

FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES PERSONNEL COMMITTEE

Wednesday, September 8, 2010 2:30 p.m. Florida International University Modesto A. Maidique Campus MARC, International Pavilion

Committee Membership:

Cesar L. Alvarez, Chair; Michael M. Adler, Vice Chair; S. Lawrence Kahn; Albert Maury

Liaison:

Richard Brilliant, Foundation Board of Directors

AGENDA

Call to Order and Chair's Remarks Cesar L. Alvarez **Approval of Minutes** Cesar L. Alvarez 3. Items for Committee Action and Review University Smoke- and Tobacco-Free Campus Regulation (Adopt) Rosa Jones President's Management Report, 2009-2010 (Review) Mark B. Rosenberg Cesar L. Alvarez P3. President's Management Review, 2009-2010 (Adopt) University Goals Report, 2010-2011 (Review) Mark B. Rosenberg Cesar L. Alvarez University Goals, 2010-2011 (Adopt) 4. New Business (If Any) Cesar L. Alvarez 5. Concluding Remarks and Adjournment Cesar L. Alvarez



THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

Subject: Approval of Minutes of the Meeting held May 20, 2010

Proposed Committee Action:

Approval of Minutes of the Personnel Committee meeting held on May 20, 2010, at the Modesto A. Maidique Campus, College of Business Complex, Special Events Center room 232.

Background Information:

Committee members will review and approve the Minutes of the Personnel Committee Meeting held on Thursday, May 20, 2010 at the Modesto A. Maidique Campus, College of Business Complex, Special Events Center room 232.

Supporting Documentation: Personnel Committee Meeting Minutes: May 20,

2010

Facilitator/Presenter: Committee Chair Cesar L. Alvarez



FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES PERSONNEL COMMITTEE MINUTES MAY 20, 2010

1. Call to Order and Chair's Remarks

The Florida International University Board of Trustees' Personnel Committee meeting was called to order by Committee Vice Chair Michael M. Adler on Thursday, May 20, 2010, at 2:23 p.m. at the Modesto A. Maidique Campus, College of Business Complex, Special Events Center, room 232.

The following attendance was recorded:

Present: Excused
Michael M. Adler, Vice Chair Cesar L. Alvarez, Chair

Michael M. Adler, *Vice Chair* S. Lawrence Kahn Albert Maury *(by phone)*

Chairman Albert E. Dotson, Sr., Trustees Thomas Breslin and Helena Ramirez and President Mark B. Rosenberg were also in attendance.

Committee Vice Chair Adler welcomed everyone in attendance to the meeting, noting that the Committee was formerly known as the Compensation Workgroup.

2. Approval of Minutes

A motion was made and passed to approve the Minutes of the Compensation Workgroup Meeting held on Tuesday, November 17, 2009 and the Minutes of the meeting held on Wednesday, December 9, 2009.

3. Action Items

P1. University Equity Reports

Vice President for Human Resources Jaffus Hardrick introduced the University Equity Reports, noting that Director of Equal Opportunity (EOP) and Diversity Shirlyon McWhorter would present the Report for the Committee's review. Director, EOP and Diversity McWhorter provided an overview of the University's 2009-10 Florida Equity Report, indicating that it encompasses enrollment, gender equity in athletics, and employment as required by Florida Statutes.

The Florida International University Board of Trustees Personnel Committee Meeting Minutes May 20, 2010 P a g e | 2

A motion was made and passed that the FIU Board of Trustees Personnel Committee recommends for Board of Trustees approval the University Equity Reports.

P2. Proposed Amendment to the Employment Agreement for President Mark B. Rosenberg CFO and Senior Vice President for Administration Kenneth Jessell presented the proposed Amendment to the Employment Agreement for President Mark B. Rosenberg for Committee review, noting that paragraph 3.2 of the Employment Agreement was being amended to change the period of the President's evaluation and submission of the University goals and objectives from fiscal year to academic year and to update the name of the pertinent Committee of the Board.

After discussion, the Committee recommended Board adoption of the following Resolution:

WHEREAS, the Board and Dr. Rosenberg entered into an Employment Agreement on August 3, 2009;

WHEREAS, the Board and Dr. Rosenberg desire to amend the Employment Agreement on the terms provided below;

NOW THEREFORE, in consideration of the mutual covenants contained herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledge by the parties, the parties hereby agree as follows:

- 1. Paragraph 3.2 of the Employment Agreement is being amended to change the period of the President's evaluation and submission of the University goals and objectives from fiscal year to academic year and to update the name of the pertinent committee of the Board. Therefore, Paragraph 3.2 is hereby deleted in its entirety and replaced with the following language:
 - 3.2 For each academic year of the Institution, which runs for a twelve-month period currently beginning August of each year, at times determined by the Board or a committee of Board, Board or a committee of Board shall meet with Dr. Rosenberg to evaluate and discuss his performance utilizing the process described herein which is consistent with any applicable Florida laws and regulations. By no later than September 30, 2010 and each September 30th thereafter, Dr. Rosenberg shall provide to the Personnel Committee of the Board (the "Committee") a list of proposed goals and objectives for the twelve-month academic year beginning in August. The Committee and Dr. Rosenberg shall discuss Dr. Rosenberg's goals and objectives, after which time the Committee and Dr. Rosenberg shall agree upon goals and objectives for the academic year. The agreed upon goals and objectives shall be presented to the Board at its next regularly scheduled meeting for final approval. Said goals and objectives shall be directed towards achieving the University's strategic plan.

On or before September 30 of each calendar year, Dr. Rosenberg shall initiate the evaluation process for the academic year that began in August of the previous calendar year by submitting to the Committee a self-appraisal of such period's performance. This appraisal shall address Dr. Rosenberg's performance related to each of the goals and

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objectives determined the preceding September. After Dr. Rosenberg has submitted this self-appraisal, the Committee shall evaluate Dr. Rosenberg's performance during the academic year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate. To aid the Committee in its annual evaluation, Dr. Rosenberg agrees to furnish such oral and written reports as may be reasonably requested by the Committee. The Committee shall provide Dr. Rosenberg with a written assessment of its evaluation. The Committee shall present its written assessment and recommended performance rating to the Board for its approval. The Board and Dr. Rosenberg shall agree on his goals and objectives for the 2009-2010 academic year no later than October 15, 2009.

2. Except as amended hereby, all other terms and conditions of the Agreement shall remain the same and are hereby ratified and reaffirmed.

4. New Business

No new business was raised.

5. Concluding Remarks and Adjournment

With no other business, the meeting of the Florida International University Board of Trustees' Personnel Committee was adjourned on Thursday, May 20, 2010, at 2:38 p.m.

Trustee requests:
There were no Trustee requests.

MB 6.8.10

Agenda Item 3 P1

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

Subject: University Smoke- and Tobacco-Free Campus Regulation

Proposed Committee Action:

Recommend to The Florida International University Board of Trustees (the BOT) approval of the University Smoke- and Tobacco-Free Campus Regulation FIU-113.

Background information:

The proposed regulation bans the use of smoking and tobacco products on all University property in order to create a smoke- and tobacco-free campus as part of a healthy campus initiative.

BOG Regulation 1.001(3)(j) provides that each board of trustees is authorized to promulgate university regulations in accordance with the Regulation Development Procedure adopted by the Board of Governors.

BOG Regulation 1.001(7)(g) provides that each board of trustees is responsible for the use, maintenance, protection, and control of university-owned or university-controlled buildings and grounds.

Supporting Documentation: University Smoke- and Tobacco-Free Campus

Regulation FIU-113

Facilitators/Presenters: Rosa Jones

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES FLORIDA BOARD OF GOVERNORS

NOTICE OF REGULATION MAKING PROPOSED REGULATION

REGULATION TITLE: Smoke and Tobacco-Free Campus

REGULATION NO.: FIU-113

SUMMARY OF THE REGULATION: This regulation bans the use of smoking and tobacco products on all University property in order to create a smoke and tobacco-free campus as part of a healthy campus initiative.

TEXT OF REGULATION: The full text of the Proposed Regulation can be viewed below and on the website of The Florida International University Board of Trustees, www.bot.fiu.edu/regulations/. If you would like a copy of the Proposed Regulation, please contact Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, (305) 348-2103.

AUTHORITY: Board of Governor's Regulation 1.001(7) (g).

NAME OF PERSON INITIATING PROPOSED REGULATION: Rosa Jones, Vice President, Student Affairs.

ANY PERSON SEEKING TO COMMENT ON THE PROPOSED REGULATION MUST SUBMIT COMMENTS IN WRITING TO THE CONTACT PERSON LISTED BELOW. ALL WRITTEN COMMENTS MUST BE RECEIVED BY THE CONTACT PERSON WITHIN 14 CALENDAR DAYS OF THE DATE OF PUBLICATION OF THIS NOTICE.

CONTACT PERSON REGARDING THE PROPOSED REGULATION: Eli Deville, Coordinator, Administrative Services, Office of the General Counsel, Florida International University, 11200 SW 8th Street, PC 511, Miami, FL 33199. Email: devillee@fiu.edu. Fax: (305) 348-3272. Phone: 305-348-2103.

DATE OF PUBLICATION: August 16, 2010.

THE FULL TEXT OF THE PROPOSED AMENDED REGULATION IS PROVIDED BELOW:

REGULATION OF

FLORIDA INTERNATIONAL UNIVERSITY

FIU- 113 Smoke and Tobacco-Free Campus

- (1) Definitions:
- (a) "Smoking" means possession of a lighted cigarette, cigar, pipe, water-pipe or hookah or any product consumed in a similar manner; and the use of an unlit cigarette, cigar, pipe, water-pipe or hookah, or the use of an electronic cigarette, cigar, pipe or any other device intended to simulate smoked tobacco.
- (b) "Tobacco products" means cigarettes, cigars, pipes, smokeless tobacco, snuff, chewing tobacco, smokeless pouches, and any other form of loose-leaf, smokeless tobacco.
- (c) "University campus" or "campus" shall include all those lands occupied or controlled by Florida International University; which includes, but is not limited to the inside of all buildings, parking garages, parking lots, athletic fields, and all stadium seating.
- (2) Smoking and/or use of any tobacco product is prohibited in all areas of the University campus.
 - (3) Sale of all tobacco products is prohibited on the University campus.
- (4) Smoking and/or the use of tobacco products may be permitted in specific designated areas as part of a University approved research or education program.
 - (5) Effective date for this regulation shall be January 1, 2011.

Specific Authority: Board of Governors Regulation 1.001(7)(g).

History: New.

Agenda Item 3 P2

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

SUBJECT: President's Management Report, 2009-2010

Proposed Committee Action:

None. Discussion Item.

Background Information:

President Mark B. Rosenberg will present the University Goals Outcomes Report for the 2009-10 academic year.

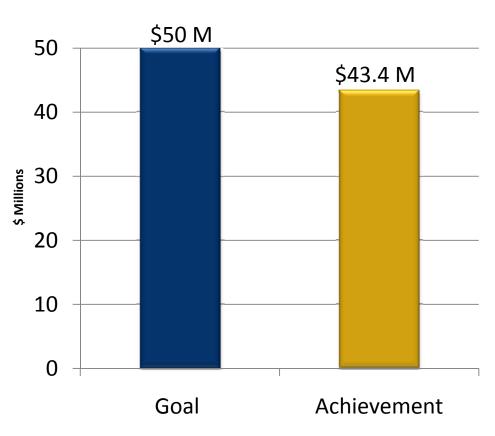
Supporting Documentation: University Goals Outcomes Report, 2009-10 Academic Year

Facilitator/Presenter: Mark B. Rosenberg

Florida International University Board of Trustees Personnel Committee

September 8, 2010

Reach Fundraising Target of \$50 Million, Excluding State Match



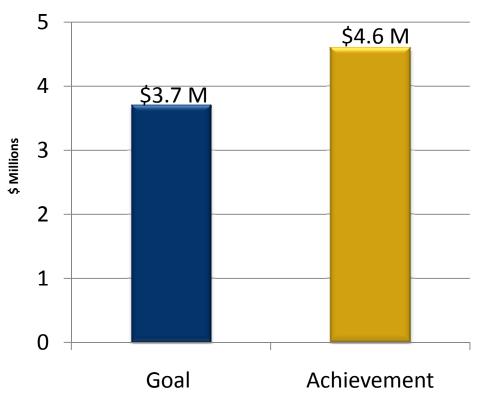
Highlights:

- ✓ Under challenging economic conditions, the Florida International University Foundation achieved 87 percent of an ambitious goal of \$50 million (prior year goal was \$35 million)
- ✓ Gifts include \$4.7 million in cash and securities, \$6.4 million in pledges, \$31.3 in planned gifts and \$1.0 million in gifts-in-kind

Begin Initial Phase of \$750 million Capital Campaign by identifying Capital Campaign leadership team

- ✓ Hired Jeffrey Robison, Associate Vice President for University Advancement
- ✓ Hired Steven Schwartz, Director of Estate and Planned Giving
- ✓ Hired Paul Landrum, Associate Director of Estate and Planned Giving
- ✓ Approved Capital Campaign fundraising program and budget by Board of Directors of the Florida International University Foundation on August 14, 2010 that will achieve a total of \$750 million in new gift revenues through 2016-17

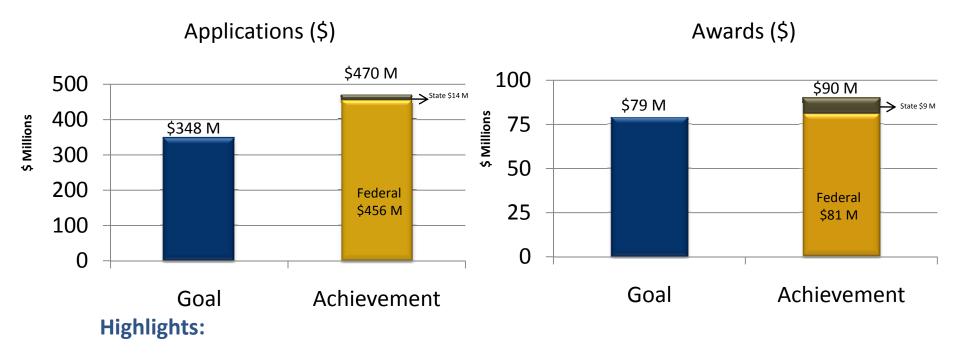
Obtain \$3.7 million funding for the Herbert Wertheim College of Medicine for FY 2010-11



Highlights:

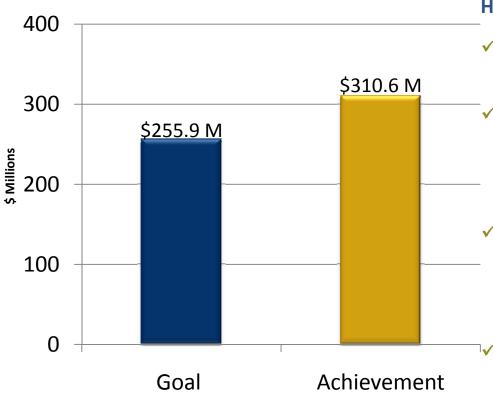
- ✓ In a difficult budget year for the State of Florida, Florida International University surpassed the goal of \$3.7 million for the Herbert Wertheim College of Medicine
- ✓ Total funding reflects \$2.7 million in recurring funding, \$1 million in non-recurring funding, and \$900,000 in Federal Stimulus funding

Increase total federal and state grant applications and awards by 7% from \$325 million to \$348 million (applications) and from \$74 million to \$79 million (awards)



- ✓ Total applications increased by 44 percent to \$496 million
- ✓ Federal and State applications increased by 44 percent to \$470 million
- ✓ Total awards increased by 13 percent to \$101 million
- ✓ Federal and State awards increased by 22 percent to \$90 million

Increase Financial Aid awarded to students by at least 10% from \$232.6 million to \$255.9 million

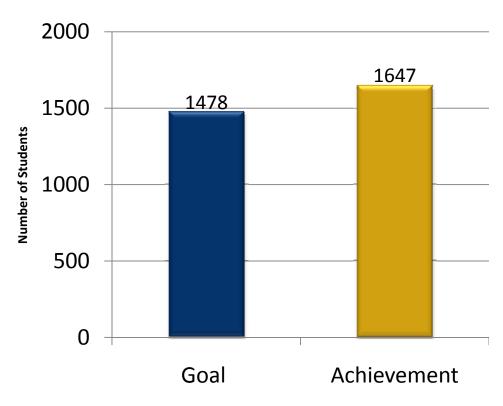


Highlights:

- ✓ Financial Aid awarded to students increased 33 percent
- ✓ Increases in need-based financial aid from BOT approved differential tuition, federal aid, and maximum allowable awards contributed to the significant increase in award
- ✓ The economic situation in South Florida
 contributed to a 23 percent increase in Pell Grant
 eligible students and a 26 percent increase in
 student borrowing
 - Number of students who received financial aid increased from 26,591 to 30,299

ACHIEVE RESULTS-ORIENTED STUDENT-CENTERED ACADEMIC EXCELLENCE

Increase the number of students participating in internships by 5% from 1408 to 1478



Highlights:

- ✓ The total number of students participating in internships increased by 17 percent
- ✓ Students participating in internships through the Office of Career Services increased from 555 to 698, a 26 percent increase
- ✓ Students participating in course related internships through their colleges increased from 853 to 949, an increase of 11 percent

ACHIEVE RESULTS-ORIENTED STUDENT-CENTERED ACADEMIC EXCELLENCE

Hire 10 advisors to improve student retention by 1 percent for first to second year (from 83.5 percent to 84.5 percent and by 2 percent for second to third year (from 71.0 percent to 73.0 percent) for students entering in Fall 2009

- ✓ Ten masters-level, professional academic advisors (five central advisors and five bridge advisors) were hired
- ✓ First year to second year retention increased from 83.5 percent to 87.7 percent (1483 students)
- ✓ Second year to third year retention: data will be available and reported in 2011

ENHANCE QUALITY AND IMPACT OF RESEARCH AND CREATIVE INITIATIVES

Establish a framework for conducting clinical trials with appropriate Human Subjects (IRB) approval by creating a Clinical Trials Office, creating a biomedical IRB, and by finalizing an institutional relationship with Western IRB for multi-site clinical trials. This will facilitate the initiation of at least one externally funded clinical trial in calendar year 2010.

- ✓ A Clinical Trials Office was established, the implementation of a biomedical IRB has been initiated, and an agreement with Western IRB is in effect
- ✓ Six protocols for clinical trials have been reviewed by Western IRB and initiated
- ✓ Three of the clinical trials were initiated by the new group of researchers in the Herbert Wertheim College of Medicine and the Department of Psychology being led by Dr. William Pelham, whose research focuses on Attention Deficit Disorder (ADD) which is a critical issue for children in schools
- ✓ Research awards included critical cutting-edge science in health and environment, including \$32M funding in health-related research

ENGAGE THE COMMUNITY

Expand partnership with Miami Dade County Public Schools by creating an Academy for Advanced Academics on the FIU Modesto Maidique Campus

- ✓ The Academy for Advanced Academics was established on the Modesto Maidique campus in August 2009 and began operations with 83 students, three founding faculty, an administrator, a counselor and the principal
- ✓ For Fall 2010, 100 students are enrolled in this innovative program
- ✓ Each semester, students enroll in a minimum of three college dual-enrollment courses taught by Florida International University faculty
- ✓ School population reflects the religious, ethnic and cultural diversity of the community.
- ✓ Students and faculty are supported by parental and community involvement which again advances our commitment to community engagement and outreach
- ✓ All costs associated with the program were absorbed by Florida International University

ENGAGE THE COMMUNITY

Develop College of Medicine NeighborhoodHELP plan by completing the survey of 2,300 households and indentifying the 42 households in four neighborhoods that will be assigned to the 2009 entering medical school class

- ✓ The Herbert Wertheim College of Medicine's Green Family Neighborhood Education Program (NeighborhoodHELP), completed in the course of six months, from October 1, 2009 to March 31, 2010, a total of 1738 household surveys, which represents 80.1 percent of the available houses. Out of the surveyed group, 42 households in four neighborhoods have been assigned to the 2009 entering medical school class
- ✓ In the households they serve, students are expected to apply the knowledge they acquire in the classroom and clinical settings by focusing on prevention, improving access to healthcare, and education
- ✓ While learning, students are expected to produce a positive impact on the health and lifestyles of these households

Agenda Item 3 P3

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

SUBJECT: President's Management Review, 2009-2010

Proposed Committee Action:

Cesar L. Alvarez, Chair of the Florida International University Board of Trustees Personnel Committee will (1) lead the discussion on the President's Management Report and performance during the 2009-2010 academic year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate, and (2) the Committee shall provide President Mark B. Rosenberg with a written assessment of its evaluation, and (3) the Committee shall present its written assessment and recommended performance rating for Board of Trustees approval.

Background Information:

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 employment agreement between The Florida International University Board of Trustees and President Mark B. Rosenberg became effective August 3, 2009. Paragraph 3.2 of the employment agreement states in relevant part:

On or before September 30 of each calendar year, Dr. Rosenberg shall initiate the evaluation process for the academic year that began in August of the previous calendar year by submitting to the Committee a self-appraisal of such period's performance. This appraisal shall address Dr. Rosenberg's performance related to each of the goals and objectives determined the preceding September. After Dr. Rosenberg has submitted this self-appraisal, the Committee shall evaluate Dr. Rosenberg's performance during the academic year based on his achievement of the mutually agreed upon specified goals and objectives and such other criteria as the Committee deems appropriate. To aid the Committee in its annual evaluation, Dr. Rosenberg agrees to furnish such oral and written reports as may be reasonably requested by the Committee. The Committee shall provide Dr. Rosenberg with a written assessment of its evaluation. The Committee shall present its written assessment and recommended performance rating to the Board for its approval.

Supporting Documentation: Executive Performance Ratings

Facilitator/Presenter: Cesar L. Alvarez

Executive Performance Ratings

Performance Rating
Superior
Very Good
Satisfactory
Less than Satisfactory
Unsatisfactory

PERFORMANCE RATINGS

Determined relative to approved performance goals

<u>Superior</u> - *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.

<u>Very Good</u> - *Achieves* performance expectations and at times exceeds them.

<u>Satisfactory</u> - *Fulfills* performance expectations. Level of performance is effectively and consistently maintained. Consistently ensures that the organization is following its mission, vision and strategic plan.

<u>Less than Satisfactory</u> - *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.

<u>Unsatisfactory</u> - *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.

Agenda Item 3 P4

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

SUBJECT: University Goals Report, 2010-2011

Proposed Committee Action:

None. Discussion Item.

Background Information:

President Mark B. Rosenberg will present the University Goals Report for the 2010-11 academic year.

Supporting Documentation: University Goals Report, 2010-11 Academic Year

Facilitator/Presenter: Mark B. Rosenberg



University Goals

Academic Year 2010-2011

President Rosenberg's "Hit the Ground Running" paper served as the launching pad for the next version of the FIU strategic plan incorporating an enhanced vision and operational statement.

Vision: A leading student-centered urban public research university that is locally and globally engaged.

Operational Statement: As an anchor public institution in South Florida, FIU must be committed to providing high quality learning, state-of-the-art research and creative activity, and engagement in community problem-solving.

The four objectives of the President's "Hit the Ground Running" which are the basis of the new University Strategic Plan are:

- 1. Revitalize and expand financial base
- 2. Achieve results-oriented student-centered academic excellence
- 3. Enhance quality and impact of research and creative initiatives
- 4. Engage the community

Consistent with the University's goals for 2009-10, the goals for 2010-11 continue with the themes developed in "Hit the Ground Running."

1. Revitalize and expand financial base

- Reach fundraising target of \$55 Million, excluding state matching funds
- Obtain \$2.0 million in state funding for the Herbert Wertheim College of Medicine for FY2011-12
- Increase total federal, state and other grant applications and awards by 5 percent, from \$496 million to \$520 million (applications) and from \$100 million to \$105 million (awards)

- Increase financial aid awarded to students by at least 10 percent, from \$310 million to \$340 million
- Increase business services auxiliary revenue by at least 10 percent, from \$4.7 million to \$5.2 million by increasing sales revenue in retail operations
- Generate new auxiliary and enterprise revenues of at least \$1 million through marketing and licensing agreements, partnership initiatives, and development of the FIU Health Care Network Faculty Practice Plan

2. Achieve results-oriented student-centered academic excellence

- Hire 31 new faculty to support additional students in order to maintain the current student-to-faculty ratio
- Hire 11 advisors to improve student retention by 1 percent for first to second year (from 84 percent to 85 percent and by 2 percent for first to third year (from 71.2 percent to 73.2 percent)
- Modernize at least 12 classrooms to bring them up to minimum e-class standards
- Modernize three teaching labs to improve student science education
- Receive Liaison Committee on Medical Education (LCME) Provisional Accreditation status for the Herbert Wertheim College of Medicine
- Increase the number of students participating in internships by 10 percent from 1579 to 1735

3. Enhance quality and impact of research and creative initiatives

- Create 200 additional jobs within the community through research funding, clinical trials, licensing, and tech-transfer
- Establish the framework for a collaborative Life Sciences Corridor along I-95 and I-75 with public and private universities in southern Florida to serve as a catalyst for economic development through innovation, entrepreneurship, and job creation
- Modernize 10 research labs to state-of-the-art standards in order to recruit and retain outstanding researchers

4. Engage the community

- Expand partnership with Miami-Dade County Public Schools by expanding the High School Dual Enrollment program from 25 to 35 schools to ensure a seamless transition to accelerated full-time study
- Apply for and receive the Carnegie Foundation classification for Community Engagement based upon FIU's collaboration with our community for the mutually beneficial exchange of knowledge and resources in a context of partnership and reciprocity
- Develop at least one collaborative partnership with a major local business that will benefit our students
- Develop or expand at least one collaborative partnership with a major local non-profit organization

Agenda Item 3 P5

THE FLORIDA INTERNATIONAL UNIVERSITY BOARD OF TRUSTEES

Personnel Committee

September 8, 2010

SUBJECT: University Goals, 2010-2011

Proposed Committee Action:

Cesar L. Alvarez, Chair of the Florida International University Board of Trustees Personnel Committee will (1) lead the discussion on the University Goals Report for the 2010-11 academic year as submitted by President Mark B. Rosenberg, (2) the Committee and President Rosenberg shall agree upon the goals for the 2010-11 academic year, (3) the Committee will recommend the agreed upon goals for Board of Trustees approval, and (4) said goals shall be directed towards achieving the University's strategic plan.

Background Information:

The employment agreement between the Florida International University Board of Trustees and President Mark B. Rosenberg became effective August 3, 2009. Paragraph 3.2 of the employment agreement states in relevant part:

By no later than September 30, 2010 and each September 30th thereafter, Dr. Rosenberg shall provide to the Personnel Committee of the Board (the "Committee") a list of proposed goals and objectives for the twelve-month academic year beginning in August. The Committee and Dr. Rosenberg shall discuss Dr. Rosenberg's goals and objectives, after which time the Committee and Dr. Rosenberg shall agree upon goals and objectives for the academic year. The agreed upon goals and objectives shall be presented to the Board at its next regularly scheduled meeting for final approval. Said goals and objectives shall be directed towards achieving the University's strategic plan.

Supporting Documentation: Refer to the University Goals Report, 2010-11 Academic Year

Facilitator/Presenter: Cesar L. Alvarez