

MEMORANDUM

April 8, 2016

Dear University Community,

University General Counsel M. Kristina Raattama has informed me of her plans to step down effective April 29, after serving in that capacity since 2010. Kristina is a strategic thinker and we will miss her leadership, legal acumen and accessible, straight forward manner.

As the FIU general counsel, Kristina focused the office's efforts around FIU's mission and strategic plan and ensured that areas of the law unique to public higher education, including academic freedom, shared governance, research and the First Amendment, are top of mind for the legal team, as well as other campus administrators. She also oversees the Office of Compliance & Integrity.

Particular legal matters Kristina handled personally include the RCL / FIU partnership at the Biscayne Bay Campus, the FIU Pathway Program and the Green Family Foundation School of International Affairs gift agreement. Kristina and her team worked collaboratively with other departments on campus to effectively and efficiently integrate the recent myriad of federal regulations and requirements in the area of higher education. Kristina also played an important role in the passage of legislation which provides in-state tuition rates for undocumented students.

A key element of Kristina's legacy at FIU is her work to transform the role of the University's compliance office, envisioning an office that emphasizes the important role culture plays in FIU's overall success as well as operational excellence and that uses metrics-based decision-making to measure the compliance program's performance.

A 16-year veteran of the State of Florida State University System and third generation graduate of public higher education in Florida, Kristina excelled at FIU because she says she served a deserving student population and was able to "combine head and heart in service to the community" in which she was raised.

Kristina will take a short break for the summer to do some traveling with her family and to reflect on this career shift. In the fall she will be seeking opportunities to apply her leadership skills and experience in the pursuit of her next career.

Given the key role the university's general counsel plays, I am moving swiftly to name Carlos B. Castillo to that position. Castillo, an alumnus and current member of the Foundation Board of Directors, comes to us from the law firm Ring Bender McKown & Castillo, LLLP, where he is a partner.

Carlos has almost 25 years of litigation experience; areas of practice include general and complex commercial litigation in Florida state and federal courts, as well as in other jurisdictions, and in arbitration proceedings. He also has assisted clients in responding to federal and state government investigations and represented clients in a variety of different contexts and industries, including contractual and partnership disputes, banking, real estate, employment, and telecommunications. Carlos also served as an Assistant United States Attorney for the United States Attorney's Office in Miami, Florida (USAO) from 2002 to 2005, where he tried a number of criminal cases. Prior to his tenure at the USAO, Carlos was with the international law firm of White & Case LLP, where he handled a number of complex litigation matters.

Carlos earned a BA in Political Science from FIU in 1988 and graduated magna cum laude from the University of Miami School of Law in 1991. Carlos and his wife, Susana, also an FIU graduate, live in the South Miami area with their two children.

Carlos' official start date at FIU is May 2, 2016. He will lead a top notch and experienced legal team. I am confident they will continue to do great work under Carlos' leadership.

To ensure a smooth and seamless transition, Kristina and Carlos will be working together over the next few weeks and Kristina will remain available for consultation in the future.

Please join me in wishing Kristina well in her future endeavors and welcoming Carlos to the 5th floor of the PC building, since he already is a member of the FIU family.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mark B. Rosenberg', with a stylized flourish at the end.

Mark B. Rosenberg
President