

New College of Florida
President Donal O'Shea's Leadership Highlights
July 1, 2017 to June 30, 2018

Planning for Growth

The first year of the *New College Plan for Growth* was approved by the Florida Board of Governors, assigned high priority in their legislative budget, and was funded by the Legislature with the requested appropriation of \$5.4 million. President O'Shea and his staff directed an enormous amount of energy to planning for and implementing the first year action items in the Plan. The hiring of 15 new faculty members was by far the most stellar achievement of the year. Simply reaching consensus of the fields in which to hire required numerous deliberations with faculty groups by the Provost, and the actual searches all involved in-depth interviewing of approximately three candidates per search, adding up to hundreds of hours of faculty and administrative staff time. The 15 highly qualified faculty (See attachment) will add depth and breadth to our academic program, particularly in the areas of STEM and global competitiveness. Forty-two staff positions have been filled in the first year, including some that were made permanent as "backfill." By the end of the June, 2018, New College will have completed practically all of the 47 goals/tasks planned for 2017-18, as well as having made significant progress on 13 other tasks originally planned for 2018-19.

Strategic Planning

With the help of a BOT Committee on Strategic Planning and an internal committee, President O'Shea has combined the New College Plan for Growth with the strategic planning process for the institution. A Board of Trustees Ad Hoc Committee on Campus Housing is lending its business expertise to the College's efforts to build public private partnerships (P3) to construct student housing for an increased number of New College students in the near future. The College has issued a Request for Information (RFI) to get the process started. The 2018 Legislature was not able to identify the requested \$6 million in planning funds for a new multi-purpose facility to support the growth plan. If planning funds are appropriated in FY 2018-19 and the remainder of the funds in 2020-21 (total all-in project costs are estimated at \$47 million), the project will be well positioned to support the timing of the planned growth. To keep the project on schedule, President O'Shea has authorized the use of certain cash reserves on hand to begin the design process. Several significant charrettes and open planning meetings have taken place on campus already.

Connecting Liberal Arts & Employment

President O'Shea met Governor Scott's *Ready, Set, Work Challenge* by offering focused career preparation through the Center for Engagement and Opportunity (CEO) to students in our largest majors, biology and psychology. He increased employment for recent graduates through a piloted, online *Career Success Seminar*, and had the College more accurately track employment outcomes for students using *The Outcomes Survey*. Most recent BOG data for the 2016 graduating class indicated that 54.2% of the graduates gained full-time employment (earning \$25,000+ or enrolling in continuing education within one year of graduation) .This represents a 12.4% increase over the previous year. During the 2017-18 year, 122 students held internships for credit, and 49% of the 2018 graduates held

internships throughout their New College years, a 5% increase from the prior year. Though the CEO's many varied activities, students have been helped in the job-seeking process.

STEM & Master's in Data Science Program

New College has long excelled in the natural sciences and mathematics and currently holds the highest percentage in the SUS of bachelor's degrees awarded in STEM fields (41% for 2017 graduates). The new two-story, \$9.7 M state-funded, 2,000 square foot addition to the Heiser Natural Science Complex was completed and opened for use in Fall 2017. It provides additional teaching laboratories for biology, chemistry and physics, and class, conference, office, administrative and student gathering spaces. It comfortably accommodates students at the current enrollment level, but can be built out to accommodate future growth. The Master's in Data Science program graduated its first cohort of students in May 2017, and the second in May 2018, with all graduates having 100% job placement rates and a median salary one year after graduation of \$84,000. Funding from the program continues to benefit the undergraduate computer science program with 293 students enrolled in Fall 2017, a 32% increase from Fall 2016. Likewise, enrollment continues to grow in undergraduate statistics courses taught by Data Science faculty. As a result, they have developed an applied statistics minor that will ensure that New College students graduate with the computational and data analysis skills that Florida employers demand.

Hurricane Irma

Two days before it arrived on September 9, 2017, it appeared that New College would be devastated by a direct hit. The college closed, but about 170 students and 39 staff, including President O'Shea and Provost Feldman and some from student affairs, police, facilities and maintenance, sheltered on campus. We were lucky: about 50 trees were downed but our buildings did not sustain serious structural damage. Most of the campus was without power for a week following the storm. Classes were cancelled for seven days.

Collaborations

Organizing and obtaining substantial grant funding from local foundations for sustainable collaboration among five nearby educational institutions (New College of Florida, Ringling School of Art & Design, FSU/Ringling, University of South Florida - Sarasota/Manatee, and State College of Florida) may stand as one of President O'Shea's signal achievements. Now known as the Cross Campus Alliance, they have a signed agreement to collaborate and have achieved a cross-registration process for students without any funds changing hands, shared job openings lists, faculty get-togethers, student get-togethers, and meeting of CFOs, HR directors, and others. Numerous bilateral collaborations have been developed by New College, including the long-standing Shared Services Agreement with USF-S/M for sharing the library, Campus Police, Campus Wellness Center, Bookstore, etc. New College already shares its Chiller Plant with FSU/Ringling. A newly-minted Articulation Agreement with State College of Florida guarantees automatic admission to New College for any graduate who earns a 3.0 GPA at SCF within the last two years and enables future medical students at New College to register for a human anatomy course at SCF. Agreement may be signed soon between New College and USF-S/M for a teaching program and with University of Florida for a joint UF-NCF engineering Master's program.

National Rankings

New College of Florida continues to do well in the national rankings, mentioned every year in the *Princeton Review* (January 2018, “Top Colleges That Pay You Back”), *U.S. News & World Report* (“2018 U.S. News Best Colleges,” #6 Public Liberal Arts Colleges), *Fiske Guide to Colleges* (July 2017, “Best Buys”: one of 20 public and 18 private colleges named to list), *Kiplinger’s Personal Finance* (December 2017, “Kiplinger’s Best 2018 College Values”), *Washington Monthly* (August 2017, “2017 College Rankings” #1 Public Liberal Arts College).

Public Service

President O’Shea currently serves as the president of the Florida Association of Colleges and Universities (FACU), He has served as past President of the Southern Universities Conference and is on their board. He also serves on the boards of both the Sarasota and Manatee County Chambers of Commerce, and of both the Sarasota and Manatee County Economic Development Corporations. He is a board member of the Council of Public Liberal Arts Colleges (COPLAC) and also of the Sarasota World Affairs Council.

Presidential Writing: Keeping New College in the Intellectual Spotlight

President O’Shea and the other CCA presidents and provosts share a rotating featured column in the local Herald Tribune and he contributes a monthly column to Sarasota Magazine. This and other public writing keeps New College in the Intellectual spotlight and in the public eye. A partial list of links to his articles is provided below.

SARASOTA MAGAZINE

Vive La Difference (June 9, 2018)

https://www.srqmagazine.com/srq-daily/2018-06-09/8517_vive-la-difference

What Do You Tell A Graduate? (May 12, 2018)

https://www.srqmagazine.com/srq-daily/2018-05-12/8336_What-Do-You-Tell-a-Graduate

April and Seniors (April 14, 2018)

https://www.srqmagazine.com/srq-daily/2018-04-14/8194_April-and-Seniors

The Charm and Utility of Medieval Studies (March 10, 2018)

https://www.srqmagazine.com/srq-daily/2018-03-10/7960_The-Charm-and-Utility-of-Medieval-Studies

The Origin of an Idea (Feb. 10, 2018)

https://www.srqmagazine.com/srq-daily/2018-02-10/7803_Ideas-Origin-Doesnt-Legislate-its-Validity

The Data Revolution (Jan. 13, 2018)

https://www.srqmagazine.com/srq-daily/2018-01-13/7635_The-Data-Revolution

Trigger Warnings (Dec. 9, 2017)

https://www.srqmagazine.com/srq-daily/2017-12-09/7456_Trigger-Warnings

The Energy of Youth (Nov. 11, 2017)

<https://www.srqmagazine.com/srq-daily/2017-11-11/7293> The-20-Energy-of-Youth

Colleges, Hurricanes and Trauma (Oct. 14, 2017)

<http://www.srqmagazine.com/srq-daily/2017-10-14/7088> Colleges–Hurricanes-and-Trauma

Science, New College and the Public Square (Sept. 9, 2017)

<http://www.srqmagazine.com/srq-daily/2017-09-09/6895> Science–New-College-and-the-Public-Square

These United States of Science (August 12, 2017)

<http://www.srqmagazine.com/srq-daily/2017-08-12/6762> These-United-States-of-Science

The Tyranny of GPAs (June 10, 2017)

<https://www.srqmagazine.com/srq-daily/2017-06-10/6398> The-Tyranny-of-GPAs

The Janus-Faced Nature of Graduations (May 13, 2017)

<https://www.srqmagazine.com/srq-daily/2017-05-13/6236> The-Janus-Faced-Nature-of-Graduation

Spring and Fellowships (April 8, 2017)

<https://www.srqmagazine.com/srq-daily/2017-04-08/6036> April--Spring-and-Fellowships

SARASOTA HERALD-TRIBUNE

Donal O’Shea: Activism, free speech, and New College (March 1, 2018)

<http://www.heraldtribune.com/news/20180301/activism-free-speech-and-new-college>

Donal O’Shea: Universities’ Role in an Innovation Economy (Dec. 7, 2017)

<http://www.heraldtribune.com/news/20171207/donal-oshea-universities-role-in-innovation-economy>

BRADENTON HERALD

Donal O’Shea: New Faculty Boosts Manatee-Sarasota’s Intellectual Capital (Nov. 18, 2017)

<http://www.bradenton.com/opinion/opn-columns-blogs/article185224618.html>

INSIDE HIGHER ED

<https://www.insidehighered.com/views/2017/06/27/unintended-consequences-too-many-requirements-essay>

ATTACHMENT: Growth: Fifteen Faculty Positions Filled in 2017-18

STEM Fields

Chemistry

Rebecca Black, Ph.D., Inorganic Chemistry, University of Chicago (expected 2018)

Rebecca Black is a Ph.D. candidate in Inorganic Chemistry at The University of Chicago, where she has been a teaching assistant in inorganic chemistry classes

Psychology; Human Neuroscience

Kathleen Casto, Ph.D., Psychology, Neuroscience and Animal Behavior, Emory University

Kathleen is from the Social Psychoneuroendocrinology Lab in Eugene, Ore., as a postdoctoral fellow with the National Academy of Sciences, National Research Council in collaboration with the U.S. Army Natick Soldier Research, Development and Engineering Center to study the social neuroendocrinology of competitive and cooperative behavior and social status within and between groups and how these factors relate to group performance.

Biology and Environmental Studies

Erika Diaz-Almeyda, Ph.D., Qualitative Systems Biology, Pennsylvania State University

Erika is the FIRST Postdoctoral Fellow at Emory University. Her fields of expertise include gene expression, genomics, climate change biology and microbial symbiosis

Human Centered Computing

Tania Roy, M.S., Computer Science, Clemson University

Tania is currently a fifth-year Ph.D. student in the Human Centered Computing Division of the School of Computing at Clemson University. Her research interests are in Human entered Computing, Healthcare applications and well-being. She has also worked in research projects related to designing educational technologies, running studies with virtual reality simulations and affect transfer. Her dissertation research is in exploring the feasibility of using technology to detect digital dating abuse by using text messages as test corpus.

Coastal and Marine Sciences

Gerardo Toro-Farmer, Ph.D., Ocean Sciences from the University of Southern California

Gerardo Toro-Farmer joined the Continental Shelf Characterization, Assessment And Mapping Project team at the University of South Florida to provide advanced 3D geospatial analysis and modeling for the integration of biological and environmental data. He has been involved in multiple projects in the United States (California, Florida Keys and the Gulf of Mexico) and abroad (Bermuda, Panama, Colombia, Philippines). Gerardo's research experience includes studies of ecological processes in coral reef ecosystems, situ marine optics, and remote sensing and GIS techniques to answer ecologically relevant questions regarding organisms' distribution, ecosystems productivity and habitats characterization & connectivity.

Environmental Studies

Environmental Ethics; Philosophy and Environmental Studies

Nicolas Delon, Ph.D., Philosophy, Université Paris 1 Panthéon-Sorbonne

Nicolas Delon, a Law and Philosophy Fellow at The University of Chicago Law School, received a doctorate in Philosophy from Université Paris 1 Panthéon-Sorbonne in 2014. From 2014-2017 he was Assistant Professor/Faculty Fellow in Environmental Studies and Animal Studies at New York University. He's also Agrégé in philosophy and a graduate of Ecole Normale Supérieure. He works primarily in ethics, with a focus on animal and environmental ethics. His interests also include moral psychology, experimental philosophy, and social, political, legal philosophy

Environmental Economics

Mark Paul, Ph.D., Economics, University of Massachusetts Amherst

Mark is a Postdoctoral Associate at the Samuel DuBois Cook Center on Social Equity at Duke University and a Visiting Fellow at the Roosevelt Institute. Mark is an applied microeconomist working in the areas of inequality, environmental economics, and political economy. His research is focused on understanding the causes and consequences of inequality and assessing and designing remedies to address inequality. His work has appeared in places such as The Washington Post, The American Prospect, The Nation, The Atlantic, Vox, Jacobin, and Washington Monthly.

Global Competitiveness

International Political Economy; Political Science

Amanda Fidalgo, Ph.D., Political Science, Penn State University (expected 2018)

Amanda studies comparative politics, American politics, and political methodology. Her research is broadly focused on comparative political institutions and public opinion, and more specifically on federalism and state politics. Her dissertation explores the relationship between subnational authoritarianism (or the variation in state levels of democracy) and support for democracy in national federal democratic systems.

Migration; Geography and International Studies

Illaria Giglioli, M.A., Geography, University of Toronto

Illaria is a Ph.D. candidate in Geography at the University of California Berkeley (expected 2018). Her research seeks to address the relationship between the organization of space and the production of inequality. Her Ph.D. research focuses on the material and discursive production of the Southern Border of Europe. Alongside her Ph.D. research, she coordinated workshops and taught classes analyzing the processes that led to the current fortification of the U.S.-Mexico border and the fragmentation and militarization of the Palestinian Territories.

Religion and Islamic Studies

Nassima Neggaz, Assistant Professor of Religion and Islamic Studies

Nassima is the Jameel Lecturer in Islamic Studies at Cardiff University. Her research interests include Islamic Historiography, Sects and Identity Formation, Medieval Baghdad, Urban Landscape, Islamic Political Thought, Islamic Movements (medieval and modern), and Islamic Law.

Global English

Jessica Young, Ph.D., English Literature, University of Illinois (expected 2018)

Jessica's research interests include World Anglophone Literature, South Asian Literature, Postcolonial Studies, Critical Theory, Cultural Memory and Trauma Studies, Human Rights and Processes of Reconciliation, Genocide, Globalization, Digital Archives, September 11.

Arts & Humanities

Digital Media & Arts

Mark Dancigers, Ph.D., Music Composition, Princeton University

Mark Dancigers is a composer of chamber, orchestral, film, and solo instrumental works, and the electric guitarist for the new-chamber music group NOW Ensemble. He studied composition at Yale (B.A.), the Yale School of Music (M.M.), and Princeton University (PhD). He has previously been on the faculties of New College of Florida and Yale College, and is currently Assistant Professor at the University of Redlands

Theater and Performance Studies

Diego Villada, Ph.D., Theatre and Performance Studies, University of Pittsburgh (expected 2018)

A K. Leroy Irvis Fellow at the University of Pittsburgh, Diego taught performance, advanced physical acting, theatre and collaboration, dramatic literature, and theatre history. His production work centers on movement for the stage (as a director and fight choreographer) and his academic research focuses on Latin America and the Caribbean with focus on performances of intangible cultural heritage in Colombia and Brazil. Diego studies how performance is related to the construction, maintenance, and shifting of identities in the Americas from a hemispheric perspective.

Gender

Nicholas Clarkson, Ph.D., Gender Studies, with a minor in Cultural Studies, Indiana University

Nick is a Postdoctoral Associate in Transgender Studies Program in Gender, Sexuality, and Feminist Studies at Duke University. His dissertation was "States of Incoherence: Biopolitics and Transnormative Citizenship." He has also taught as a visiting instructor or assistant professor at Duke, Minnesota State University, Mankato, and Indiana University.

Caribbean/Latin American Studies and Music

Hugo Viera-Vargas, Ph.D., History, Indiana University

Dr. Viera-Vargas research focuses on the intersection of race and musical expressions in Puerto Rico. He is an associate research professor for the Department of Humanities, Universidad Metropolitana San Juan, Puerto Rico. His research and teaching interests include Afro-Caribbean musical expressions, Latin American and Caribbean History, Historical Thinking and Cultural Politics. He is also active as a percussionist.

President O’Shea’s Proposed 2018-19 Contract
Summary of Recommended Substantive Changes to Proposed 4th Amended Employment Agreement

Contract Term: July 1, 2018 through June 30, 2019

The current contract expires on June 30, 2018. The new contract would be effective July 1, 2018 with no break in service.

The proposed contract is for one year subject to evaluation by the NCF Board and reappointment by the NCF Board and ratification by the Board of Governors.

No later than March 31 (changed from February 1) each year, the Board and Dr. O’Shea shall confirm in writing whether to renew the Agreement for one additional one-year term.

Compensation: Salary increase from \$295,000 to \$305,000

Deferred Compensation increased from \$44,250 to \$53,375 (from 15% to 17.5%) in conformance with contract provision.

Should Dr. O’Shea and the Board agree to a one-year extension of the Agreement pursuant to subsection 1 (c) and he remains president until June 30, 2019, he will receive retention bonus of \$25,000. The retention bonus shall be paid within 60 days of June 30, 2019.

Consistent with Florida Statutes, the maximum amount of the President’s annual compensation funded from state funds is capped at \$200,000. Compensation beyond the cap is funded by non-state funds.

Periodic Review: No later than March 1 (changed from February 1) of each year, Dr. O’Shea will report to the Board on the extent to which the goals and priorities adopted by the Board have been accomplished and provide appropriate commentary.