



Board of Trustees

June 6, 2020

Mr. Syd Kitson, Chair
Florida Board of Governors
State University System of Florida
325 W. Gaines Street, Suite 1614
Tallahassee, FL 32399-0400

Re Annual Evaluation of New College of Florida President, Dr. Donal O'Shea and Contract Renewal

Dear Chair Kitson:

Dr. Donal O'Shea has served as President of New College of Florida (the "College") since July 1, 2012. The Florida Board of Governors ratified his five earlier appointments as president. His fifth term of employment expires on June 30, 2020.

In these eight years, President O'Shea has had many significant achievements. He was the architect and facilitator of the Cross-College Alliance, a consortium of higher education institutions in our region which includes University of South Florida Sarasota/Manatee, Florida State University/Asolo, Ringling College of Art and Design and State College of Florida. This year the Alliance enjoyed continued success with a number of initiatives, including cross registration and the New College led Social Entrepreneurship conference.

Under Dr. O'Shea, we added New College's first Master's degree in Data Science, which has also enabled us to enhance our undergraduate curriculum in Computer Science; both are producing key talent for the state.

Our Center for Engagement and Opportunity was created during Dr. O'Shea's tenure and continues to make progress in preparing students for post New College careers. Last year, the number of student appointments increased by 385%. More students secured internships. Relationships with employers increased more than 200%. The entire culture has shifted, including the curriculum, to ensure we are preparing our students for extraordinary careers.

New College students once again secured prestigious fellowships. This year we added Boren Fellows to our long list of fellowship recipients which include Fulbrights, Gilmans and Udalls. Four of our graduates were awarded prestigious National Science Foundation Graduate Research Fellowships.

New College continues to be recognized nationally with annual mentions in the Princeton Review, U.S. News & World Report, Fiske Guide to colleges, Kiplingers Personal Finance, Colleges That Change Lives & Washington Monthly.

In addition to his work at New College, President O'Shea serves on the boards of the Sarasota & Manatee Chambers of Commerce. He is also a board member of the Council of Public Liberal Arts Colleges & the Sarasota World Affairs Council.

We had some challenges this year. Leadership issues in Enrollment Management significantly impacted our ability to increase our enrollment to the degree we had hoped. In February, we were surprised by legislation that would have had New College absorbed by another university, first Florida State University and then the University of Florida. This was distressing and distracting for our campus community and know that it had a chilling effect on our admissions process. And then the Corona Virus hit.

Despite all of these challenges, President O'Shea advanced our strategic plan, successfully helped fend off the merger discussion and orchestrated a swift and dramatic response to the Covid 19 crisis. Nearly overnight we went from delivering 100% of our courses in person to 100% remotely. We are also happy to report we were able to safely exit our students from campus with no reported cases anywhere within our community to date.

And finally, New College delivered our highest performance metrics score since the introduction of the program.

While we would not like to replicate this last year, we are grateful to President O'Shea for his leadership in this tremendously difficult time. On behalf of the Board of Trustees I can share that we are confident in his ability to lead us through this period and beyond to achieve our aspirational objectives for the future. Attached you will find an Executive Summary of his most recent performance appraisal.

At our meeting on Saturday, June 6, 2020, the College's Board of Trustees approved the attached "Employment Agreement (Sixth Amended) (the "Agreement"), providing for his reappointment for a one-year period commencing on July 1, 2020 and ending on June 30, 2021, with the terms and conditions described therein.

Pursuant to Section 1001.706(6)(a), Florida Statutes, the effectiveness of the Agreement is subject to confirmation by the Board of Governors of President O'Shea's reappointment. Accordingly, on behalf of the College's Board of Trustees, I respectfully request that the Board of Governors confirm President O'Shea's reappointment.

Please do not hesitate to contact me or the Board Liaison, David Fugett, if you have any questions or desire further information concerning this matter.

Sincerely,



Felice Schulaner, Chair
New College of Florida Board of Trustees

cc: Dr. Donal O'Shea

Encl.

Executive Summary: Year End Performance Evaluation for President Donal O'Shea

Each year, the Board of Trustees has the responsibility to evaluate New College's President. The presidential evaluation committee was comprised of Chair Schulaner and Trustees Ruiz and Colon. In this cycle, all thirteen Trustees participated in the process.

President O'Shea's review reflects both his work through his eight seven years in the role and the particular achievements and challenges associated with this last year, including unexpected merger legislation and the corona virus pandemic. Despite these issues, this year New College achieved its highest performance metrics score since the program was introduced.

Overall, approximately 86% of Trustees rated his performance as Meeting or Exceeding Expectations, with one Trustee suggesting that improvement is needed.

The average ratings in each of the categories of the evaluation were:

- A. Leadership-Meets Expectations
- B. Internal Affairs-Very Good/Meets Expectations
- C. External Affairs-Very Good/Meets Expectations
- D. Advocacy-Very Good/Meets Expectations
- E. Management-Meets Expectations
- F. Institutional Priorities-Did Not Achieve Goals
- G. Personal Qualities-Very Good

The Board was universal in recognizing that President O'Shea is deeply committed to the College and to achieving the objectives of the Strategic and Growth Plans. We see him as a champion for liberal arts education in general and for New College within the region and the state. His enthusiasm, integrity and open mindedness are much appreciated.

In terms of constructive feedback, Trustees would like to see him communicate a clearer and more compelling vision for all stakeholder groups. His review by the faculty reflected an opportunity to better engage that important constituency. Trustees expressed frustration with the progress being made against the growth plan, with the college missing our enrollment targets for the second year in a row. An area of concern included his ability to hire and retain talented staff in critical positions, although the recent appointment of Chris Kinsley to the position of Vice President of Finance and Administration was universally applauded.

In conclusion, while the feedback suggests that there is some disappointment that progress toward improving the size of our enrollment is lagging our expectations, the vast majority of Trustees support President O'Shea's continuing to lead the institution to achieve the goals and objectives committed to as part of our Strategic and funded Growth plan.