

MEMORANDUM

July 16, 2019

Dear members of the university community,

It is my pleasure to share with you that Interim Vice President for Human Resources El pagnier Kay "EK" Hudson has been appointed vice president for Human Resources.

El pagnier, who holds bachelor's and master's degrees from Florida A&M University, has been part of the FIU family since 2010. El pagnier worked side-by-side with Dr. Jaffus Hardrick, who was recently named president at Florida Memorial University. Together, they developed and executed the strategic vision for our Division of Human Resources. Since his departure, she served as interim vice president for the university and did so with distinction.

During her tenure as interim vice president, El pagnier worked on the design, coordination and launch of "Next is Now," an initiative to fortify our dynamic workforce and ensure readiness for the changing work landscape. Additionally, she expanded the Career Ready initiative which helps student employees have a positive work experience and helps them stay on track for graduation. This initiative also assists our graduates in securing gainful employment within a year of graduation. Under her leadership, the student employment process has been streamlined and simplified to reduce the time needed to hire student employees – a critical constituency of our workforce of 11,000. She has also increased opportunities for career growth for faculty, staff and students.

Under her leadership, the university achieved its highest Performance Excellence Process (PEP) completion rate ever, with 96 percent completion! Among her proudest achievement in her role as interim vice president was the designation of FIU by *The Chronicle of Higher Education* as a *Great College to Work for* with honor roll distinction.

She is passionate about our faculty and staff having a quality work experience, and notes that "nothing happens at this great institution without the engagement of its people."

El pagnier has been working in the HR field for more than 25 years, where she began as a personnel intern for the Broward County Board of County Commissioners. She later held leadership positions at Florida Atlantic University and the Town of Davie, as well as the Broward Sheriff's Office.

Respected among her peers, both locally and statewide, El pagnier continues to sit on the College and University HR Executives (CUHRE) Consortium, which is comprised of

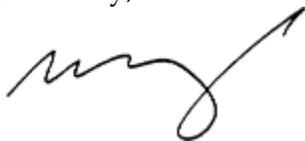
HR Executives from the 12 state universities in Florida. Additionally, El pagnier serves the College & University Professional Association-HR (CUPA-HR) as a member of the Board of Directors, Florida Chapter, and serves as Chair for the HR & Professional Development Committee with the Greater Miami Chamber of Commerce.

She has been named HR Professional of the Year by the Broward Chapter of the Society for Human Resources, and Woman of the Year by the Zeta Phi Beta Sorority. Additionally, she was named among South Florida Business Journal's Power Leaders in Human Resources in 2016 and 2017 as well as one of south Florida's most Influential and Prominent Black Women in Business in 2018. El pagnier has also been an invited lecturer, a high school commencement speaker, a keynote conference speaker for several conferences and events, and a guest lecturer on leadership topics.

She is passionate about her work with the Women in Distress Organization as well as the mentoring programs she has worked with which include Communities in Schools of Miami Dade and the Tendaji Women's Ministry of Palm Beach. She is a proud mother of three daughters, two of whom are part of the FIU family.

Please join me in congratulating El pagnier. We look forward to her continued success.

Sincerely,

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

Mark B. Rosenberg
President