

**New College of Florida Board of Trustees
Approved Minutes
Meeting of February 8, 2003**

Members in Attendance: Robert N. Allen; Robert Blalock; John Cranor; Rev. Jerome Dupree; Bob Johnson; Dr. Stephen Miles; Kenneth Misemer; Col. Mickey Presha; Dr. Vicki Raeburn; Alexis Simendinger; Jane Smiley; Maxeme Tuchman. **Ex Officio:** Gordon E. Michalson, Jr., President. **Not Present:** Dr. Meg Lowman.

Call to Order

President Michalson called the meeting to order at 10:04 A.M. He welcomed the newly-appointed board members, particularly Dr. Stephen Miles, Chair of the Faculty, and Maxeme Tuchman, New College Student Alliance President. He also welcomed Gen. Rolland V. Heiser, a former BOT member, newly-appointed to the Florida Board of Governors.

Acknowledgement of Notice of Meeting

President Michalson requested and received acknowledgement that the meeting had been duly noticed on 1/30/03.

Approval of Minutes

Ms. Tuchman moved and Ms. Smiley seconded a motion that the minutes of the meeting of January 4, 2003 be approved as submitted; it was approved unanimously.

Election of Officers

Dr. Michalson opened the floor for nominations for Chairman of the Board of Trustees of New College of Florida. Rev. Dupree nominated Senator Johnson, seconded by Col. Presha; there were no further nominations and the vote was unanimous to elect Senator Johnson as Chairman. Chairman Johnson called for nominations for Vice Chair. Dr. Raeburn nominated John Cranor, seconded by Mr. Misemer; there were no further nominations and the vote was unanimous to elect Mr. Cranor as Vice Chair. Chairman Johnson asked that the Board nominate Suzanne Janney as Assistant Secretary; Mr. Cranor so moved, seconded by Dr. Miles; there were no further nominations and the vote was unanimous to elect Ms. Janney as Assistant Secretary.

Florida Board of Governors' Report

Gen. Heiser reported that the Florida Board of Governors (FBOG) has 17 members appointed by Gov. Bush. At its first meeting on Jan. 7, 2003, the BOG approved five members of each university board of trustees and ratified the appointment of Mike Michalson as President of New College. Gen. Heiser said that he served as the chairman of the NCF Presidential Search Committee that selected Dr. Michalson and also had the honor of making the motion to place his name before the BOG for ratification. Then he was asked to describe the Presidential Search process and speak about Mike. Following that, Secretary Horne noted that the BOG was not approving individuals but making sure each institution followed an appropriate process and he commended the New College process.

Presidential Compensation

Since the last meeting, Chairman Johnson had asked Vice President Martin to research presidential compensation at SUS institutions and at private liberal arts colleges. With this information in hand, he recommended the following modest compensation package for President Michalson: base salary: \$175,000 annually; benefits: medical insurance, life insurance, disability insurance, retirement benefits, sick leave, annual leave, etc. equal to those provided to employees in the College's Executive Service classification. This equates to approximately 25-27% of the base salary. At present, only VP Martin is in NCF's Executive Service classification. Mr. Johnson also recommended to New College Foundation that they undertake to provide \$21,000 deferred compensation or salary supplement (12% of base salary), \$20,000 annual housing allowance, \$5,000 annual car allowance, \$4,000 spouse travel, and \$10-15,000 expense and entertainment allowance for President Michalson. He proposed a three-year contract, subject to renewal for subsequent three-year terms. An annual performance review of the president would be based upon his achievement of the goals he has presented to the BOT at the previous year's annual meeting and the general progress he has made for New College. The president remains a tenured professor at New College. If he leaves the office without cause, he would be returned to his tenured position. If he vacates the office after three years of service (starting from 7/1/02), he would get a one-year sabbatical with full salary; after the second year, he would be tenured at 90% salary; and if he left after the third year, at 90% of the second year's salary, together with all increases and

benefits offered to other professors of the same rank. He could be terminated by law without cause, serving at the pleasure of the BOT, and terminated for cause under the usual conditions. If terminated without cause, he would get one year's salary at the presidential level plus tenure and the previously mentioned increases and benefits. Mr. Johnson also recommended that the BOT purchase "key person" insurance on his life, in the event that a catastrophic event claimed his life, the insurance would be divided one half to the College and one half to his surviving spouse. Col. Presha moved and Mr. Cranor seconded a motion to allow Chairman Johnson to draw up a contract based on the tenets expressed. Mr. Allen questioned the policy on sabbaticals. He moved to change the sabbatical provision to one of "assigned research," standard for other tenured NCF faculty members; there was no second to this motion. The main motion was adopted with Mr. Allen registering a negative vote. Mr. Johnson will draw up the contract as approved and mail it to BOT members.

Copyright and Trademarks

Chairman Johnson asked for an update on the status of the New College copyrights and trademarks. Mr. Smolker stated that samples of the NCF logo were being gathered and that the paperwork would be submitted as soon as all samples had been collected.

Amendment of Existing By-Laws

Mr. Johnson stated that all policies and procedures of the existing board remain in place. Mr. Smolker noted that Amendment 11 established New College of Florida as part of the State University System which is now of constitutional stature. In order to reflect this and other statutory changes that have been made since the original NCF by-laws were passed, Mr. Smolker proposed the BOT adopt proposed amendments to the by-laws. The proposed amendments incorporate the statutory mission of New College within the by-laws and reflect the text of Amendment 11 and the changes resulting from its adoption. They incorporate the terms of the resolution that the Board of Governors adopted on Jan. 7, 2003, establishing the powers, duties, and obligations of the board of trustees, and delete the obsolete statutory language. The proposed amendments also incorporate the powers and duties of the president, as taken verbatim from the School Code. In addition, the proposed amendments make sure that all procedures are consistent with Amendment 11 and with other internal procedures. Mr. Misemer moved to approve the amendments to the by-laws as drafted, seconded by Dr. Raeburn; the motion carried unanimously.

Approval of Existing Committees and Election of Committee Chairs and Executive Committee

Mr. Misemer moved that the Board ratify the six previously-constituted standing committees and elect the committee chairs that presently exist; the motion was seconded by Mr. Cranor and carried unanimously. Chairman Johnson stated that should anyone want to make changes in committee assignment, they should let him know before the next meeting so adjustments can be made.

President's Report

Dr. Michalson thanked the Board for his presidential appointment, as well as for staying together through reappointment as a new Board, with one of their own now on the Board of Governors. The budget situation, triggered by Governor Bush's budget, is critical; higher education has taken a major hit. He has been working with the local delegation and with other legislative friends in Tallahassee to make New College's needs known. Last week he appeared before the Education Subcommittee of the Senate Appropriations Committee, chaired by Sen. Lisa Carlton, and next week he will meet with her committee and the other ten university presidents to begin to work through what will be a complicated legislative process. The Governor's budget calls for an \$800,000 cut in NCF's \$17 million budget; taking a recommended tuition increase of 7.5% into account, the cut drops to \$660,000 – a substantial and severe problem. But he remains cautiously optimistic; the legislature made NCF independent and it makes sense to keep it viable as a "special issues" case like the two new law schools or FSU's new medical school, protected from proposed cuts. In terms of the multi-billion dollar state budget, NCF's request for \$1.3 million is not great. On the other hand, the state universities are being asked to pay for tuition increases for the state's Bright Futures scholars; this program provides tuition for Florida's best students. (At New College, over 70% of the enrolled students are Florida residents and 80% of these are on Bright Futures.) State university presidents are working on a joint recommendation. Another key issue for NCF is the recent Genshaft-Michalson agreement to relocate all academic and administrative units of USF-Sarasota/Manatee to another location, dependent on securing adequate funding for the move. NCF has taken no position on the Crosley property; the BOT endorsed S/M's relocation to another site. President Michalson and Chairman Johnson will meet with Dr. Stryker and Jan Smith, Chair of the S/M Advisory Board, to discuss the fact that portions of the New College campus appear on the master plans of both institutions, particularly the Uplands, a parcel that was given directly to the private New College. Mr.

Smolker made NCF's objections to this known at a public hearing in Bradenton on Jan. 13 and hopefully the dispute will be resolved soon. If not, a mediating strategy will have to be used, perhaps involving the Board of Governors. NCF is open to the idea of a joint business zone and shared facilities in the Viking area like a coffee shop and bookstore which would upgrade this part of the Trail, but USF S/M's laying claim to the Viking and Uplands property is worrisome. Dr. Michalson welcomed any specific action from the Board or advice to the President on these difficult issues. Mr. Cranor commended President Michalson and Counsel Smolker for their work and urged them not to compromise on the Uplands. Dr. Michalson concluded by noting that other key issues for action included assuring sufficient scholarships and financial aid for students and assuring sufficient salaries for faculty, first bringing them up to the SUS level and then up closer to the level of those paid by the private liberal arts colleges with whom we compare ourselves. Col. Presha underscored the importance of the salary issue and the necessity of retaining valuable people.

Government Relations Report

Hugh MacMillan reported that NCF will host a dinner in Tallahassee on March 12 for legislators. The Governor's budget recommendations have created unity for now among the 11 state university presidents. Term limits have made for a steep learning curve in the House, as newly elected Representatives scramble to understand complex financial issues in higher education and other areas. He commended the recent good press that New College has received. Mr. MacMillan read a Resolution, developed by Steve Schroer, which will be adopted by both sides of the legislature later sometime during the upcoming session, commending NCF for its national prominence.

State Matching Funds Report

Jim Harman, Executive Vice President, New College Foundation, reported on the \$154 million backlog (approximately 500 projects) in the state's Major Gifts Trust Fund for universities and community colleges; NCF has \$1.4 million in the backlog. In Oct. 2002, NCF's BOT joined the state universities in support of a proposal to bond the backlog by taking funds off the top of the lottery, requiring \$12 million per year for 20 years. Instead, Governor Bush proposed taking \$79.1 million from the Courtelis Facilities Challenge Grant Program to fund the Major Gifts matching program backlog. This proposal would leave the Courtelis academic facilities program without funding and would not provide any new money. The state's matching funds programs, started in 1979, have appealed successfully to private donors. Mr. Harman concluded by stressing that the state should be obligated to match private donations made under the assumption that state matching funds would be forthcoming.

Academic Affairs Committee Report

Mr. Misemer asked Provost Callahan to report on the Committee meeting of Feb. 6. She reported that Admissions is on target, with 20 transfer students admitted for the spring. Accreditation is proceeding; SACS has asked for audits and more information about the College's relationship with New College Foundation, particularly the degree of dependence of New College upon the Foundation for its funding; the College's response will be sent to the Board. SACS has not yet authorized a site visit, but progress is being made. The results of the latest Baccalaureate Student Audit (2002) were discussed; this Audit reports on the New College careers of graduating seniors, their internships, study abroad, and volunteer experiences as well as plans for the future. Student retention rates are way up (NCF retained 93% of fall 2002 first-time-in-college students, up 2% from last year), which speaks well for academic advising and Student Affairs. Dr. Maria Vesperi has been promoted to full professor and the BOT will be asked to act on a tenure recommendation later for Dr. Uzi Baram. NCF is recruiting faculty for six positions: three new ones (in German, Judaic Studies, social sciences with emphasis on environmental studies) and replacements for one position in History and two in Fine Arts. President Michalson has announced a campus diversity and enrollment initiative, designed to start a long-term diversification effort affecting all aspects of campus life and culture – faculty, students, curriculum, and climate – with a faculty/staff/student committee of 19. The Provost is leading a series of discussions on faculty governance this spring, with the goal of making faculty participation in governance more effective and efficient. With regard to the presidential sabbatical issue, Dr. Callahan noted that Dr. Michalson gave up his normal assigned research leave time at the point in time that he assumed the presidency, so that after three additional years in the presidency, he actually will have earned a full year off.

Building and Grounds Committee Report

VP John Martin reported on the Committee's meeting on Jan. 31. The Committee reviewed progress on revising the campus master plan. Following Sasaki's Powerpoint presentation at the Nov. 3, 2002 BOT meeting on campus master plan alternatives, a 2.5-hour meeting was held with students, and additional input and feedback was gathered later from faculty and staff at a faculty meeting. Consensus is emerging on the following issues: dorms should be

located on the east campus; the new social science building should be on the oval somewhere, on the north or south side; Dort Promenade should remain a walkway shaded by trees; a better link is needed between the Caples campus and the Palmer campus; the loop road should be completed; Bayshore Road should be made more walkable; and a multipurpose building or whatever is located at the end of Dort Promenade opposite the library should create a meeting/mixing space. Students also expressed concern about adequate parking space at the library, if a new building were located in the parking lot. Jono Miller is working with Dr. Lowman and others to draft principles/guidelines for the general planning and landscape planning process. These principles will come back to the BOT for review. The campus footprint issue needs to be resolved before much additional planning can go forward. Mr. Martin and Mr. Smolker met with the city planning officials to review the status of the College's master plan efforts; the Sarasota officials had already reviewed and approved the Ringling master plan and they want to understand how our plan interacts with that of the Ringling Complex as well as with the USF S/M proposal that is in the works. They want to get all three groups together to make sure that we are working on a significant enhancement to this part of Sarasota. Modular facilities are being installed on the east campus; USF S/M faculty and staff will move into them in March, whereupon NCF will assume new space in Palmer D and E buildings. The Governor's budget presents a bleak outlook for PECO funds, due to the diversion of funds to support the class size amendment. New College requested \$1.4 million in PECO funds for infrastructure items out of \$140 million statewide. The PECO allocation suggested by the Governor is about \$20 million. However, projects not on the PECO list have been funded in the past. Mr. Cranor commended VP Martin and Ms. Simendinger for standing firmly against having modular units on the west campus.

External Affairs Committee Report

Ms. Simendinger reported that the Committee met twice, on Feb. 7 and Feb. 6. She announced their regret at the announcement of Public Affairs Director Steve Schroer's departure in March and thanked Steve for his fine work on behalf of the entire Board. Acknowledgement also went to General Heiser for his years of invaluable service to the Foundation. Discussion centered on future plans for the public affairs office, the Foundation's transition, the new Parents' Association, the situation in Tallahassee, and the campus master planning processes underway at New College and at USF Sarasota/Manatee. The Committee noted the College's strong objections to the current USF S/M Master Plan. Ms. Simendinger suggested that the BOT send a letter to the Trustees of USF and the local USF S/M Advisory Board endorsing President Michalson's statement ("New College of Florida's Comments on and Objections to USF Sarasota/Manatee Campus 'Final Draft Campus Master Plan Update' dated Nov. 15, 2002") which was submitted by NCF's general counsel at the Jan. 13, 2003 public hearing on the USF S/M campus master plan. Ms. Simendinger moved to have a letter from the NCF BOT, stating its endorsement of Dr. Michalson's comments and objections, sent to the members of the USF Board of Trustees and the Advisory Board of USF S/M as soon as possible; the motion, seconded by Mr. Allen, carried unanimously. President Michalson noted that in light of the recently-signed Genshaft-Michalson agreement which guarantees the relocation of USF S/M to another site, USF Sarasota/Manatee needs an entirely new Campus Master Plan, not an update of the 1995 Master Plan. The 1995 Plan includes both New College and USF S/M on what will become the New College campus when USF S/M relocates. USF S/M's update of the 1995 Plan has led to both institutions claiming certain parcels of property within the traditional "footprint," a serious misunderstanding and misrepresentation of the New College campus. Chairman Johnson stated that the position of the NCF BOT, supporting the relocation of USF S/M to another location, such as the Crosley Estate, has not changed since the NCF BOT passed a resolution to this effect in April 2002.

Finance and Audit Committee Report

Ms. Raeburn reported on the Committee meeting at 9 AM, at which the Committee's minutes from the Nov. 9 meeting were approved and the financial statement and audit report were mailed to the BOT in late November were reviewed. This first financial audit for NCF was conducted according to Government Accounting Standards Board standards (GASB), which calls for depreciating fixed assets. Many buildings and their contents are still shared resources with USF S/M, so the list of capital assets is smaller than it will be in the future, when USF relocates. The College shows an operating loss of \$10.5 million, simply a matter of bookkeeping, because the state appropriation funds and funds received from New College Foundation do not show as operating income. NCF ended the year with a favorable balance. The two points made by the auditor as economic factors which could affect the future concern (1) the ebb and flow of state appropriations and (2) the contributions made by New College Foundation which are not guaranteed. The USF Controller's Office was under contract to NCF to prepare the financial statements. Dr. Raeburn and the Committee recommend that the Board accept the results of the audit; Mr. Allen so moved, seconded by Mr. Cranor, and the motion carried unanimously. Dr. Raeburn mentioned that the campus food service contract is coming up for bid.

Vice President Martin provided an updated report on the Governor's Budget based on his attendance the previous day at a meeting of the House Subcommittee on Appropriations. Three SUS Presidents Hitt (UCF), Young (UF), and Weatherall (FSU) explained to the Subcommittee what the universities needs were and how catastrophic the proposed \$111 million cut would be; it is actually a \$149 million cut before factoring in the tuition increase for next year. Universities are working together to keep the cuts within reason. For NCF, a \$676,000 decrease in funds is projected, plus extra demands to cover tuition increases for Bright Futures scholarships. Next week the university presidents will have a counter-proposal for the Bright Futures program; the Governor proposed to have the universities pay for any tuition increases affecting holders of these scholarships. VP Martin noted that there is no enrollment growth money in the proposed budget, and funds for staffing new buildings and providing utilities have been cut also. It is possible that the Senate will take the Governor's budget as their starting budget, while the House is still working on its beginning budget. After the Revenue Estimating Conference on March 14, there will be more information. NCF is requesting \$1.3 million and hopes to be held harmless from any cuts. If not, there will be an action plan, designed to protect the academic core, with cuts coming primarily on the administrative side of the house.

Strategic Planning Committee Report

Mr. Cranor reported that the Committee would meet before the next BOT meeting to start work with President Michalson on the strategic plan required of all state universities by statute. Since NCF developed a strategic plan for SACS last year, the Committee felt it appropriate to delay meeting until after a president was selected. They now look forward to working with President Michalson on continuing his strategic planning. A strategic building block was put in place by New College Foundation yesterday, when it unanimously authorized the establishment of the Rolland V. and Gwenne Heiser Endowment. This endowment will provide unrestricted funds that can be allocated to new initiatives and opportunities to ensure that New College Foundation continues its superior service to New College of Florida; the unencumbered income can also be directly channeled into those programs that reflect the academic priorities deemed most critical.

Student Affairs Committee Report

Ms. Smiley asked Dean of Students Mark Blaweiss to report on the Committee meeting on Feb. 6. Dean Blaweiss noted that this weekend is New College Weekend; 150 parents and friends are expected. It is also the first-ever Multicultural Student-Scholar Weekend, a joint venture of the Admissions Office and Student Affairs to attract a critical mass of prospective students of color to show that NCF is welcoming and tolerant. With help from VP Martin, the College is also slowly moving forward with its \$18 million dormitory growth and renovation plan, first determining what NCF can afford, how it might be funded, and who would build or renovate the new or existing residence halls. The student food service contract is up for bid. Another new initiative is the Parents Task Force, which is co-chaired by Diane Nicoleau and Sharon Haber. This weekend the Task Force will become a Parents Association and will seek five sub-chairs for committees on communications, enrollment, programming, lobbying, and development.

Ratification of New College of Florida Mission Statement for Florida Board of Governors

One of the constitutional mandates of the new Board of Governors is to define the distinctive mission of each state university. Counsel Smolker pointed out that New College has a statutorily-defined mission already. Thus, it is appropriate that the BOG define the NCF mission by adopting the pre-existing mission statement. He requested that the Board pass a motion requesting that the Board of Governors of the SUS adopt a resolution defining NCF's mission statement as set forth in section 1004.32, Florida Statutes and authorizing the Chairman to forward this request and the proposed resolution to the Board of Governors. The motion was so moved by Mr. Allen, seconded by Rev. Dupree. Mr. Cranor raised a point of information as to the term "forum" in section 1.(b) of the Resolution; Mr. Smolker said it should be "reform." The motion to authorize a request to the BOG to adopt the amended resolution was carried unanimously. Chairman Johnson asked Gen. Heiser to present the resolution to the BOG.

Action on Tenure and Promotion Proposal

In accordance with the procedures for tenure outlined in Chapter 4 of the *New College Faculty Handbook*, Provost Callahan asked that the Board approve President Michalson's tenure recommendation for Professor Uzi Baram. President Michalson noted that Professor Baram is an international figure in his field, an inspired student-centered teacher, and a dedicated, concerned citizen of this campus. Dr. Miles moved that the recommendation for tenure and promotion for Professor Baram be approved; seconded by Mr. Allen, it was unanimously approved.

Action on Financial Management Systems Implementation/Transition Plan

VP Martin stated that NCF has begun its transition from the State of Florida's accounting system to an independent, stand-alone system. To accomplish this transition, Florida Statute 1011.2105 requires each university Board of Trustees to submit a plan developed in cooperation with the State Comptroller to the State Board of Education. He asked the NCF Board to approve the Financial Management System Implementation/Transition Plan Draft, dated 12/31/02, and to delegate to the President Michalson the authority to amend the plan as necessary for submittal to the State Board of Education no later than March 3, 2003. Mr. Misemer so moved, seconded by Col. Presha. Mr. Martin clarified the short-term cost of the transition (about \$1.5 million) for Ms. Simendinger, adding that it would cost between \$300,000-\$350,000 per year to maintain. President Michalson noted that NCF's carry-forward money was used for the initial transition. The motion carried unanimously. Mr. Martin introduced Bill Lawhon, NCF's new Controller.

Action on New College Student Alliance Bright Futures Resolution

Sarah Zell, Vice President of Student Affairs, New College Student Alliance (NCSA), proposed that the Board adopt a resolution formally opposing any and all changes proposed in the Bright Futures Scholarship Program. In 2000-2001, over 100,000 Florida students received Bright Futures (BF) scholarships equal to 75% or 100% of tuition at Florida state institutions. At New College 80% of the in-state students receive Bright Futures, which are based on academic merit and community service. New College students will join other SUS students in a Florida Student Association rally to support BF on Feb. 14 in Tallahassee. Chairman Johnson commended Ms. Zell for her presentation. Dr. Raeburn noted that the Finance and Audit Committee had discussed the BF situation in considerable detail at its meeting earlier, learning that between 55-60% of NCF's enrolled students are supported by these scholarships. The Finance and Audit Committee is in favor of continuing the BF program, but is troubled by language in the NCSA's proposed resolution which prohibits making "any" changes, since positive changes may be made. Dr. Raeburn recommended tabling any motion until there is a better understanding of what is happening in the legislature and at the March 14 Revenue Estimating meeting. Chairman Johnson noted that time is of the essence. He suggested the BOT modify the resolution, indicating that the BOT would not support any changes in Bright Futures that would have a negative effect on the program. Col. Presha so moved, seconded by Dr. Miles. VP Martin encouraged the BOT to defer action until after the State University Presidents Association's recommendation on Bright Futures is released next week, so as not to undercut their position. Chairman Johnson then suggested a substitute motion to empower President Michalson to carry this message to SUPA, that the Board supports standing firm on BF and does not want any negative action taken. The substitute was motion made and seconded by Col. Presha and Dr. Miles, and carried unanimously. The first motion was thus moot. Mr. Johnson stated that he would sign a letter drafted by the Assistant Secretary authorizing the President to argue against any weakening in the Bright Futures program and indicating that this is the view of the BOT.

Action on United Faculty of Florida Voluntary Recognition

President Michalson proposed that the BOT voluntarily recognize the United Faculty of Florida as the exclusive collective bargaining agent for certain faculty and staff at New College of Florida; it was so moved by Mr. Cranor, seconded by Mr. Misemer. Dr. Michalson noted that NCF had to go through a long process that eventually made the BOT the public employer. The process was made more complex by the passage of Amendment 11, which introduced a new state Board of Governors. He indicated that he expects good relations to continue with UFF and with other units under contract. Dr. Fred Strobel, President of the NCF Chapter of UFF, stated that the first task would be to revise and modify the existing contract to keep standards consistent with other state universities. Chairman Johnson said he would appoint a committee to meet with UFF at a later date. Dr. Miles clarified his role on the BOT by stating that, as Chair of the NCF Faculty and thus a member of the BOT, his responsibility is to serve the best interest of college as a whole. The faculty discussed the role of the Chair and agreed that they were not electing a delegate, but a member of the BOT; the faculty has great confidence in the BOT. Dr. Miles echoed President Michalson's statement that salaries are important, but he reminded the Board that the collective bargaining agreement covers all aspects of employment. The existing agreement with the faculty works and does not need to be fixed. Chairman Johnson called for a vote on the motion; it carried unanimously.

Mr. Smolker stated that as part of the recognition process, the BOT will have to approve the bargaining unit proposed by the UFF. He recommended a motion that the BOT: (1) approve the bargaining unit as proposed in UFF's petition to exclude the Trustee faculty member who sits on this Board; (2) authorize the President to join in a recognition-acknowledgement petition with UFF to submit to the Public Employee Relations Commission (PERC);

and (3) authorize the President to negotiate any changes in the proposed unit that are appropriate. In some instances, the unit as proposed would have employee classifications that do not exist at NCF. This motion would enable NCF to move ahead with the recognition/acknowledgement petition process. Dr. Raeburn so moved, seconded by Mr. Cranor. Chairman Johnson pointed out that although Dr. Miles would not be part of the UFF bargaining unit, he would have the same rights and benefits as the other faculty members covered by the contract and this motion does not include a final contract. The motion carried unanimously.

New Business

President Michalson underscored the great regret that Ms. Simendinger conveyed earlier about the departure of Steve Schroer at the end of March as NCF's Director of Public Affairs. Despite Dr. Michalson's attempts to encourage Mr. Schroer to remain at New College, he seems determined to go where it snows. Dr Michalson expressed the hope that the College would have an occasion to thank Steve for his fine work prior to departure.

Chairman Johnson recognized three members of the New College Foundation Board of Trustees, who had arrived: General Raymond E. Mason, Jr. , Mr. Bob Peterson, and Mr. Norm Worthington. He noted that without the Foundation, New College of Florida would not be where it is today. He thanked General Heiser for his service and emphasized that future success of the College is tied to that of the Foundation. Mr. Johnson reminded the Board that new notebooks for BOT members were provided today for permanent Board documents.

Rev. Dupree thanked the faculty and staff for the excellent background materials they prepare for the BOT committees and thanked Ms. Janney for her support of the Board.

Since there was no further business, the meeting was adjourned at 12:30 P.M.

Respectfully submitted,

Suzanne Janney
Assistant Secretary