

New College of Florida
President Donal O'Shea's Leadership Highlights
For the Period FY 2011-12 to FY 2015-16

Planning and Growth

President O'Shea created and implemented a trustee approved four-year plan to make some carefully selected investments that advance the education that New College offers, and secure the college's future. In accordance with the plan, enrollment has increased by 9% over the last three years. The College reinvested in faculty, filling lines held vacant during the great recession and creating new ones. Nearly 30% of the faculty has been hired in the last four years.

STEM and Globalization Outcomes

New College has long excelled in the natural sciences and mathematics and currently has one of the highest percentage in the SUS of bachelor's degrees awarded in STEM fields (37% of our 2016 graduates). It ranked #1 in the SUS for the highest percentage of graduates (12%) in Globalization/Economic Development fields in 2015. Construction is about to begin on a 22,000 gross square foot addition of the Heiser Natural Science Complex, expanding laboratory, teaching, and research space supporting Biology, Chemistry, Computer Science, Data Science, Mathematics, and Physics. In Fall 2015, a total of 497 (55%) of all NCF enrolled students took at least one STEM course.

First Master's Degree Program

Over the past four years, President O'Shea sought and gained multiple approvals and funding to initiate the College's first Master's degree program in Data Science. The new program provides a terminal Master's for graduates who wish to work in industry as members of big data teams. It is closely tied to potential employers, who provide the data for students to work with, offer summer internships, and a capstone practicum semester at the company in the fourth and final semester. The first cohort of Data Science students will graduate in 2017. In addition, the College's undergraduate computer science and statistics majors are benefitting from classes taught by the new data science faculty.

Increase in National Exposure and in National Rankings

New College continues as one of the top-ranked public liberal arts and sciences colleges in the nation. This year, New College moved up to Number 4 among all national public liberal arts colleges in the *US News & World Report* rankings, trailing only the national military academics. *U.S. News* also ranked New College 15th for students with the "Least Debt" among all public and private liberal arts colleges, and No. 6 in the nation for the percentage of students who go on to graduate programs within a year of graduation.

Princeton Review (2016) lists New College among the "Top Colleges that Pay You Back," (measured by academic quality, cost to students and families, and salaries earned by students.) *Kiplinger's* (2016) ranks New College No. 14 in its "100 Best Values in Public Colleges." *Fiske Guide to Colleges* (2016) named New College a "Best Buy School," one of 44 institutions, half public and half private, to earn that distinction.

The College is able to achieve these accolades because of its exceptional academic quality and because of its commitment to keeping net tuition costs for its students as low as possible. New College leads the SUS in undergraduate net tuition per degree for Florida residents.

Connecting Liberal Arts and Employment

A comprehensive planning effort led by President O’Shea in 2014 to enhance the College’s career, internship and fellowship programs yielded special legislative funding supporting the Center for Engagement and Opportunity (CEO.) Professional staff mentor and coach students from the moment they step on campus, connecting them to external corporate and community members. New programs within the CEO have been implemented that focus on having students be more mindful of work from time of entry, attracting internship opportunities and matching students with them, helping students obtain fellowships and tracking student outcomes after graduation. These programs form the foundation of New College’s efforts in support of Governor Scott’s recently announced “Ready, Set, Work” challenge.

Focus on the New College Foundation, Student Life and Administrative Support

President O’Shea has been instrumental in revitalizing the major gifts program at the New College Foundation, including raising \$1 million in cash to support enhanced staffing and operations necessary to grow the College’s endowment. An additional \$1.8 million in endowed funds has been raised to support student scholarships, specifically scholarships for international students.

President O’Shea restructured the marketing and communications unit, worked with Human Resources and the Provost to alter the procedures for faculty and administrative staff searches to reach a more diverse pool of applicants and oversaw creation and migration to a new website at ncf.edu. He adopted a program to beautify the campus, and introduced the awarding of honorary degrees at commencement. President O’Shea is rebuilding Student Affairs, focusing on the first year experience, adding a First Year Program Director to strengthen the social connections among first-year students, promoting sponsored clubs to draw student’s interest, and providing leadership training for more students.

Collaborations

Already partnering with USF-Sarasota/Manatee and FSU Ringling on specific shared services, President O’Shea reached out to State College of Florida and two private but nearby institutions, Ringling College of Art and Design and Eckerd College. Since 2013, he has brought leaders and senior staff from all six of these institutions together to identify and work on academic projects to broaden opportunities for students and to increase administrative efficiency. The College Consortium of the Creative Coast, known as C4, was announced to the public in 2016. Since then, three local foundations have teamed up and contributed in excess of \$100,000 to the consortium to allow exploration of meaningful collaborations. C4 has piloted cross registration without tuition and fees needing to change hands, shared training exercises in emergency management planning, and is currently exploring the possibility for joint programs.

President O’Shea has also reached out to the local business and arts communities to form several partnerships and increase engagement through the College’s lecture series, New Topic New College, through its experimental music series, New Music New College, through hosting the Sarasota World Affairs Council lecture series, and through providing science workshops for middle and high school students.

Public Service

President O’Shea serves on both the Manatee and Sarasota County Chambers of Commerce, the Executive Committee of the Florida Association of Colleges and Universities (FACU), the Sarasota World Affairs Council, and is now currently President of the Southern University Conference.

President's Scholarship/Awards/Writing

President O'Shea continues to contribute to his discipline. In 2016, he was awarded one of the highest distinctions in mathematics, the Steele Prize for Mathematical Exposition by the American Mathematical Society (AMS) for the book, *Ideals, Varieties, and Algorithms*, co-authored by O'Shea with fellow mathematicians David Cox (Amherst College), and John Little (College of the Holy Cross).

Quoting from the AMS press release http://www.ams.org/news?news_id=2853 "The book has made algebraic geometry and computational commutative algebra accessible not just to mathematicians but to students and researchers in many fields." "Even more impressive than [the book's] clarity of exposition is the impact it has had on mathematics," the prize citation states. "CLO, as it is fondly known, has not only introduced many to algebraic geometry, it has actually broadened how the subject could be taught and who could use it." "Originally published by Springer Verlag in 1992, this fourth edition has truly become a classic. It not only has provided many of today's mathematicians with their first grounding in algebraic geometry, but also has brought this area of mathematics to the service of scientists and engineers working on such diverse problems as oil exploration, software design, genetics, and robot kinematics."

Throughout his tenure, President O'Shea has written numerous articles and op-eds relevant to higher education in general and the college in particular. FY 2015-16 articles include:

<http://www.srqmagazine.com/srq-daily/2016-04-09/3787> The-University-of-the-Future-is-Here
<http://www.srqmagazine.com/srq-daily/2016-03-12/3641> Serendipity-and-Requirements
<http://www.srqmagazine.com/srq-daily/2016-02-13/3494> The-Invisible-Humanities
<http://www.srqmagazine.com/srq-daily/2016-01-09/3287> Reflecting-on-2015
<http://www.srqmagazine.com/srq-daily/2015-11-14/2993> Hiring-Faculty
<http://www.srqmagazine.com/srq-daily/2015-10-10/2807> A-Multiversity-for-the-Future
<http://www.srqmagazine.com/srq-daily/2015-09-12/2649> The-Arrival-of-Boundless-Energy
<http://www.srqmagazine.com/srq-daily/2015-08-08/2459> Universities-Forge-Pathways-To-Knowledge
<http://www.heraldtribune.com/article/20160329/COLUMNIST/160329614/0/search>

FY 2015-16 academic articles and publications include:

"Undergraduate Research and the Mathematics Profession" in M.A.Peterson and Y.A. Rubinstein, eds, *Directions for Mathematics Research Experience for Undergraduates*, Singapore: World Scientific 2016 pp. 1-16.

The bilipschitz geometry of the A_k surface singularities. *Journal of Singularities*, **12** (2015) 156-163. <http://www.journalofsing.org/volume12/oshea.pdf>

The Story of Ideals, Varieties and Algorithms. *Notices of the American Mathematical Society*, June/July, 2016.

Encouraging Faculty Scholarship – the Tap Root of New College's Success

During President O'Shea's tenure, seven New College faculty members have been funded by federal and/or national foundations. Such competitive funding rarely goes to undergraduate institutions. For instance, one faculty member won both a National Endowment for the Humanities summer stipend and a fellowship to the Loeb Classical Library of Harvard University. Four faculty worked on National Science

Foundation funded research. One faculty member's research was funded by the U.S. Army Research Lab. Others had state and private funding that is equally competitive.

The extraordinary teaching that makes remarkable student achievement possible has been nourished by the outstanding scholarly, artistic and community work done by our faculty members. During 2012-13, 69 New College full-time teaching faculty members produced 73 publications, with an additional 23 publications in press and 14 more accepted for publication. Faculty members were also active participants in scholarly conferences, with 40% of the faculty making presentations, serving as panelists, or chairing conference sessions.

The quality and reputation of faculty scholarship is affirmed by the cumulative record of their publications. In 2014-15, the faculty (79) reported 135 publications either in press, accepted, or published during the year. This scholarship is accomplished in addition to a primary assignment of undergraduate instruction, advising, and committee work.

For these reasons and more, the New College of Florida Board of Trustees is pleased to recommend that the Board of Governors confirm President O'Shea's reappointment.

Keith Monda, Chair
New College of Florida Board of Trustees
June 11, 2016

New College of Florida
President O'Shea's Employment Agreement Extension Through June 30, 2018

SUMMARY OF KEY CHANGES FROM THE CURRENT AGREEMENT

- The current agreement expires on June 30, 2017. The new agreement extends the term by one year, to June 30, 2018. The new agreement will begin on July 1, 2016 and expire on July 1, 2018. The one-year term extension is consistent with guidance provided by the Board of Governors.
- Any renewal of the agreement is subject to confirmation of Dr. O'Shea's reappointment by the Board of Governors.
- The new agreement provides for paid professional development leave instead of a paid sabbatical at the conclusion of Dr. O'Shea's presidency to permit him to retool his teaching and research prior to returning to the faculty. It also provides for immediate termination of that leave and no further compensation under certain circumstances.
- There are no changes in compensation or benefits from the previous contract.