

New College

THE HONORS COLLEGE of Florida



New College of Florida Summary of Presidential Search Process

**CONDUCTED FOR THE FLORIDA
BOARD OF GOVERNORS | NOVEMBER 9, 2023**

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Section 1

Letter from NCF Board of Trustees to BOG Chair

Section 1 • Letter From the New College of Florida Board of Trustees to BOG Chair

October 25th, 2023

The Honorable Brian Lamb, Chair
Florida Board of Governors
325 W. Gaines Street, Suite 1614
Tallahassee, FL 32399

Re: Confirmation of New College of Florida President-Elect, Richard Corcoran

Dear Chair Lamb,

On behalf of the New College of Florida Board of Trustees, it is my pleasure to present President-elect Richard Corcoran to the Board of Governors for confirmation as New College of Florida's 9th President.

This request follows the New College of Florida Board of Trustees selection of Corcoran as the new President of New College at its board meeting on October 3, 2023 and is made pursuant to Board of Governors Regulation 1.001(5)(c) and in accordance with the requirements set forth in Board of Governors Regulation 1.002.

Corcoran was one of three finalists submitted by the presidential search committee to the New College of Florida Board of Trustees for consideration. The 15-member search committee, comprising a distinguished group representing the Board of Governors, New College of Florida Board of Trustees, student body, faculty, New College Foundation, alumni and other stakeholders and supporters of New College, started its work on April 7, 2023. The committee received and reviewed sixty-three applications and conducted eight interviews. The committee was tasked with identifying candidates who could guide New College beyond its recent history of enrollment and economic challenges while restoring its reputation for providing a nationally recognized liberal arts undergraduate education.

During four terms in the Florida Legislature, Corcoran was a staunch advocate for improving all levels of education. His eight years in elected office culminated with the speakership in the Florida House of Representatives in his final term. Subsequently, appointed as Florida's Education Commissioner in 2018, he deftly navigated the reopening of Florida's schools in the fall of 2020. Corcoran has been a member of the Florida Bar for 24 years and served six years in the U.S. Naval Reserve while in college.

We appreciate the time and dedication of our search committee chair, Dr. Matthew Spalding and all of the committee members who provided their time, passion, and expertise to ensure the process was completed with integrity and excellence. A special acknowledgement goes to Governor Alan Levine, who represented the Board of Governors on our Presidential Search Committee with soundness and exceptional character.

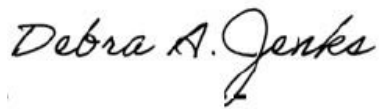
I tasked the search committee with finding a highly qualified individual to lead New College of Florida as its next President into a future of reclaiming itself as a preeminent public university within the State University System of Florida. The search committee prepared an extensive qualifications document, approved by our Board of Trustees, which is contained in the packet we have submitted to the Board of Governors.

Section 1 • Letter From the New College of Florida Board of Trustees to BOG Chair

Corcoran far exceeds the criteria expectations and has demonstrated this in his success as Interim President. His bold vision for the future of New College and his exceptional leadership will serve as an example for driving transformation within the State University System of Florida. Accordingly, I request that the Board of Governors at its November 9, 2023 meeting consider and confirm the appointment of Richard Corcoran as the 9th President of New College of Florida.

In compliance with the requirements set forth in the Board of Governors Regulations 1.001 and 1.002, I have enclosed additional information regarding the search process for your review.

Sincerely,



Debra A. Jenks
Chair of the Board of Trustees
New College of Florida

Section 2

Presidential

Search Committee

Section 2 • Presidential Search Committee



Dr. Matthew Spalding

NCF Trustee, Chair of Committee

Dr. Spalding is the Kirby Professor in Constitutional Government at Hillsdale College and the Dean of the Van Andel Graduate School of Government at Hillsdale College's Washington, D.C., campus. As Vice President for Washington Operations, he also oversees the Allan P. Kirby Jr. Center for Constitutional Studies and Citizenship and the academic and educational programs of Hillsdale in the nation's capital. Dr. Spalding earned his bachelor's degree from Claremont- McKenna College and earned his master's and doctorate degrees from Claremont Graduate School.



Robert Allen, Esq.

NCF Alumnus

Robert N. ("Bob") Allen, Jr., attended New College from 1974 to 1978. He graduated with a degree in International Relations. He served as a member, and later as Chairman, of the Student Government. During his first year as a student, he had a work-study job in the Public Relations Department. In his final year, he worked as a full-time Admissions Counselor while he completed his senior thesis – which received the Florida Political Science Association's highest award in 1978. He was elected by the graduating class to serve on the Board of Trustees and later served as a Trustee for two additional terms by appointment of Governor Jeb Bush.

Bob was the first New College graduate to attend law school at the University of Notre Dame, to which he received a full scholarship for a joint program in Law and Theology, served as an editor and director of the Notre Dame Law Review writing program, and won the "Top Oral Advocate" at the Jessup International Moot Court regional competition.

Upon graduation in 1981, he worked in the corporate department of a major law firm in Miami, became a partner, and headed its international work group. He then founded Robert Allen Law, an international law firm, in 1993. With offices in Miami and Palm Beach, Robert Allen Law has become an industry leader in the yacht sector. He is listed as one of top lawyers in the world in his field by the Chambers Guide and serves as outside general counsel to the largest association in the industry, the International Yacht Brokers Association. He now lives in Juno Beach and works in the Town of Palm Beach.

Section 2 • Presidential Search Committee



Dr. Mark Bauerlein

NCF Trustee

Mark Bauerlein is Contributing Editor at First Things and Professor of English Emeritus at Emory University, where he taught since earning his PhD in English at UCLA in 1989. For two years (2003-05) he served as Director of the Office of Research and Analysis at the National Endowment for the Arts. His books include *Literary Criticism: An Autopsy* (1997), *The Dumbest Generation: How the Digital Age Stupefies Young Americans and Jeopardizes Our Future* (2008), and *The Dumbest Generation Grows Up: From Stupefied Youth to Dangerous Adults* (2022). His essays have appeared in *PMLA*, *Partisan Review*, *Philosophy and Literature*, *Wilson Quarterly*, *Commentary*, and *New Criterion*, and his commentaries and reviews in the *Wall Street Journal*, *New York Times*, *Washington Post*, *Boston Globe*, *Weekly Standard*, *The Guardian*, *Chronicle of Higher Education*, and other national periodicals.



Joshua Broyhill

NCF Student Representative

Joshua Broyhill is a New College of Florida Political Science AOC student. He has lived in 8 different states during the time his father was an Air Force fighter pilot for 20 years. He was a member of Varsity Wrestling, Marching Band, Navy JROTC, and Key Club Service program in high school. He received an AA from State College of Florida during the pandemic and transferred to New College in Spring of 2022. Interning with the Republican Party of Florida from August 1, 2022 - Election Day, he worked with leading and organizing canvassing teams. Before receiving a legislative internship this past Spring, he had held a job at Menchie's Frozen Yogurt in UTC for nearly 2 years in addition to other jobs before that. He is planning to write his undergraduate thesis on the Ukraine conflict.

Section 2 • Presidential Search Committee



Ron Christaldi, Esq.

NCF Trustee Vice Chair

Ron Christaldi is a partner in the law firm of Shumaker, Loop and Kendrick, LLP where he has a broad practice, comprising both transactions and complex litigation. Ron also serves as the President/CEO of Shumaker Advisors Florida LLC, a government relations and public affairs firm. He has been recognized as one of the Top 50 Lawyers in Florida and one of the 100 most influential lawyers in America by the Tampa Bay Business Journal. Ron served as the past Chair of the Tampa Bay Chamber. He also has served a variety of organizations including the Tampa Bay Economic Development Council, Friends of the Riverwalk, Inc., City of Tampa Charter Review Commission, Tampa Bay Businesses for Culture and the Arts, Creative Tampa Bay, Inc., City of Tampa Creative Industries Council and the

Tampa Theatre Facility Master Plan Task Force among other groups. Trustee Christaldi received his bachelor's degree from New College of Florida, his master's degree from Florida State University, and his law degree from Florida State University College of Law.



Chad Choate III

Manatee County School Board Chair District 4

Chad Choate is a financial advisor on Downtown Bradenton's Riverwalk with Edward Jones. He is a lifelong Manatee County resident and graduated from Manatee High School in 2003. He then earned his Bachelor of Science degree from the University of South Florida in 2007. He began teaching and coaching in Manatee County at Braden River High School and then Manatee High School before joining Edward Jones in 2017.

He currently serves on City of Bradenton's Merit Board, Kiwanis of Bradenton's Membership Committee, Leadership Manatee Alumni Association Board, Manatee County Aging Network Board (MCAN), his church's (Trinity United Methodist) Trustees council, is a member of the Manatee Chamber of Commerce and has previously served as a leader in Young Life, and volunteer coach with Manatee Wildcats.

Section 2 • Presidential Search Committee



Joe Jacquot, Esq.

NCF Trustee

Joe Jacquot, of Jacksonville, is a Shareholder of Gunster Law Firm. He served as the General Counsel for the Executive Office of the Governor and previously served in the United States Navy. He is a member of the Jacksonville Bar Association and Leadership Florida. Jacquot earned his bachelor's degree in political and social thought from the University of Virginia and his juris doctor from the University of Florida.



Dr. Charles Kesler

NCF Trustee

Dr. Kesler is the Dengler-Dykema Distinguished Professor of Government at Claremont-McKenna College and Editor of the Claremont Review of Books. He is the author of many books, including most recently *The Crisis of the Two Constitutions*. Kesler earned his bachelor's degree, master's degree, and doctorate degree in government from Harvard University.

Section 2 • Presidential Search Committee



Dr. David Harvey

Former NCF Faculty Chair, Professor of History

Dr. David Harvey is Professor of History at New College of Florida, where he has taught since 2000. He previously served as Chair of the Division of Social Sciences and Chair of the Faculty, and currently is Chair of the Educational Policy Committee. Dr. Harvey teaches a range of courses in modern European history and has sponsored dozens of theses, tutorials, and independent study projects in related fields. A specialist in French cultural history, he is the author of four books, about a dozen articles, and over a hundred book reviews. He has a Ph.D. and M.A. from Princeton University and a B.A. from Rice University.



Alan Levine

Florida Board of Governors

Alan Levine is Chairman and Chief Executive Officer of Ballad Health. Prior to serving as Chairman and CEO of Ballad Health, Alan served for more than 25 years as chief executive officer of hospitals and health systems ranging from a small rural hospital to one of the largest public systems in America.

Alan's commitment to public service spans multiple states. Most recently, he served on the health care transition team for Virginia's Governor, Glenn Youngkin. He chaired, or co-chaired the health care transitions for Governors Ron DeSantis of Florida, Governor Rick Scott of Florida and Governor Jeb Bush of Florida. Alan was appointed by Governor Bill Lee of Tennessee to serve on the Tennessee Charter School Commission.

In his service on the board of governors of the State University System of Florida, he has served as chair of research and academic excellence and as chair of Audit and Compliance. He received a bachelor's degree in health sciences, a master's degree in business administration and a master's degree in health sciences from the University of Florida, where he is recognized as a member of the University of Florida Hall of Fame. He is married to his wife, Laura, a nurse, and they have two grown children, both with careers in health care.

Section 2 • Presidential Search Committee



Representative Fiona McFarland

Florida House of Representatives District 73

Representative Fiona McFarland was elected to the Florida House of Representatives in 2020. She has championed wide ranging policy issues from increasing case workers for child welfare services, regulating how companies manipulate and monetize our personal data online, support for mothers and babies through expanded postpartum Medicaid coverage and special services for premature babies, as well as sea level rise and coastal resiliency work and creation of the Florida Wildlife Corridor. She currently serves as the Chair of the Transportation and Modals Subcommittee.

Representative McFarland is a 2008 graduate of the United States Naval Academy. She served for eight years on active duty as a Surface Warfare officer, deploying onboard guided missile destroyer USS

Preble (DDG 88), plankowner crew for Littoral Combat Ship USS Coronado (LCS 4), and in the Navy Office of Information in the Pentagon. While on active duty, she also earned an MBA from University of Chapel Hill. In her civilian capacity, Fiona worked for the business management consulting firm McKinsey and Company, where she served clients across media, consumer goods, manufacturing, and advanced technology industry, consulting directly with senior executives of Fortune 500 companies.



Kenneth Misemer, Esq.

NCF Alumnus

Kenneth Misemer was born and raised in Springfield, Missouri. He was selected for the Charter Class at New College in Sarasota, Florida (now New College of Florida), in 1964. And earned his B.A. in 1968. He attended a one year MBA program at Harvard Business School and later earned his JD degree in 1973 from the University of Florida Law School. He practiced law in Bradenton, Florida from 1973-79 and then in New Port Richey, where has been a member of the firm Allgood & Misemer (and its predecessors) since 1979.

He has been a member of the New College Foundation Board of Trustees since 1976 and its Chairman from 1999 through April 2005. Was appointed by the Governor to serve on the initial New College of Florida Board of Trustees upon it becoming the 11th institution and the

official Honors College of the State University system (for 3 year term; then continuing as Foundation Trustee through 2019). Additionally, he was a member of the Board of Trustees of Morton Plant North Bay Hospital and has been a member of New Port Richey Rotary since 2001.

Section 2 • Presidential Search Committee



Henry Smyth

NCF Foundation Board

Henry Smyth is the Director and Investment Manager: The Keep Fund Ltd. – a Bahamas SMART Fund investing in the precious metals complex. He has been a resident of Freeport, Grand Bahama Island since 2014. He serves as the Director and Investment Manager of the New College Foundation Board of Directors. Additionally, he has been a director at CIG LLC – a multinational development company focused on infrastructure projects throughout the Caribbean, a Latin American Investment Specialist at Coutts & Co, New York, an Investment Manager at Coutts & Co Latin American Liquidity Fund Ltd., Coutts & Co Mexico Liquidity Fund Ltd., and is currently a member of the International Investment Policy Committee. He holds a BA in International Political Economy from New College, and a MA in Diplomacy and International Commerce from Patterson School of Diplomacy.



Norman Worthington III

NCF Alumnus

Norman Worthington III is a serial entrepreneur/investor and founder or cofounder of nine software and software enabled services companies. Worthington received his bachelor of arts from New College of Florida and a law degree from Northwestern School of Law, Lewis & Clark College. Since 1997, he has acted as investor, advisor and board member for many technology-based startup companies and philanthropic organizations.

One of Mr. Worthington's earliest ventures was The Software Toolworks. Started in 1987, it became one of the first highly successful consumer software companies. Several of the original Software Toolworks titles, such as Mavis Beacon Teaches Typing! and the Chessmaster series, are among the all-time best selling products in their categories. In 1993, Worthington entered a joint venture with Computer Associates. The joint venture developed and successfully launched the world's first Enterprise Application Integration system. In 2006, Worthington founded and assumed the role of CEO and Executive Chairman of Star2Star Communications in Sarasota, Florida. Star2Star has been named to the Inc. 500/5000 list of fastest growing companies seven times, the Forbes Most Promising Companies list, the Deloitte Technology Fast 500 two times and just recently won Inc Magazine's Hire Power Award which recognizes the top private business job creators in the country. Worthington was personally recognized as an Ernst & Young Entrepreneur of the Year in 2018.

Section 2 • Presidential Search Committee



Bridget Ziegler

Sarasota County School Board Chair District 1

Bridget Ziegler is Vice President at Leadership Institute, and Director of School Board Programs, where she and her fast-growing team are training conservative activists, candidates and newly elected school board members across the country to reclaim their school board.

Bridget currently serves as Chair of the Sarasota County School Board, where she was first appointed by Governor Rick Scott in 2014 to fill a vacancy, and elected to a four-year term in November 2014, and again in August 2018 and 2022.

In March of 2023, Bridget Ziegler was appointed by Governor Ron DeSantis to serve on the newly formed Central Florida Tourism Oversight Board of Supervisors, enacted by the Florida Legislature to

replace Reedy Creek Improvement District Board, and provide balanced oversight and representation for the best interest of Floridians.

Prior to joining Leadership Institute, Bridget worked in the risk and insurance industry for over a decade as a Corporate Risk Consultant with two of the largest global risk and insurance brokerage firms.

In her most important roles, Bridget is a wife and mother of three young daughters, who serve as her motivation and provide a daily reminder about what is at stake and why it is so important to restore the education of our children and protect the future of our country.

Section 3

Charge to the Presidential Search Committee

Section 3 • Charge to the Presidential Search Committee

The New College of Florida Search Committee is appointed to serve in an advisory role to the New College Board of Trustees. The committee comprises 15 members including representatives of trustees and foundation directors, Board of Governors member, faculty, students, staff, alumni and the community. The committee's chair is Trustee Matthew Spalding. Staff are General Counsel Bill Galvano and Interim Chief of Staff Christie Fitz-Patrick.

The Search Committee is charged with recommending to the Board of Trustees an individual who is highly qualified to lead New College of Florida as its next president. The Search Committee is asked to base its recommendations upon a position criterion adopted by the Board of Trustees with input from the campus community, as well as the Board of Trustees' established employment policies.

The Search Committee shall conduct the following activities in discharging its duties:

- Develop position criteria consistent with the university's mission, strategic plan and aspirational goals, which shall be approved by the Board of Trustees.
- Develop a marketing plan presented to the Board of Trustees for approval.
- Actively solicit nominations and applications from highly qualified persons.
- Screen applications using the position criteria as the basis for choice.
- Ensure that appropriate information about scheduled meetings, minutes and process is provided to the campus community and the public.
- Ensure that appropriate information about the university and the presidency is provided to candidates at each stage of the screening process.
- Submit its recommendation to the Board of Trustees for a decision.
- Comply with the requirements of Board of Governors Regulation 1.002 Presidential Search and Selection.

The New College of Florida Board of Trustees extends its gratitude to the members of the Search Committee for accepting this demanding assignment. Be assured that this work will be conducted with all the academic and professional seriousness appropriate to this important task. The future of the university rests upon your counsel and wisdom.

Section 4

Search Timeline & Process

Section 4 • Search Timeline & Process

Date	Time	Activity
April 7, 2023		Presidential Web Page Launched Search Committee Announced
April 27, 2023	1:00 – 2:00 p.m. EST	Search Committee Meeting 1 Discussion of committee charge, timeline, responsibilities, and requirements per Board of Governors regulations
May 17, 2023	2:00 – 3:00 p.m. EST	Search Committee Meeting 2 Discussion of position criteria and marketing plan
June 1, 2023 (BOT meeting)	2:00 – 4:00 P.M. EST	Position criteria and marketing plan presented to the Board of Trustees. BOT approves position criteria.
June 2 – July 7, 2023		Application Period Open
June 23, 2023		Survey launched for community input.
July 5, 2023	3:00 p.m. – 4:00 p.m. EST	Search Committee Meeting 3 Presentation of Total Compensation Analysis – Mercer Team Base Salary and Total Compensation Range approved by the Presidential Search Committee
July 6, 2023	2:00 – 4:00 p.m. EST	Proposed Base Salary and Total Compensation Range adopted by New College Board of Trustees
July 12, 2023	10:00 a.m. – 12:00 p.m. EST	Search Committee Meeting 4 Candidates selected for interviews
July 18-26, 2023		Candidate Interviews
July 27, 2023	5:00 – 6:00 p.m. EST	Search Committee Meeting 5 Final 3 candidates selected to be presented for interviews with the New College Board of Trustees.
August 1, 2023		Three finalists announced
August 10, 2023	9:00 a.m. – 1:00 p.m. EST	Finalist interviews with the New College Board of Trustees
August 29-September 1, 2023 (CANCELED – Hurricane Idalia)		On-Campus Candidate Forums with Students, Faculty, and Staff
September 19-21, 2023		On-Campus Candidate Forums with Students, Faculty, and Staff
October 3, 2023 (BOT meeting)	2:00 – 4:00 p.m. EST	New College Board of Trustees President Selection Vote
October 10, 2023 (BOT meeting)	10:00 a.m. – 12:00 p.m. EST	New College Board of Trustees contract approval vote

Section 5

Position Criteria

Section 5 • Position Criteria

New College of Florida, a top ranked public, four-year undergraduate institution within the State University System of Florida, seeks a new president. Located in Sarasota, New College is legislatively designated to be the residential liberal arts honors college of the State of Florida.

The president is the Chief Executive Officer of New College of Florida (“NCF”) and reports to the New College Board of Trustees (the “Board”). Subject to the oversight and governance of the Board, the president is responsible for all operations of the NCF and for assuring that all of those operations uphold and are consistent with the mission of the NCF. These responsibilities include overall leadership and management of the institution, its academic and educational functions, its institutional fundraising, the development of strategic plans, and fiscal and budgetary plans and the allocation of resources. The president also has oversight responsibilities for NCF’s private affiliated organizations including the New College Foundation, Inc., New College of Florida Development Corporation, Inc., and alumni association. The president will advance NCF’s academic, and outreach efforts to enhance its programs and ensure that student services and support are provided to create appropriate learning environments.

New College is the only public college or university in the State whose distinctive mission is to provide a liberal arts undergraduate education of the highest caliber to qualified students from around the country. NCF does so by providing students with an education that integrates the academic rigor of the humanities and the sciences with career-building experiences to create a culture of intellectually curious students pursuing academic excellence and seeking a better understanding of the world within an educational environment of free speech and academic freedom. The long-standing tradition at New College combines student contracts and faculty evaluations rather a traditional grading system and emphasizes independent study projects and a senior capstone project. Since 2001, NCF has earned top rankings from Forbes, the Princeton Review, U.S. News & World Report, Fiske Guide to Colleges, The Wall Street Journal, and others as one of the nation’s premier public liberal arts colleges. NCF is also a national leader in Fulbright Scholarship recipients, along with several other accolades.

Notwithstanding the above, NCF in recent years has had a decline in enrollment and has economic and other challenges. With its history of innovation and commitment to academic excellence, NCF seeks a president who believes in transforming lives through an outstanding public liberal arts education and who sees the opportunity for NCF to become one of the top liberal arts universities in the country. At the same time, as an historic institution originally founded to provide an education free from any bias based on race or religion, NCF seeks a president who believes in racial and religious non-discrimination. The president must be an inspiring, visionary champion of the liberal arts with the ability to harness the energy, talent, resources, and passion of the NCF’s many partners and friends to overcome its challenges and lead it to achieve its highest goals.

Candidates for the position should demonstrate significant, successful leadership experience in a complex organizational setting; an understanding of and ability to advocate for NCF’s mission and uphold its historical commitments; a commitment to the value and promise of outstanding, innovative classical liberal arts education; a deep and abiding interest in student success and academic excellence; a proven ability to lead the NCF’s fund-raising efforts; and the interpersonal skills to develop productive relationships with all members of the NCF community and others key to the success of NCF.

Section 5 • Position Criteria

Qualities & Characteristics

The next NCF president will have an opportunity to help NCF reclaim its intended standing and transform a struggling institution into a beautiful, unrivaled, and preeminent public university within the State University System of Florida.

The following criteria includes qualities and characteristics that have been established by the New College Board of Trustees in consultation with many alumni, stakeholders, and friends of NCF.

Academic Accomplishments

- a) As the highest-ranking official of a major public university, the president should be a distinguished scholar or leader dedicated to the advancement of academic scholarship. A Ph.D., or advanced terminal degree, and/or significant executive experience that would command respect and complete confidence is required.
- b) While academic experience (professional and administrative) is strongly desired, exceptional candidates can also have demonstrated a high degree of scholarly and administrative success outside of academia.
- c) A passion for and commitment to the academic values of NCF and the capacity to communicate its mission and needs clearly and persuasively to all external and internal constituencies.
- d) Demonstrated commitment to fostering free speech and academic freedom, along with the ability of all members of the NCF community to express their academic and professional views openly.
- e) Demonstrated commitment to and support for excellence in teaching, research, and service, and a willingness to champion interdisciplinary collaboration and genuine innovation in these areas.
- f) An appreciation and respect for all academic disciplines and a demonstrated support for scholarly work and academic excellence.

Leadership Experience

- a) A dynamic, transparent, and confident leadership style appropriate to be the public face of a large and prominent public institution with a high state and national profile.
- b) The commitment and confidence to embrace an ambitious and expanding vision of NCF to become and be recognized as a top public liberal arts university.
- c) Ability and commitment to accelerate NCF's enrollment trajectory, including the ability, fortitude, and strategic vision to take the NCF to the next level by increasing the number of quality students who welcome and can excel at the academic rigor of NCF.
- d) Knowledge of the national trends in higher education, specifically regarding the liberal arts and classical education.

Section 5 • Position Criteria

Leadership Experience (cont.)

- e) Ability to identify new academic innovations, and establish partnerships with private sector and governmental agencies, to realize the potential for growth and opportunity at NCF.
- f) Ability to improve the performance metrics that inform and impact the NCF's external rankings and performance measures established by the Florida Board of Governors and the Legislature.
- g) A passion for learning and the belief in the power of education to change lives.
- h) A concern with all aspects of the student experience, and the ability to interact with undergraduates, graduate and professional students.
- i) A concern with all aspects of the faculty and staff experience and the ability to effectively interact with faculty and staff.

Collaboration with Stakeholders

- a) Ability to inspire trust and confidence among all internal and external constituents and stakeholders.
- b) Ability to serve as a partner to the Board of Trustees and the New College Foundation to develop NCF's priorities and strategic plan, leading NCF to successfully carrying out that plan in a manner consistent with becoming a leading liberal arts institution.
- c) Commitment to working collaboratively with the Florida Board of Governors and all elected state leaders to advance NCF priorities.
- d) A track record serving as a relationship builder who is authentic, ethical, and of good character.
- e) Demonstrated commitment to the faculty's participation in governance, including academic standards and policies, with faculty playing an appropriate role as determined by the Board of Trustees in decision-making processes that affect the academic and working environment of NCF.
- f) Experience serving as a passionate advocate for a university or organization and the capacity to establish fruitful relationships with members of the legislative and executive branches as well as donors, alumni, and other individuals who may be in a position to promote NCF's agenda and interests.
- g) Demonstrates an effective communication style that would be embraced by a broad spectrum of internal and external stakeholders.
- h) Commitment to NCF's role as a contributor to local, state, and national economic, environmental, and cultural vitality, and recognition of NCF as a partner with the community in which it serves.

Section 5 • Position Criteria

Operational Responsibilities

A. General

- a) Demonstrated success in leading an academic unit or institution of higher education, including administrative experience, or experience serving in a senior-level leadership role in a complex organization in higher education, government, business, or the nonprofit sector.
- b) An established history of leading and managing institutional change while achieving long- and short-term strategic objectives that advance the mission and goals of a complex organization.
- c) The ability to develop high-performing leadership teams and to cultivate environments with a shared sense of mission and culture that encourages entrepreneurship, innovation, strategic risk-taking, and collaboration.
- d) The ability to set clear expectations, priorities, and performance metrics that align with the vision for NCF and inspire faculty and staff to achieve success.

B. Fiscal

- a) A high level of sophistication and understanding of the fiscal issues affecting institutions of higher education, in particular an astute understanding of public university finances and state-level budgeting and appropriations.
- b) Experience with complex budgetary matters, managing and allocating resources effectively, and large-scale budgetary decision-making.
- c) Experience in identifying and developing new revenue streams from public, private, and governmental sources.
- d) Commitment to collaborate and work with the executive and legislative branch of the Florida government to serve the mission and fulfill the needs of the NCF.

C. Advancement / Fundraising

- a) A demonstrated ability to raise funds, with the capacity to cultivate a broad range of stakeholders including donors, alumni, and outside supporters of NCF.
- b) Demonstrated success in fundraising from public and private sources and working with key stakeholders to engage them with the institution and willingness to place that activity high on their agenda.

Section 5 • Position Criteria

Operational Responsibilities (cont.)

D. Student Life

- a) An appreciation for the significant role of increasing the vibrancy of student life at NCF. Whether providing better quality services (food, housing, etc), athletics and opportunities for students to find a balance between the academic rigor and enjoying life on Sarasota Bay.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled.

Applications should include a current curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submission of materials via email is strongly encouraged. Nomination letters should include the name and contact information of the nominee.

In accordance with the State of Florida's open records laws, nominations, applications, and letters of interest will be held in confidence with only the finalists' identities and materials made public. Application materials should be submitted to **PresidentialSearch@ncf.edu**.

Section 6

Biography & Curriculum Vitae



President Elect

Richard Corcoran

Section 6 • Biography & Curriculum Vitae

Biography

Richard Corcoran was born in 1965 and moved to Florida as a child in 1976. Both of his parents grew up during the Great Depression and fought in World War II. They instilled a great sense of pride in public service and duty in him at an early age. From them, Richard developed the principles by which he and his wife of more than 29 years, Anne, who is also an attorney, teach their six children today.

Richard grew up in Pasco County, Florida, where he graduated from Hudson High School. He earned a Bachelor's Degree from St. Leo College in 1989 and a Juris Doctorate from Regent University in 1996. While enrolled in college, Richard also served in the U.S. Naval Reserves, a Petty Officer 3rd Class.

Richard has been a practicing attorney in Florida for 24 years. He served four terms in the Florida House, culminating in his term as Speaker of the Florida House from 2016-2018. During his tenure in the state House, he passed the most robust ethics and transparency laws in state history.

In December 2018, Richard was appointed by Gov. Ron DeSantis to serve as Florida's commissioner of education. In this role, he supported hundreds of thousands of Florida teachers, State College professors, support staff, and millions of students, while managing an annual budget of approximately \$25 billion. His many accomplishments in that role are dwarfed by the leadership he displayed to guide Florida's education system through the COVID-19 Pandemic, reopening schools safely in Fall 2020.

In May 2022, he resigned from the commissioner of education position and started a law firm and a consulting firm. The legal and consulting practices both achieved rapid growth under his leadership.

In February 2023, Richard accepted the role of interim president at New College. He instituted immediate improvements to strengthen the declining honors college. In a matter of months, New College enrolled its first incoming class of more than 300 students, launched an intercollegiate athletics program, navigated dormitory renovations and the closure of several residential facilities, introduced the Presidential Honors Scholarship, and expanded opportunities for Pell recipients.

Additional improvements at New College include a renewed focus on facilities, curriculum adjustments to give every student shared academic experiences in Logos/Techne classes, the elimination of a bloated DEI bureaucracy, enhanced campus safety and technology, and the launch of significant rebranding measures. Many of these changes are possible because Richard successfully secured record legislative appropriations from the Florida Legislature to restore New College to its historical roots and return it to its proper stature among America's great liberal arts institutions.

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Curriculum Vitae

Richard Corcoran

Education

REGENT SCHOOL OF LAW, Virginia Beach, Virginia, Juris Doctor, 1996

ST. LEO UNIVERSITY, Saint Leo, Florida, Bachelor of Arts, International Studies, 1989

Skills

- Executive Management
- Education Expertise
- Organizational Leader
- Strategic Planning & Communications
- Facilities Management
- Resource
- Development & Fundraising
- Government Management
- Budget Management
- Staff Development & Training
- Negotiation & Consensus Building
- Advocacy

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Professional Experience

New College of Florida, February 2023 to present.

Serving as interim president.

Key Accomplishments

Enrollment

- New student enrollment surging, with the Fall 2023 incoming class set to be the largest in school history, exceeding 300 enrolled.
- Launch of intercollegiate athletics with more than 100 student-athletes (and counting) committing to attend New College.
- Increasing extracurriculars
- Increasing co-curriculars
- Enhancing academic program to be more substantive and marketable
- Developing a sophisticated marketing strategy to message to potential students and parents the benefits of a NCF education.
- Working on decreasing melt through revamped pre-orientation events throughout the summer prior to freshmen year for incoming students.
- Working on decreasing melt through revamped orientation program to ensure students feel welcomed and engaged immediately upon starting school by immersing them in student activities and offerings.
- Revamping admissions process to be more expansive, organized, and efficient.
- Revamping training program for student ambassadors to provide high-quality representation to potential students.
- Significantly increased scholarship giving capacity: introduced Presidential Scholarships, expanded recruitment and retention scholarships, expanded meal plan scholarships, expanded presidential challenge scholarships, fully funded scholarships for current and incoming data-science masters students, and expanded opportunities for Pell recipients.

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Student Life

- Increasing student activities on campus, including upgrading facilities for state-of-the-art pool, adding a new gym, upgrading current dorms, and improvements to beachfront.
- Working with well-established restaurants to start new concepts on the water for students on campus.
- Working to establish a student-activity near the water to offer an area for outdoor live music as well as food options.
- Provided additional food option for spring 2023, including bringing in vendor to open café on campus for five days a week.
- Providing additional food options this coming school year through adding food trucks at certain hours and bringing in additional vendors.
- Upgrading the campus food-service vendor to add and upgrade food options for students, including self-serve ice cream, a baker on staff, and more health friendly options.

Facilities

- Restructured plan to improve facilities to make it more cost-effective and have better results through tearing down facilities with mold and other health issues and rebuilding with newer, more aesthetically pleasing facilities. This was inline with multiple past recommendations by experts to demolish these buildings.
- Coordinated large-scale deferred maintenance issues on current facilities.
- Engaged architect to begin plans for new campus buildings on the west side of campus by the water. The next step is to engage all campus communities to begin officially editing the Master Plan. The new Master Plan would include new dormitories, academic buildings, student life buildings, boat house, and amphitheater, on the west side of the campus. The new Master Plan would also revamp the east side of the campus to include sports facilities, restaurants and shops, and a new vision for the Pei dormitories.
- Improving current facilities utilized for academic programs, including a new greenhouse, improving the marine biology building, upgrading the Caples complex, and reroofing outdoor classroom's thatched roof.
- Rather than NCF leasing facilities to the Car Museum for rent, which is approximately \$20,000 a month under market value, renovating those facilities for use of the college.

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Academics

- Working on expanding options for undergraduate majors and additional Masters programs that are in line with the NCF mission.
- Working with faculty to create new marketable liberal arts scope and sequence to be the best in the nation through adding new course requirements for liberal arts virtue courses. Also adding courses in techne to ensure students are marketable and pursued for employment by top employers immediately upon graduation.
- Recruitment of new faculty to enhance the quality and quantity of sought-after classes.
- Worked at the direction of the Board of Trustees to eliminate DEI bureaucracy, far ahead of the rest of the universities around the state and country that are now taking similar action.

Financials

- Obtained approximately \$50 million in appropriations from the state Legislature and Gov. Ron DeSantis from February to May 2023, the largest annual infusion of financial resources in the school's history and more than the college has obtained in total over the last 10 years.
- Restructuring lease of property owned by the airport to be in-line to with the Master Plan with the goal of ownership rather than long-term rental.
- Began engaging with community leaders and businesses to form relationships to benefit the college and its students.

Technology

- Modernizing campus software and hardware computer systems.
- Modernizing classroom technology and labs.
- Improving degree audit software and narrative evaluation systems for faculty-to-student communications.
- Modernizing registration system for students.

Safety

- Enhanced safety measures with the goal of becoming the safest campus in the nation, including new safety phones and poles, rolling out use of safety app in the Fall, additional resources for campus police, additional fencing around dorms for increased protection, modernizing access control system in dorms, additional ADA compliance with sidewalks and signage, and modernizing camera system.

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Marketing

- Developing branded marketing initiatives, including new advertisements, strategic placement of ads, and strategic marketing plan, all in-line with the vision of restoring NCF to its historical roots.

Continental Strategy LLC, May 2022 to February 2023

- Founding partner of consulting firm Continental Strategy.
- Represent clients on a range of issues in Washington, D.C., Florida, and throughout Latin America, collaborating with stakeholders' to meet clients' goals.
- From its inception in May 2022 until December 2022 led the firm on a rapid growth trajectory, grossing over \$5 million in revenue in 8 months and growing from two consultants to ten and on-pace to double revenue in 2023.

Florida Department of Education

Commissioner of Education, 2018 to May 1, 2022

- Chief state school and educational officer, and administrative head of the Florida Department of Education
- Assists the State Board of Education in implementing compliance with the mission and goals of the K-20 education outside the authority of the State University System
- Coordinates and presents to the State Board of Education annual budgets for public schools, community colleges, colleges and universities, and related education activities
- Manages an annual budget that is approximately \$25 billion
- Leads and oversees 15 divisions and offices, with over 2,200 employees
- Provides support to the Office of Early Learning, which serves more than 1 million children under the age of 5 at nearly 11,000 providers
- Supports over 2.8 million K-12 public school students, 318,000 full-time staff, 176,000 teachers, 4,000 traditional public and charter public schools, and 73 superintendents
- Coordinates with the Florida College System, comprising 28 public colleges, with over 46,000 employees, 733,000 students, and 73 campuses, offering over 200 four- year degree programs.
- Oversees Career and Technical Education, serving over 90,000 students and 48 intuitions supporting workforce education
- Appoints staff required to carry out duties and functions of the Florida Department of Education in a manner that meets legislative intent and promotes both efficiency and accountability.

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- Hires, develops, trains, and supervises a highly efficient senior management and leadership team
- Provides technical assistance to 73 school districts, and all traditional public and public charter schools, as well as private schools participating in any state scholarship programs
- Provides advice and counsel to the State Board of Education and the Florida College System Council of Presidents on all matters pertaining to education
- Collaborates with other public agencies to implement policies and programs required by law
- Develops guidelines and procedures necessary to be used by district school boards and all other local educational agencies to assure uniformity, accuracy, and efficiency in the keeping of records, the execution of contracts, the preparation of budgets, or the submission of reports
- Implements school improvement and education accountability designed to provide all students the opportunity to attend a high-quality school and attain improved educational outcomes
- Oversees the Florida Instructional Materials Adoption process for K-12
- Prepares, publishes, and disseminates user-friendly materials relating to the state's education system, including the state's K-12 scholarship programs and the Voluntary Prekindergarten program
- Appoints or serves on over 60 boards impacting education throughout Florida.
- Serves on the Florida Board of Governors, as the governing body for the State University System of Florida

Key Accomplishments

- Unanimously confirmed by the State Board of Education
- Upon taking office, implemented changes to remove a teacher certification backlog at the Florida Department of Education. Approximately 31,000 applications, of which a majority had been in languishing longer than the statutory limit of 90 days
- Issued recommendations to reopen Florida's schools and a plan for the CARES Act, designed to work together to ensure every student in Florida continued to receive a world-class education
- Provided detailed guidance on reopening schools and providing continuous educational options to families through issuing Emergency Orders – 2020-EO06: Further Guidance for Closing Achievement Gaps and Creating Safe Spaces for Learning and 2020-EO-07 - Spring 2021 Improvements
- Reviewed and worked with superintendents and district leadership on approving reopening plans for fall and spring for 73 school districts during the 2020-21 school year
- Implemented comprehensive, statewide collaborative, and multi-year process to adopt Florida's Benchmarks for Excellent Student Thinking (B.E.S.T.) Standards for math and English Language Arts, which had been based on Common Core

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- Secured a multi-year, \$5 million grant to create the Florida Civics and Debate Initiative to elevate civic literacy, promote the expansion of debate and speech programs to all of Florida's public school districts, and professional development for high-quality teachers
- Identified \$15.8 million in federal funding to be redirected to support Title I schools with a grade of D or F to help financially incentivize and recruit nearly 1,100 'highly effective' and 'effective' teachers for the students in these struggling schools
- Implemented dozens of school safety recommendations recommended by the Marjory Stoneman Douglas High School Public Safety Commission, including strengthening compliance and expanding school districts' access to the Guardian Program, ensuring the safety and security of every school
- In three years, secured over \$295 million in mental health funding for districts and schools to establish care for students and \$16.5 million to continue evidence-based youth mental health awareness and assistance training for school personnel to identify and understand mental health and substance abuse problems
- Expanded opportunities for career and technical education to chart the course for Florida to be #1 in the nation in workforce education by 2030 and worked with industry experts to develop 'Florida's Strengthening Career and Technical Education for the 21st Century Act' (Perkins V)
- Advocated for and secured, the highest ever per-pupil spending totals at \$7,793 per student for 2020-21 and the most significant increase to the Base Student Allocation in 2019-20 since 2015-16
- Championed and secured \$500 million to address the chronic below-average compensation of Florida's teachers, raising the minimum teacher salary and resources to increase veteran teachers and other instructional personnel, boosting Florida from the bottom five to the top 5 in the nation for starting teacher pay
- Stabilized Florida Virtual School (F.L.V.S.) by appointing a new C.E.O., ushering in a leaner and more skilled leadership team, saving \$660,000 by cutting bloated salaries and contract lobbyists, using those savings to provide pay increases for F.L.V.S.' teachers, right-sizing the reserve balance
- Demanded and ultimately helped guide a necessary leadership change at The Able Trust, the direct-support organization for the Division of Vocational Rehabilitation providing additional resources to provide services

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Florida House of Representatives

Speaker, 2016 to 2018

- Elected unanimously by fellow Representatives
- Performed all duties as Speaker, which is a constitutional officer who leads the House for a two-year term
- Oversaw, managed, and was ultimately responsible for the overall operations of the House
- Responsible for over \$80,000,000 in total budgets, and approximately 500 employees and 120 elected Representatives
- Presided over House sessions
- Appointed all members, vice-chairs, and chairs to House Committees and Joint Committees

Speaker-Designate, 2014 to 2016

- Chair of Appropriations Committee
- Alternating Chair of Joint Legislative Budget Commission
- Vice-Chair of Budget Conference – At Large
- Member of the Rules and Calendar Committee
- Strategically planned with other members timeline for execution during speakership

State Representative, 2010 to 2018

- Chair of Select Committee on Redistricting (2014)
- Chair of Health and Human Services Committee (2013-2014)
- Chair of House Select Committee on Patient Protection and Affordable Care Act (2013-2014)
- Vice-Chair of Health Care Appropriations Subcommittee (2012)
- Member of Appropriations Committee (2012-2014)
- Member of Rules and Calendar Committee (2012-2014)
- Member of Health and Human Services Committee (2012)
- Member of K-20 Competitiveness Subcommittee (2011-2012)

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- Member of House Redistricting Subcommittee (2011-2012)
- Member of Health and Human Services Committee (2011-2012)
- Member of Health Care Appropriations Subcommittee (2011)
- Member of Rulemaking & Regulation Subcommittee (2011)
- Member of Select Committee on Government Reorganization (2011)
- Co-wrote Blueprint Florida, a guide to cleaning up government, leading selflessly, and focusing on the people's interest

Key Accomplishments

Higher Education

Legislation

- Higher Education Excellence Act – Increased access and affordability, supporting meaningful research, and raising the national prominence of the State University System (2018)
- Performance funding in higher education (2018)
- Expansion of Bright Futures (2018)
- Development of Need-Based Aid for College Students (2018)
- Substantially Enhanced the Funding of State-Based Universities Medical, Law, and Business Graduate Schools (2018)

K-12 Education

- Largest teacher Pay Increase in Florida's history (2019)
- Hope Scholarship for Bullied Students (2018)
- Schools of Hope (2017)

Ethics Reform

- Spearheaded the most aggressive sexual harassment state reforms in history (2018)
- Strictest lobbying ban in the country on former legislators (2017)
- Required lobbyists to file notices of appearances on issues (2017)
- Lobbyists prohibited from contacting legislators electronically during a public meeting (2017)

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- Florida House of Representatives members banned from traveling on private jets owned by lobbyists, enter into business deals or financial relationships with lobbyists (2017)
- Private contracts must be disclosed and noticed in advance if lobbyists are representing public entities or any institution receiving taxpayer funding (2017)

Fiscal Transparency and Accountability

- Fought for the most far-reaching budget transparency rules in state history (2018)
- Health care savings for employees and state, providing more options for employees (2018)
- Fought for and achieved price transparency (2017)
- Led reforms of Visit Florida and Enterprise Florida (2017)
- Guided reform of Port Tampa Bay Executives' expenses (2017)
- Led reforms for public-private partnerships to address abuse (2017)
- Stopped expansion of stadium subsidies (2014)

Justice

- Increased transparency in the criminal justice system (2018)
- According to an article in Wired Magazine, "Recently some local governments, including California's, have taken steps to make county-level criminal justice data public, but experts say no state has gone as far as the Florida bill. It's the first state to require this level of transparency at the case-by-case level, unlocking a wealth of nuanced information that could help lawmakers more easily detect the kind of problematic patterns and biases that plague courts and law enforcement agencies across the county." (2018)
- Lead the official apology by the Florida House for abuses at the Dozier School for Boys and the creation of two memorials for victims (2017)
- Advocated for led effort for a formal acknowledgment of wrongdoing and an apology by the Florida House to survivors of Groveland Four, encouraged formal pardon by Florida's Clemency Board (2017)

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Broad & Cassel

Of Counsel, 2011 to 2018

- Non-partner member of the law firm
- Advised clients and represented their legal rights
- Engaged in other activities relating to firm development and client development

Corcoran Law Firm, P.A.

Partner-Owner, 2007 to 2011

- Provided representation in civil cases.
- Prepared documents and pleadings
- Appeared in court to advocate on behalf of clients
- Advocate on behalf of clients in court proceedings
- Served as lead counsel in jury trials

Florida House of Representatives

Chief of Staff/Special Counsel for Florida House of Representatives Speaker Marco Rubio, 2006 to 2007

- Chief Administrative and Operating Officer for the Florida House of Representatives
- Functioned as the chief administrator of a high-profile public organization with approximately 500 employees, maintaining accountability to 120 Florida Representatives and the citizens of Florida
- Cultivated productive relationships with members, administrators, and staff members in both houses of the Florida Legislature
- Maintained up-to-the-minute knowledge of key issues, changing political climates, and evolving priorities to build cooperation and effectively manage affairs in a sensitive, fast-paced setting
- Setup and maintained open lines of communications with the Senior Staff in the Florida Senate
- Provided all legal counsel and guidance to the House Speaker and other House members as required

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- Reviewed and finalized all legal opinions on behalf of the Florida House of Representatives
- Formulated and recommended policies and procedures; conducted assignments of a specialized or technical nature; and represented the Speaker and Chairs of other legislative units at various conferences and meetings as delegated
- Reorganized and Streamlined the House Committee structure and retrained, hired, and re-tasked professional staff
- Directed the implementation of all administrative, fiscal, personnel, and public relations activities for the Florida House
- Oversaw all affairs of the Florida House; the Office of the House Speaker, the Office of the House Clerk, the Office of the Sergeant-at-Arms
- Served as the liaison between the Speaker and the House membership with the shared oversight of Joint Legislative Committees/Offices
- Directed and supervised the daily administrative, fiscal, personnel, and public relations activities for the House or other legislative units; made recommendations to the House Speaker regarding such activities
- Provided advice and policy guidance to the House Speaker; reviewed and recommended revision of existing policies and adoption of new policies, ensuring that such policies and directives of the House or other legislative unit were implemented
- Advised the House Speaker on certain technical areas and provided specialized professional and administrative services; provided liaison with legislative committees
- Reviewed correspondence and formulated replies within areas of assigned responsibility
- Responded to requests from members and staff of the Legislature, other state and federal agencies, professional organizations, the media, and the general public
- Coordinated with Senate, and other legislative joint unit counterparts on issues affecting all elements of the Legislature
- Provided for the dissemination of pertinent information to Legislators, staff directors, and unit directors where applicable
- Planned workflows, deadlines, and work objectives with staff
- Directed the work of employees to ensure maximum use of time and resources
- Facility manager ultimately responsible for managing, maintaining, and care of all House facilities and jointly accountable for House-Senate jointly controlled facilities, including those in the state capitol building

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Republican Party of Florida

Chief of Staff/Special Counsel for House Campaigns, 2004 to 2006

- Responsible for fundraising to support House Republican Campaign efforts - approximately \$18,000,000
- Strategic campaign planning and allocation of resources
- Training and supervision of field staff
- Agenda development

Corcoran & Corcoran, P.A.

Partner, 1999 to 2004

- Advised clients and represented their legal rights
- Provided representation in criminal and civil trials
- Prepared documents and pleadings
- Appeared in court to advocate on behalf of clients
- Performed other legal duties for clients as necessary

Affiliations

- Florida Board of Governors, Member, 2019 to January 2023.
- Council of Chief State School Officers, Member, 2019 to May 2022
- Florida Council of 100, Member, 2018 to May 2022
- Florida Bar, Member In Good Standing, 1999 to Present

Military Experience

- U.S. Naval Reserves, Rank E-4, 1987 to 1993
- Expert Rifleman Award
- National Defense Medal
- U. S. Naval Reserve Meritorious Service Medal

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Personal

Richard Corcoran was born in 1965 and moved to Florida as a child in 1976. Both of his parents grew up during the Great Depression and fought in World War II. They instilled a great sense of pride in public service and duty in him at an early age. From them, Richard developed the principles by which he and his wife of over 29 years, Anne, who is also an attorney, teach their six children today.

Richard grew up in Pasco County, Florida, where he graduated from Hudson High School. He earned a Bachelor's Degree from St. Leo College in 1989 and a Juris Doctorate from Regent University in 1996. While enrolled in college, he also served in the U.S. Naval Reserves, a Petty Officer 3rd Class.

Strategic Plans & Publications

Wrote with the Florida Department of Education a Five-Year Strategic Plan to transform education in Florida. Strategic Plan (fldoe.org)

Plan for Reopening Florida's Schools and CARES Act (2020) – Reopening Florida's Schools and CARES Act (fldoe.org)

Benchmarks for Excellent Student Thinking (B.E.S.T.) Standards in Math and English Language Arts (ELA) (2020)

B.E.S.T. Math Standards – MATH B.E.S.T. STANDARDS PDF (cpalmsmedia.net)

Blueprint Florida (2012) – 2012-Blue-Print-Florida PDF (typepad.com)

100 Innovative Ideas for Florida's Future (2006) – 100 Innovative Ideas for <https://www.amazon.com/100-Innovative-Ideas-FloridasFuture/dp/1596985119> Florida's Future: Rubio, Marco (Amazon.com)

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Significant Legal Victories

Prevailed (2020)

Richard Corcoran, in his official capacity as Speaker of the Florida House, v. City of Tampa. Sued the City of Tampa for imposing an illegal tax mischaracterized as a “tourism marketing assessment.” A Hillsborough judge struck down the 2017 Tampa ordinance in February of 2020. Circuit Court Hillsborough County. 2a7c835d-cba0-4a5b-89d1-df9eb785172c.pdf (constantcontact.com)

Prevailed (2017)

Richard Corcoran, in his official capacity as Speaker of the Florida House v. Florida Lottery. Sued the Florida Lottery for violating the separation of powers by entering into a multi-million-dollar contract without legislative approval. A judge, after a one-day bench trial, agreed with Speaker Corcoran and held that the lottery contract with the vendor was “void and unenforceable”. Circuit Court of Leon County. Judge sides with House speaker in lawsuit in Florida Lottery contract dispute with Scott administration - News - The Florida Times-Union - Jacksonville, FL

Prevailed (2016)

Richard Corcoran, in his official capacity as Speaker of the Florida House, v. PDR Productions, Inc., Sued Pitbull’s management company for failing to release a contract with the state entity VISIT Florida for advertising services. Pitbull released the contract within a few days of the lawsuit on his Twitter account, making the case moot. Pitbull agreed that the contract should not be kept a secret, and the VISIT Florida chief resigned for not being open and transparent. Leon County Circuit Court. VISIT FLORIDA Chief to Resign Following Pitbull Deal | Condo Owner Magazine (condo-owner.com)

Prevailed (2017)

Established a Committee to decide whether to bring impeachment proceedings against a judge who made racist and sexist remarks. Judge resigned. Jacksonville County Circuit Court. Florida judge with sexist and racist views resigns (Daily Mail Online)

Prevailed (2017)

Publicly suggested legal action against the Florida Supreme Court for allowing the Chief Justice to assign a retired justice to serve as an eighth justice on the court and to pay state funds to that retired and uncommissioned judge. Prepared but did not file quo warrant petition since the Florida Supreme Court changed their rules to prohibit the practice. Court order on retired Supreme Court Justice Perry stops threatened lawsuit by Speaker Corcoran | Naked Politics (typepad.com)

Prevailed (2017)

Threatened lawsuit demanding transparency from local tourism boards on expenses. Required data to review to ensure vendor contracts are transparent. Tourism boards complied once they were required to release information in audits. Speaker Richard Corcoran demands data from 38 economic, tourist groups (miamitodaynews.com)

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Prevailed (2017)

Appointed two legislators to investigate legal fees in water wars. The law firm agreed to decrease its fees by almost \$4 million. Corcoran appoints two legislators to investigate 'water wars' legal bills | Naked Politics (typepad.com)

Prevailed (2010)

Weber v. Mobil Oil Corp. District Court of Custer County, Oklahoma. Represented plaintiffs in a class-action lawsuit against Exxon Mobil for fraud and contractual claims based upon the company improperly deducting operating expenses from royalty payments. Settled for \$30 million in 2010.

Prevailed (2010)

Represented plaintiffs in lawsuits over MTBE in city water. Clients included City of Crystal River and Tampa Bay Water. NY, Fla. Towns Settle MTBE Suits With Shell, BP (Law 360)

PRESENTATIONS

Press Conference with Governor DeSantis on Education Proposal for “Civic Literacy Excellence” Initiative (2021)

Roundtable discussion on Facebook Live with Rep. Shevrin Jones on Education, (2021)

Press Conference with Governor DeSantis and First Lady Casey DeSantis Announcing Resiliency Initiative for Florida Students (2021) 'Changing the narrative on mental health': First lady Casey DeSantis announces initiative aimed to help students through tough times (WFLA)

Press Conference with Governor DeSantis Discussing COVID-19 and Education (2020) Education commissioner: Florida students struggling in remote learning could be moved back to in-person | wtsp.com, LIVE: Florida Governor DeSantis holds COVID-19, education press conference (YouTube)

Florida College System Council of Presidents Meeting Presentation (2020)

White House Roundtable Discussion About Reopening Schools (2020) Appearing at White House, Richard Corcoran touts Florida's emergency order on reopening schools (wtsp.com)

Education Roundtable with Governor DeSantis on Education (2020) Governor DeSantis, education commissioner talk Hillsborough schools after state rejects online plan (wtsp.com)

Roundtable with Governor DeSantis on Reopening Schools (2020) DeSantis favors return of school sports in Florida (YouTube)

Teacher of the Year Press Conference (2020) Press Conference on the 2021 Teacher of the Year (The Florida Channel)

A Message from Commissioner Corcoran on Covid-19 and CDC Guidelines (2020) A Message from Commissioner Richard Corcoran regarding Covid-19 (YouTube)

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University of South Florida YMCA Civic Fellows Program Meeting Featured Speaker (2020)

Governor DeSantis Press Conference on Reopening Schools (2020) Governor introduces plan to reopen Florida schools (clickorlando.com)

Florida School Boards Association Featured Speaker (2020)

Association of Florida Colleges Trustee Commission Legislative Conference (2020)

Florida College System Council of Presidents' Meeting (2020)

Miami-Dade and Broward Teachers Unions' "State of Education Town Hall Meeting" Featured Speaker (2019)

Florida Standards Listening Tour to Replace Common Core (2019)

Florida Association of District School Superintendents (2019)

The Argus Foundation "Meet the Minds Luncheon" Featured Speaker (2019)

Panhandle Tiger Bay Club Featured Speaker (2019)

Press Conference with First Lady Casey DeSantis on Mental Health and Education (2019)

Florida Chamber of Commerce "Learners to Earners Workforce Summit" (2019) Richard Corcoran: Education is Freedom (floridapolitics.com)

Press Conference and Educational Roundtable with Governor DeSantis Discussing Education Priorities (2019)

Florida Chamber of Commerce "Legislative Fly-In" (2019)

American Federation for Children National Policy Summit (2018) AFC Summit Day 2 - clip - Corcoran Award presentation (YouTube)

Jacksonville University Public Policy Institute Featured Speaker (2018)

Press Conference with Legislative Leaders on Open Data Legislation (2018) Press Conference on Open Data Legislation (The Florida Channel)

Opening Day of Session Address (2018) House Speaker Richard Corcoran 2018 Opening Day Address (YouTube)

Associated Industries of Florida Annual Conference Featured Speaker (2017)

Press Conference on Tax Reform with Governor Rick Scott (2017) Press Availability with Governor Rick Scott and House Speaker Richard Corcoran (The Florida Channel)

Tampa Con Café Lecture Series Presentation (2017)

Press Conference with Governor Rick Scott (2017) Press Availability with Governor Rick Scott (The Florida

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Channel)

“Fighting for Florida Victory Tour” with Governor Rick Scott and House Speaker Richard Corcoran (2017)

Panhandle Tiger Bay Club Featured Speaker (2017)

Opening Day Speech for Legislative Session (2017)

The Argus Foundation (Sarasota) Featured Speaker (2017)

Forum Club of the Palm Beaches Featured Speaker (2017)

Associated Press Legislative Planning Session Featured Speaker (2017) Associated Press Legislative Planning Session with House Speaker Richard Corcoran (The Florida Channel)

Opening Day of Session Speech (2016)

Sayfie Review’s 2016 Leadership Forum (2016)

4th Annual Florida TaxWatch Principal Leadership Awards (2016)

National Federation of Independent Businesses Featured Speaker (2016)

Florida Chamber of Commerce Featured Speaker (2016) Florida Chamber of Commerce Capitol Briefings - House Speaker Designate Rep. Corcoran (The Florida Channel)

Speaker Designation Ceremony Remarks (2015) Republican House Speaker Designation Ceremony for Representative Richard Corcoran (The Florida Channel)

Florida Chamber of Commerce Featured Speaker (2014) 2014 Session Preview - Representative Richard Corcoran (YouTube)

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ACCOLADES AND HONORS

United Cerebral Palsy of Central Florida Champion for Children Award (2020)

State University System Legislative Champion Award by Florida Board of Governors (2018)

Independent Colleges and Universities of Florida President's Honor Roll (2018)

American Federation for Children Policymaker Award (2018)

Dr. Francis Bartlett Kinne Distinguished Service Award by Jacksonville University (2018)

Junior Achievement of South Florida's Man of the Year (2018)

Champion of Term Limits by U.S. Term Limits (2017)

Florida Health Care Association's Legislative Champion for the Elderly (2017)

Florida Sheriffs Association's Legislative Champion (2017)

Healthy Families of Florida Leadership Award (2016)

Independent Colleges and Universities of Florida All-Star (2014)

Veterans of Foreign Wars of the United States, Department of Florida, Legislator of the Year (2013-2014)

Politician of the Decade #2, Florida Politics (2020) No. 2 on the list of Florida Politicians of the Decade: Richard Corcoran (floridapolitics.com)

Winner of Session, Florida Politics (2018) Column: Winners, losers in Florida's 2018 general election | Columnists (yoursun.com)

Biggest Winner, Florida Politics (2017) Winners and losers emerging from the 2017 Legislative Session (floridapolitics.com)

Session 2017 Winner, Tampa Bay Times (2017) The Buzz: Florida's political winners and losers of the year (tampabay.com)

Session 2017 Winner, Palm Beach Post (2017) Winners, losers during the 2017 legislative session - News - The Palm Beach Post - West Palm Beach, FL

Session 2017 Winner, Florida Politics (2017) Winners and losers emerging from the 2017 Legislative Session (floridapolitics.com)

#1 Most Powerful Politician in Tampa Bay, Florida Politics (2017) #1 on list of Tampa Bay's Most Powerful Politicians — Richard Corcoran — (SaintPetersBlog)

Session 2016 Winner, RSA Consulting (2016) Takeaways from Tallahassee: Winners & Losers of the 2016 Legislative Session — RSA Consulting (rsaconsultingllc.com)

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NATIONAL NEWS APPEARANCES

CNN, The Lead with Jake Tapper, Florida Education Commissioner Richard Corcoran discusses student in-person learning (2020)

NPR, All Things Considered, Reporter Ailsa Chang interview Florida Education Commissioner Richard Corcoran about the state's response to reopening schools (2020)

C-Span, Florida Governor DeSantis News Conference on Response to Coronavirus. Governor DeSantis, Commissioner of Education Richard Corcoran, and the Florida surgeon general delivered remarks (2020)

CNN, Newsroom, Reporter John Berman interviews House Speaker Richard Corcoran on Marjory Stoneman Douglas shootings (2018)

Fox News, The Ingraham Angle, Speaker Corcoran discusses the Marjory Stoneman Douglas shootings (2018)

Fox News, Tucker Carlson Tonight, House Speaker Richard Corcoran discusses the shooting at Marjorie Stoneman Douglas (2018)

C-Span, Washington Journal, Current House Speaker Richard Corcoran joined the show to discuss issues of importance to Florida's Legislature during C-Span's "50 Capitals Tour" series (2017)

C-Span, Florida Delegation Breakfast presentation (2016)

C-Span, Road to the White House 2016, Sunshine State Summit, Florida House Speaker Richard Corcoran remarks (2015)

STATEWIDE NEWS APPEARANCES

The Florida Channel, Florida Face to Face, House Speaker Richard Corcoran Discusses Legislative Matters (2017)

CBS Miami, Facing South Florida with Jim DeFede, House Speaker Richard Corcoran Discusses the Upcoming 2018 Legislative Session (2017)

News4Jax, This Week in Jacksonville, House Speaker Richard Corcoran Speaks with Kent Justice and Rick Mullaney (2017) Speaker Richard Corcoran on "This Week in Jacksonville" (YouTube)

WJCT News, Policy Matters, Host Rick Mullaney, Director of Jacksonville University's Public Policy Institute, Talks with House Speaker Richard Corcoran (2017)

WTVT Fox 13, Money, Power, and Politics, House Speaker Richard Corcoran Discusses 2017 Session (2017) Richard Corcoran on WTVT - July 9 (YouTube)

BayNews 9, Political Connections, House Speaker Speaks with Host Al Ruechel About the 2017 Legislative Session (2017)

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The Florida Channel, Face to Face, Speaker Corcoran Discussed State Legislative Matters (2017) Florida Face to Face – House Speaker Richard Corcoran (The Florida Channel)

WTVT Fox 13, Money, Power, and Politics, House Speaker Richard Corcoran Discusses the Upcoming 2017 Session (2017) Florida House Speaker Richard Corcoran Interview - YouTube

PROFILES

One-on-One with Florida’s Next Education Commissioner, WTSP (2018)

One-on-one with Florida’s next education commissioner, Richard Corcoran (wtsp.com)

Heavy Hitter: Florida Speaker Richard Corcoran Wields Power, Florida Trend (2017) Heavy Hitter: Florida Speaker Richard Corcoran wields power | Legislature 2017 (Florida Trend)

Richard Corcoran New Speaker of the House, ABC Action News (2016) Richard Corcoran new Speaker of House (YouTube)

Corcoran Looks for ‘Transformational’ Time as Speaker, WUSF Public Media (2016)

Corcoran Looks For ‘Transformational’ Time As Speaker (WUSF Public Media)

House Speaker Richard Corcoran Sits Down to Discuss Socioeconomics and Education, Tripp Scott’s President Ed Pozzuoli (2016) Richard Corcoran, Speaker of the Florida House (YouTube)

TESTIMONIALS

Florida #2 Politician of the Decade, Florida Politics (2019)

“No House Speaker in modern history has wielded as much power before, during, and after their two-year term as Richard Corcoran ... Perhaps his best-known moment preSpeakership came in the eleventh hour of the 2015 Legislative Session, when the thenHouse Budget Chief single-handedly scuttled the Senate’s \$2 billion plan ... That famously fiery rant saw Corcoran declare war on the ‘Gucci-loafing, shoe-wearing special interest powers that be.’ And it was also in that moment that the rest of the state caught on to what those serving in the Legislature already knew: Corcoran was running the show.”

Tampa Bay Times (2018)

“As Speaker, Corcoran’s zeal for policy, cunning legislative tactics, and ability to cultivate loyalty in his party made him a powerhouse.”

Tampa Bay Times (2017)

“Corcoran is the most unpredictable force in Florida politics in decades. He’s a fearless political marksman who uses laws, rules, tweets, videos, lawsuits, and sheer nerve to lay waste to what he calls a ‘culture of corruption’ in Tallahassee.”

The Florida Squeeze Blog (2018)

“It’s difficult to not admire and respect Corcoran even in a begrudging manner. He’s changed the game in Tallahassee with his force of will and courage in his convictions. He’s made it clear how comfortable so-called

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conservatives have become with the same government that they detested before they were in power. He's put the fear of god into Tallahassee-based lobbyists. Progressives need a Corcoran of our own in Florida.

Someone who understands how to obtain and exercise power yet has enough courage in her/his convictions to not let power force an unwise compromise. Simply put we need an elected official or strong candidate for high office willing to buck the establishment but unlike so many who have run before, actually knows how to work the system to garner power. Democrats and progressives can learn a lot from Richard Corcoran. We don't like where he stands, but unlike so many in a corrupted process based upon cronyism at least he does take a stand."

Watchdog.org (2017)

"House Speaker Richard Corcoran began his two-year speakership in November by promising a 'transformational leap' in government accountability and transparency...Such pronouncements are often uttered by politicians...But one week into Florida's annual legislative session the hard-charging Republican reformer from Land O' Lakes has a lot to show for his audacious accountability talk."

The Tallahassee Democrat (2016)

"So, which one of these guys is the real pitbull? On the one side, we have the Miami rapper who performs under the nom d'artiste "Pitbull". He was hired by the state to promote tourism, but that's about all Visit Florida thinks you need to know about the arrangement. Terms of his contract — like how much he gets paid or what precisely, Mr. Bull does for it — are trade secrets. On the other side, we have Richard Corcoran, the newly unleashed Speaker of the House. He seems to think the public deserves to know how public agencies spend public money for public purposes...Judging by his two years as appropriations chairman and his first weeks as Speaker, comparing Corcoran to a pitbull might be unfair to the tenacious terrier."

Orlando Sentinel Interview with Ben Wilcox (2016)

"The ethics and lobby reform rules proposed by Corcoran...represent a significant step forward and will help reduce the influence of powerful lobbyists and bring more transparency to the state budget process. The new House rules are unprecedented in their scope and address issues that fuel public cynicism about politics and the influence of lobbyists on public policy. The rules are a strong statement by the new House speaker that he intends to, as he says 'change a political culture that is more beholden to special interest than to the people of Florida.' ... I know of no other state that has taken such a comprehensive approach to lobby reform."

Senator Janet Cruz, Leadership Designation Ceremony for Speaker Corcoran (2016)

"In my estimation, over 80% of the bills we pass are bipartisan measures that seek to resolve issues plaguing our state with common sense solutions and shared problems. And, while I know that we will have our fights as we should in a representative democracy, I truly do appreciate the efforts of my friend, Richard Corcoran. He includes us, the dissenting voices in this process."

Lt. Governor Jeanette Nunez, Leadership Designation Ceremony (2016)

"Speaker-designate Corcoran is bold, he's principled, and he's visionary. He's someone who's always looking ahead and always looking at ways to upend the proverbial system, in case you haven't noticed. Buckle your seatbelts because it's going to be an interesting ride, because he never drives in neutral. It's always forward and full steam ahead."

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Speaker Chris Sprowls, Leadership Designation Ceremony (2016)

“Members, just a few short days ago this House released a series of proposed changes to our rules that will fundamentally change the culture of our Chamber, hold us all to a higher standard, and provide an unprecedented level of transparency for all Floridians to see. These rules were worked on collaboratively and in a bipartisan fashion, but at the visionary direction of one person, Richard Corcoran ... History is so replete with examples of political misdeeds that now when someone comes along who defies all of this... we remain in disbelief. But I can tell the men and women of this caucus what you already know. With Richard Corcoran, it’s real.”

Ambassador Carlos Trujillo, Leadership Designation Ceremony (2016)

“If you hear Richard’s story, you realize that it took a lot of hard work and sacrifice to get here. He ran for office a few times before ultimately winning. He has never been the front-runner and has always been the underdog, but through resolve and hard work he’s standing here... His litmus test for making decisions is convictions and principles ... Here are a few things that I know about Richard. I know that Richard will do what is right regardless of the consequences. I know that he listens to and inspires members and he develops long-lasting relationships with them. I know that he’s a visionary who empowers members.”

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NEW COLLEGE OF FLORIDA

EMPLOYMENT AGREEMENT

The New College of Florida Board of Trustees (the “Board”) and Richard M. Corcoran, Esq. (“Corcoran”) hereby enter into this Employment Agreement (the “Agreement”). The Board and Corcoran may be referred to individually as a “Party” or collectively as the “Parties.”

RECITALS

WHEREAS, New College of Florida (“NCF”), founded in 1960, is the Honors College of Florida; and

WHEREAS, NCF is ranked the No. 6 Public National Liberal Arts College by U.S. News & World Report; and

WHEREAS, the Board has the authority to select a President of NCF pursuant to Regulation 1.001(5)(c) and 1.002 of the Board of Governors of the State University System of Florida (“Board of Governors”); and

WHEREAS, the Board selected Corcoran as Interim President, which was confirmed by the Board of Governors on February 22, 2023; and

WHEREAS, Corcoran served as Interim President of NCF through the present; and

WHEREAS, on April 7, 2023 through October 3, 2023 the Board conducted a National Presidential Search pursuant to Board of Governors Regulation 1.002, which included the establishment of a Presidential Search Committee; and

WHEREAS, the Presidential Search Committee, which included but was not limited to a member of the Board of Governors, Board Trustees, as well as faculty and student members, sent three (3) finalist candidates to the Board for consideration, including Corcoran; and

WHEREAS, on October 3, 2023 the Board voted to enter into negotiations with Corcoran to become the President of NCF subject to approval by the Board and the Board of Governors; and

WHEREAS, Corcoran is willing to serve as President of NCF subject to the Board of Governors confirmation of the Board’s appointment of Corcoran as President; and

WHEREAS, having a permanent president will bring stability to NCF and is in the best interest of NCF; and

WHEREAS, the Parties acknowledge that NCF will perform some of its obligations through the New College Foundation, a Florida 501(c)(3) Direct Support Organization of NCF; and

WHEREAS, the Parties desire to memorialize the terms and conditions of Corcoran’s employment as President of NCF in this Agreement.

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NOW THEREFORE, in consideration of the mutual promises, covenants and conditions contained herein, and other valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. Incorporation of Recitals. The foregoing recitals are true and correct and incorporated by reference into this Agreement.

2. Appointment. The Board appoints and employs Corcoran as President of NCF for a term commencing February 22, 2023 and ending on February 21, 2028 or upon the termination of this Agreement as otherwise provided pursuant to the terms herein subject to Board of Governor approval (the “Term”). The Term may be extended by mutual agreement of Corcoran and the Board. Corcoran hereby accepts such appointment and employment on the terms and conditions set forth in this Agreement, and further understands that his employment as President and this Agreement is conditioned upon final confirmation by the Board of Governors.

3. Powers and Duties. During the Term of employment, Corcoran will diligently devote his full professional time, ability, and attention to the day-to-day operations of NCF, including without limitation, all administrative, executive and academic functions as required by law, rule and regulation. Corcoran’s powers and duties are as stated in the State University System of Florida Board of Governors’ regulations, in Board rules, regulations, policies and procedures, and in the laws of the State of Florida as they presently exist or may hereafter be amended, and will include such other duties as may be reasonably assigned to him by the Board. As chief executive officer of NCF, Corcoran shall be responsible for the oversight of all aspects of NCF’s activities and performance, including but not limited to ensuring i) an enriching educational experience for the student body; ii) an engaged and highly qualified faculty; iii) transparent, accurate and timely communication with the Board; and iv) overall positive student enrollment growth, all in conformance with the provisions of said regulations, rules, policies, procedures and laws (collectively, the “Duties”). As President of NCF Corcoran will serve at the pleasure of the Board pursuant to the terms herein and will report directly to the Board.

4. Devote Best Efforts to the Work as President. Corcoran agrees to faithfully, industriously, and with maximum application of experience, ability, and talent, devote full time attention and energies to his Duties as President of NCF. Such Duties shall be rendered at the campus(es) of NCF and such other place or places as the Board or President shall deem appropriate for the interests, needs, business, or opportunities of NCF.

5. Outside Activities. Corcoran may engage in typical charitable, civic, and professional activities of his choosing, including serving on boards of public or private corporate organizations, subject to prior approval of the Board Chair. Any and all income or other compensation earned by Corcoran from outside activities shall be paid to and retained by him, and such income or other compensation shall have no effect on the amount of salary, compensation, and benefits he is otherwise entitled to receive hereunder. Notwithstanding the foregoing, Corcoran shall not engage in any outside activities that represent a conflict of interest, are otherwise adverse to the best interests of NCF or individually or collectively create a conflict of commitment with his obligations under this Agreement.

6. Annual Base Salary. As compensation for his services as President, the Board shall provide Corcoran with an annual salary of Six Hundred Ninety-Nine Thousand and No/100

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Dollars (\$699,000.00), paid bi-weekly pursuant to NCF's regular employee pay schedule, less applicable taxes and withholdings. No more of this amount than is allowed by Florida Statutes shall be paid from public funds.

7. Standard Benefits. Corcoran shall be eligible to participate in the benefits maintained by NCF for executive service employees. Corcoran shall pay such premium amounts as required to be paid by other participants in executive service benefits. Such benefits shall include, without limitation, health care including dental, disability and life insurance programs, retirement plans, tax-deferred savings plans, flexible spending accounts, and vacation and sick leave.

8. Performance Goals and Incentive Compensation.

(a) Corcoran agrees to the goals and objectives set forth in this section 8(a) which shall reflect the duties set forth in section 3 above. Corcoran shall report to the Board on the achievement of goals at regular intervals or at other times as may be requested by the Board. The Board may also request that Corcoran revise or create additional goals from time to time. The goals and objectives include:

- Increase fundraising for New College.
- Increase campus life inclusive of improvements to student housing, food services, adding sports programs and maintaining membership in the NAIA.
- Re-envision the campus masterplan.
- Increase campus safety and security.
- Faculty additions with growth and excellence.
- Increase enrollment growing to 1200 by end of year five.
- Enrich academic programs and offerings.
- Increase second year retention metric growing to 85% by year five.

(b) The Board may, in its discretion, award Corcoran annual incentive compensation of up to \$200,000.00 during the Term based on his achievement of the goals and objectives. Incentive compensation will be paid by the Board no later than January 30th of each calendar year for incentive compensation for the prior year. A Board Committee may be designated to carry out responsibilities of the Board under this section.

9. Housing Allowance. During the Term, the New College Foundation will provide Corcoran with an Eighty-Four Thousand and No/100 Dollars (\$84,000.00) annual housing allowance in lieu of NCF providing a President's residence. Payment of the allowance shall be pro-rated monthly and paid in accordance with customary payroll practices of NCF.

10. Automobile Provision and Expenses. During the Term, Corcoran shall receive an annual allowance of Twelve Thousand and No/100 Dollars (\$12,000.00) for the use of his

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personal automobile. Payment for such use shall be pro-rated monthly, paid in accordance with customary payroll practices of NCF and shall be funded by the New College Foundation.

11. Travel and Dues. The Board will authorize and provide for reasonable expenses incurred by Corcoran for NCF-related travel. In addition, to further enable Corcoran to carry out the required Duties, the board shall provide the cost of annual dues for mutually agreed to professional associations that will facilitate Corcoran's performance of the Duties. The travel expenses and dues described in this section shall conform to NCF's regulations and policies, the regulations of the Board of Governors and the laws of the State of Florida.

12. Transition Expenses. NCF will reimburse Corcoran up to \$18,000.00 for reasonable expenses incurred, including packing and unpacking, in connection with moving him, his family and their personal property from Corcoran's current residence in Hillsborough County, Florida and into Sarasota/Manatee County, Florida, with such relocation(s) conducted in accordance with the NCF's regulations, including with respect to documentation of expenses.

13. Deferred Compensation. During the Term, Corcoran shall earn a deferred compensation. The amount of the annual deferred compensation shall be One Hundred Four Thousand Eight Hundred Fifty and No/100 Dollars (\$104,850.000) per year. It shall be pro-rated and earned monthly. The deferred compensation shall be funded by the New College Foundation. The deferred compensation earned during 2023 shall be paid no later than December 31, 2023. The deferred compensation earned during each subsequent year of the Term shall be paid within thirty (30) days after the end of the calendar year (no later than January 30th of each year).

14. Accrued Retention Payment. Beginning February 22, 2023 NCF will annually accrue a sum of \$200,000.00 of retention payment (which annual accrued amount is referred to as the "Accrued Retention Payment"). If Corcoran continues uninterrupted service and performance of his duties set out herein as President through February 21, 2026, the total amount of the Accrued Retention Payment shall be vested and payable to him. Thereafter, NCF will annually accrue a sum of \$100,000.00 of retention payment (the "Modified Retention Payment"). If Corcoran completes his service as President of NCF through February 21, 2028, whether or not the initial Term of his service has been extended, then the total amount of the Modified Accrued Retention Payment, being the sum of \$200,000.00, shall be vested and payable to him. Except in the event of Corcoran's death or disability, no portion of the Accrued Retention Payment shall be owed or payable to Corcoran if he is no longer President on February 21, 2026, and no portion of the Modified Accrued Retention Payment shall be owed or payable to Corcoran if he is no longer President on February 21, 2028 regardless of the reason.

In the event that Corcoran's employment as President is terminated prior to February 21, 2026 due to his death or disability, all accruals shall cease immediately on the effective date of such termination and a pro rata share of the already accrued Accrued Retention Payment which corresponds to Corcoran's length of service as President shall be deemed vested and be payable to Corcoran (or in the case of his death, his designated beneficiary or estate). The portion payable in any such instance during the first 36 months of the Term shall be calculated by multiplying the total amount that would have accrued in Accrued Retention Payment over the first 36 months times a fraction in which the numerator is the number of partial or full months of service completed by Corcoran as President and the denominator is 36. During the last 24 months of the Term the portion payable shall be calculated by multiplying the total amount that would have

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accrued in Modified Accrued Retention Payment over the last 24 months of service completed by Corcoran times a fraction in which the numerator is the number of partial or full months of service completed by Corcoran as President and the denominator is 24, in addition to the total amount of the Accrued Retention Payment pursuant to this Section.

15. Faculty Appointment. Upon the end of his service as President for any reason other than death, disability or termination for cause, or at the end of his reassignment to provide duties if his presidency is terminated without cause, or as set forth in the following paragraph, Corcoran will be appointed as an NCF faculty member in an appropriate academic department with the specific arrangement for his initial post-presidency faculty appointment, assignment and salary being subject to approval by the Board Chair. Approval by the Board Chair shall not be unreasonably withheld, taking into account the best interests of NCF. Except as otherwise stated in this Section 15, during his active service as a member of NCF's faculty, Corcoran's employment shall be governed by NCF regulations that apply to all employees and those that apply to faculty members, and not by this Agreement. Corcoran shall state in his resignation notice whether he intends to assume active faculty duties following resignation.

16. Termination or Resignation.

(a) Resignation by Corcoran without Breach. In the event that Corcoran desires to resign other than because of a breach of this Agreement by NCF, Corcoran may terminate this Agreement by resignation after first giving not less than ninety (90) calendar days written notice to NCF of intention to terminate.

(b) Termination for Cause by NCF. This Agreement may also be terminated at any time for cause by NCF. NCF may terminate with cause upon majority vote of the Board. Cause shall mean upon the occurrence of one of the following events or actions by Corcoran:

- i. A deliberate and actual violation of the duties set forth in this Agreement or other material breach and refusal or unwillingness to cure the material breach after a notice and reasonable opportunity to cure.
- ii. Any conduct constituting moral turpitude that would bring public disrespect, contempt, or ridicule upon NCF.
- iii. Violation of a State of Florida law, rule, regulation, or Constitutional provision, or an NCF rule, regulation or policy, which violation may in the judgment of the Board adversely reflect upon and/or adversely affect NCF.

(c) Termination for Cause by Corcoran. In the event NCF breaches the terms of this Agreement, and such breach is not cured within thirty (30) calendar days of written notice of the breach or is not a breach that may be cured, Corcoran shall have the right to terminate this Agreement at any time thereafter upon written notice of such termination to NCF.

(d) Effect of Termination. Upon termination of this Agreement by NCF for cause, NCF is not obligated to pay any further salary, severance or benefits. Upon termination of this Agreement other than by NCF for cause, neither Party shall have any further obligation except as provided herein. If this Agreement is terminated by Corcoran with cause, Corcoran shall be entitled to 20 weeks' severance or the maximum permitted under Florida law at the time to be

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paid at his annual base salary in effect at the time of termination together with benefits during such period as well as all accrued deferred compensation and retention payments.

17. Termination Due to President's Death or Permanent Disability.

(a) The President's death or permanent disability prior to the expiration of this Agreement shall terminate this Agreement, subject to the provisions of this Section.

(b) In the event of Corcoran's death while serving as the President of NCF this Agreement shall terminate on the date of death. The Corcoran's estate shall be entitled to receive all benefits that Corcoran is entitled under the NCF's various insurance plans, as applicable, base salary, housing allowance and automobile allowance for 60 (sixty) calendar days from the date of death.

(c) If Corcoran becomes permanently disabled while serving as President, this Agreement shall terminate on the date of the determination of permanent disability and Corcoran shall receive all benefits to which Corcoran is entitled pursuant to NCF's disability insurance plans, as applicable. Corcoran's annual base salary and benefits hereunder shall continue until such time as the long-term disability insurance policy begins to pay Corcoran benefits according to the applicable policy. For purposes of this Agreement, "Permanent Disability" shall mean the inability of the President to perform the essential functions of the job, including but not limited to the duties contained in Section 3, for a period of six (6) months in any one (1) year (12 month) period, with or without "reasonable accommodations" as such term is defined in 42 U.S.C. §12111 (9) as amended and interpreted by courts of competent jurisdiction.

(d) Corcoran shall prepare a succession plan for Board approval for continuity of operations and organizational stability in the event of the Corcoran's permanent or unexpected absence, disability, incapacity, or death.

18. General Cooperation Covenant. Without limitation of the obligations specified in this Agreement and applicable NCF rules, regulations, policies and procedures, Corcoran agrees to cooperate fully in any review or investigation involving NCF matters in which he may possess pertinent information. This obligation shall survive the expiration or earlier termination of this Agreement.

19. Severability and Waiver. If any provision or provisions of this Agreement shall be deemed invalid or unenforceable, either in whole or in part, by a court of competent jurisdiction, then this Agreement shall be deemed amended to delete or modify, as necessary, the offending provision or provisions or to alter the bounds thereof in order to render it valid and enforceable. No waiver or failure to enforce any or all rights under this Agreement by either Party on any occasion shall constitute a waiver of that Party's right to assert the same or any other rights on that or any other occasion.

20. Governing Law. This Agreement shall be interpreted and construed, and the rights and obligations of the Parties hereto shall be determined, in accordance with the laws of the State of Florida.

21. Modification of Agreement. This Agreement represents the full and complete understanding of the Parties and supersedes any previous or contemporaneous written or oral

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representations made by either Party. There are no other promises, understandings, obligations, inducements, undertakings, or considerations between the Parties or owed by either Party to the other that are not set forth in this Agreement. This Agreement supersedes any prior agreement by the Parties and may only be modified or amended by mutual written consent of the Parties.

22. Personal Contract. The obligations and duties of Corcoran shall be personal and not assignable or delegable in any manner whatsoever by Corcoran.

23. Understanding of the Agreement. Both Parties represent that they have thoroughly read this Agreement, that they understand it to be a binding contract, that they understand each provision, term and condition of this Agreement as well as its legal effect, and that they have signed the Agreement voluntarily and of their own free will with intention to comply with its terms.

24. Public Disclosure of the Agreement. Both Parties agree and acknowledge that this Agreement may be subject to the Florida public records law, Chapter 119, or other provisions, and may, therefore, be subject to disclosure by and in the manner provided by law.

25. Counterparts. This Agreement may be executed in multiple counterparts, each of which shall be deemed a duplicate original, but all of which taken together shall constitute one and the same instrument.

26. Headings for Convenience Only. The headings in this Agreement are for convenience only and shall not be used in construing or interpreting this Agreement.

IN WITNESS WHEREOF, Corcoran and NCF through the Chair of the Board have executed this Agreement on this 20 day of October, 2023.

NEW COLLEGE OF FLORIDA
BOARD OF TRUSTEES

By: Debra A. Jenks
Debra Jenks, Chair

10/23/23
Date

[Signature]
Richard M. Corcoran, Esq.

10/23/23
Date

New College
THE HONORS COLLEGE of Florida