and pursue search-related local, state and national media placements that include mention of the university's accomplishments and distinguishing characteristics, including research excellence.

Budget

- Not to exceed a cost of \$25,000, including ad buys and creation of collateral materials. Any amount greater than this figure will require further approval.