

New College of Florida Board of Trustees
Approved Minutes
Meeting of February 11, 2006

Members Participating: John Cranor; Rev. Jerome Dupree; Gen. Rolland V. Heiser; Warren Hudson; Bob Johnson; Elaine Keating; Marissa Krumm; Dr. Douglas Langston; Major Gen. Raymond E. Mason, Jr., Kenneth Misemer; Col. Mickey Presha; Dr. Vicki Raeburn; Jane Smiley. **Ex Officio:** Gordon E. Michalson, Jr., President.

Call to Order

Chairman Johnson called the meeting to order at 10:00 A.M.

Acknowledgement of Notice of Meeting

Chairman Johnson requested and received acknowledgement that the meeting had been duly noticed on February 4, 2006.

Approval of Minutes

Chairman Johnson asked for approval of the Minutes of the meeting of November 5, 2005. Trustee Presha so moved, seconded by Trustee Misemer, to approve the Minutes with the editorial corrections previously submitted by Trustee Hudson on page 2, and the motion was approved unanimously.

Chairman's Report

Chairman Johnson welcomed Trustees new to the Board: Professor Douglas Langston, recently elected Chair of the Faculty; Ms. Marissa Krumm, recently elected President of the New College Student Alliance; and Ms. Elaine Keating, recently appointed by the Governor to replace Ms. Alexis Simendinger. He acknowledged Trustee Raeburn, who had also been reappointed by the Governor and those trustees who had been reappointed by the Board of Governors: Trustees Dupree and Misemer. Chairman Johnson announced that he was appointing Trustee Smiley to replace Ms. Simendinger as Chairman of the External Affairs Committee and appointing Trustee Keating to that committee. Trustee Keating will continue to serve as Co-Chair of the Student Affairs Committee. He acknowledged the many valuable insights and contributions made to the Board and the College by former Trustee Simendinger and stated that he hoped her interest in the life of New College would continue. Although it is not listed on the agenda, Chairman Johnson mentioned that the Trustees had received a notice of the expiration of President Michalson's employment contract on June 30, 2006 and it is timely today to extend President Michalson's contract for three years to June 30, 2009. Trustee Presha immediately so moved, enthusiastically seconded by Trustee Hudson. Chairman Johnson appreciated this show of support. He encouraged the Trustees to think about adding a bonus to the compensation package as an incentive to the President for remaining three more years in his position: the President is a valuable asset, he is receiving numerous inquiries from other institutions, and the Board needs to be sure that he will remain in place. The Board voted unanimously to extend the President's employment contract for three years, from July 1, 2006 to June 30, 2009, with salary structure and details to be worked out and presented for Board action at a future meeting.

President's Report

President Michalson also welcomed Ms. Keating, Ms. Krumm, and Professor Langston to the Board. He acknowledged the role that Ms. Keating played in the Foundation fund-raiser last night, the Big Band Bash. He also thanked Ms. Simendinger for her invaluable leadership of the External Affairs Committee as it got started during her tenure on the BOT; he noted that she was continuing on the New College Foundation board. Dr. Michalson also extended thanks for their service to former Trustees Keith Fitzgerald and Brian Cody. He stated that planning for the new residence halls is moving forward. A report later in the meeting will bring everyone up to date on this plan for the construction of five new dorms and the student activities renovation project which includes the Pei complex and Hamilton Center. The project will be funded by a \$24 million bond issue. He recognized New College Trustee Mickey Presha, Vice President John Martin, and New College Foundation Trustee Brad Baker, who have been part of the effort to secure funding for the residence hall project. Thanks to good communication and cooperation among the planning and design teams, it will incorporate the principles of the larger campus master plan, even though the two projects are on parallel tracks and developing simultaneously. At yesterday's Donor Development Committee meeting of New College Foundation, at least one of the new dorms seems to been given a name, to be announced at

an appropriate time. Dr. Michalson stated that he believed that having five halls to name would attract donors with at least a million dollar capacity. Such donors would recognize that the opportunity to strongly support the residential aspect of the liberal arts experience is so important to cultivating community responsibility and civic engagement that the College aims to house 75 percent of the student body on campus. As far as state funding is concerned, the President stated there is a gap between the Governor's budget and the Florida Board of Governor's budget. The BOG approved the NCF 06-07 Legislative Budget Request for \$1.8 million in its entirety. Our request was not included in the Governor's budget. The President said he had been at a meeting in Orlando earlier in the week with the other SUS presidents and the new Chancellor, trying to find a way to protect the state universities' budget requests without being confrontational. Dr. Mark Rosenberg is the new Chancellor, moving into the position from that of provost at Florida International University. He is a Latin American specialist and both Dr. Michalson and Provost Callahan have sought his advice on the development of NCF's initiatives in that region. Dr. Rosenberg understands New College and its special role in the SUS and he will be a strong advocate for all the state universities. President Michalson noted that the UFF-NCF collective bargaining agreement would be presented for ratification later in the meeting. As part of the agreement, the College will solicit and fund studies to determine the appropriate level of faculty and staff compensation. The recent MGT of America report showed a gap between New College and its aspirational peer institutions in the private sector; two thirds of that gap was due to the discrepancies in faculty salaries. He has learned to be careful about what he says. In response to a question from Trustee Hudson at a recent BOT meeting about the two-thirds gap, President Michalson reported that the UFF bargaining unit thought he had said it was the policy of the College to raise faculty salaries by 25 percent. While it would be reasonable to take a three-year period and set goals accordingly to raise salaries by that amount, provided all things were equal (e.g., keeping faculty salaries in the state-administered fund column), he most definitely had not committed the College to a 25 percent increase through that statement. However, the President assured the BOT that the faculty salary issue is close to his heart, and that by and large, NCF faculty are underpaid. Studies will be commissioned in the near future to set some realistic goals for faculty and staff salaries as part of a comprehensive plan to support a healthy, vibrant New College in the future.

The worst thing that could happen to a college occurred in January, with the death of thesis student John Roewert in a bicycle accident on North Tamiami Trail. President Michalson reported that a bayfront memorial service was held; he commended all members of New College community for their strong support throughout this difficult period. He noted that the Board has received information on a number of other recent events: the panel on Homelessness, co-sponsored with the Sarasota Herald-Tribune; the Sarasota Season of Sculpture Symposium which he is co-chairing with Larry Thompson, President of Ringling School of Art and Design, to be held next weekend, involving a keynote address by the Chairman of the National Endowment for the Arts on Saturday and an event featuring Christo and Jeanne Claude's works on Sunday. The latter includes a live teleconference dialogue with the artists in New York and the audience in Sudakoff, thanks to the help of WEDU. President Michalson reported that he had attended the AAC&U national conference in Washington in DC, and, with a heads-up given by Maribeth Clark, Chair of the Provost Search Committee, met informally with two applicants. He announced that four well qualified candidates would be brought to campus for interviews next month and commended Dr. Clark and her colleagues on the Committee for a job well done. In the Admissions area, he was very pleased to report to the BOT that completed applications are up 59 percent over last year at this time; regarding those from out-of-state students, 114 were completed last year at this time as compared with 242 completed this year. Such success results from lots of hard work on part of Dean of Admissions and Financial Aid Kathy Killion and her staff. Dr. Michalson closed by welcoming Trustee Keating to the Board and congratulated her on successfully hosting the Foundation's gala benefit the night before. He expressed appreciation for the grace of her remarks at the benefit and for her willingness to join the BOT.

Legislative Report

Mr. Hugh MacMillan reported that the local delegation has a very strong presence in Tallahassee this year. Support for the State University System as a whole increased radically with the hiring of the new chancellor, Mark Rosenberg. Dr. Rosenberg is the first chancellor hired by the Board of Governors. He and the BOG staff are working with the university lobbyists in a coordinated effort to seek a more adequate allocation from the state. For the first time in five years, since the dissolution of the Board of Regents, a system is in place to make the case for the SUS as a whole and this year, at least, funds are available to meet the needs. However, the Governor's budget recommended only a 10 percent increase for the SUS, nowhere near what is estimated to be needed. It will be up to the legislature to make adjustments. Mr. MacMillan was delighted to state that New College is recommended for its capital needs in the Governor's budget, as well as a \$1.8 million allocation to augment the base budget by the Board

of Governors and staff. He said there is definitely reason for optimism this year. The NCF budget request is tightly focused and on track.

New College Foundation Report

Trustee Cranor, President of New College Foundation, reported briefly that his Board met yesterday. Financially, the Foundation is moving in the right direction: this year donation receipts are up 43 percent; alumnae/i giving is up 22 percent; and, during the last 18 months, the endowment increased four million, from \$24 to \$28 million dollars, after subtracting \$2.5 million to support New College. Mr. Cranor said that the Foundation was invited to participate in a board-building exercise sponsored by the Gulf Coast Community Foundation of Venice. The NC Foundation will be provided with educational materials and consulting support, so they can examine their own processes and purpose to “lift their game.” The culmination will be a strategic planning retreat coincident with the April Foundation board meeting to discuss the organization of the Foundation itself, its fund-raising mission and how it is carried out. Mr. Cranor referred to the President’s reference that four of the five new residence halls are still available for naming purposes, at a cost of \$1 million each. State matching funds should be available, so that additional dollars can be funneled back into Hamilton Center renovations. A fifth potential gift will total four million, and the fifth dorm is being reserved for this one, still in the works. Mr. Cranor concluded by describing a way in which the Foundation yesterday honored the past history of the College and those who made it. Mr. Cope Garrett of Sarasota, one of the original Admissions staff in the 1960s, and his wife, Anne, donated funds to purchase two royal palms. The trees were planted in front of College Hall and dedicated to the honor of the first two New College presidents, George Baughman and John Elmendorf, yesterday at noon. Former professors, staff members, and alumnae/i from that era gathered with present Trustees, faculty, staff and students for the nostalgic and moving dedication ceremony.

Audit Committee Report

Trustee Raeburn reported that the Committee met earlier in the morning to consider the 2004-05 audit from the Auditor General’s Office, which is being mailed directly to all Trustees by the AG. A couple of primary issues were identified by the auditors: a misconception on part of the College regarding the requirements of emergency student leave of absence status on federal awards. The Committee also discussed the need to adopt an internal audit work plan for 2005-06. Steps have been taken to remedy the student leave of absence issue and the Committee adopted an internal audit work plan for 2005-06 at its meeting.

External Affairs Committee Report

Trustee Smiley, new Chair of the External Affairs Committee, reported that the Committee met earlier this morning and was continuing to make progress, although without the good guidance of her predecessor, former Trustee Simendinger. The Committee will report more fully at a future meeting.

Finance and Administration Committee Report

Trustee Presha reported the Committee began a long, complex meeting at 8:00 am that morning and made several recommendations to the Board: to adopt a resolution approving a financing plan; a lease purchase resolution; and either an operating lease or management agreement to finance new dormitory construction, renovation of Pei dormitories, renovation of the Hamilton Student Center, and construction of an addition to Hamilton Center. These items will be presented for BOT action later in the meeting.

Student Affairs Committee Report

Co-Chairs Smiley and Keating reported a Committee meeting on Wednesday, February 8, with student members and Dean of Students Wendy Bashant, but had nothing urgent to bring before the BOT at this time.

BOT Action on Institute for Integrated Land Use Planning

Chairman Johnson told the Trustees that he had been working informally for five years to create an organization to develop and promote best practices in land use and development for the state of Florida, discussing issues with a variety of stakeholders. Several years ago Provost Callahan and her counterpart at UF began a collaboration by creating a “Provost’s Pipeline,” streamlining procedures for well-qualified New College graduates to enter the graduate and professional school programs at UF. President Michalson, Provost Callahan, the University of Florida Graduate Deans, and others became involved in a plan to create opportunities for NC students to intern at the University of Florida and take graduate coursework there while enrolled at New College. As discussions progressed, the concept took on broader dimensions. It grew into a proposal for creation of a land use institute

dedicated to the premise that our human culture and economy can be integrated into the ecology of Florida in a sustainable fashion. The Florida Institute for Integrative Land Use would be an extension of the campuses of UF and NCF, with a main research campus and a field station located in Sarasota County. Sarasota would become the center of the universe for land use planning in the state of Florida, a bellweather growth state. Science, policy, and management skills would be brought to bear on the problem of sustainable economic development and land use. Sustainable development of land, protection of habitat, preservation of plant species, and the promotion of affordable housing would be some of the issues addressed. Without such planning, Chairman Johnson stated, Florida will become a ghetto for the wealthy, with no one to support the infrastructure. At present, the Institute program has a \$16.5 million budget. Sarasota County has pledged six acres of land at the junction of Fruitville Road and I-75 plus \$2 million over the next three years (\$1 million in the first year and \$500,000 in each of the next two years) to the Institute. Talks are being held with private individuals to raise an additional \$6 million by members of the joint planning group. President Michalson has spoken to the local state delegation and on the Congressional side, to Lincoln and Mario Diaz Balart. Chairman Johnson reported that he and President Michalson have a meeting with the Governor next Thursday to seek \$4 million in funding. The Institute would benefit all of Florida, a state where the population will double in the next 15-20 years, since it would consider land use issues from all perspectives: ecology of land use practices; natural resource valuation and alternate sources of energy; and policy, legal and institutional processes. Faculty for the Institute would be assembled from existing NCF and UF affiliate faculty and a core of new faculty will be hired. Eight dedicated professorships are planned for the Institute. NC and UF professors, who might hold dual appointments, and NC undergraduates could be involved in real-world research and internships with UF graduate students, who would come to the Institute and its field station in Myakka. Chairman Johnson envisioned a huge benefit to New College in this and other ways, including major focus on the capacity of New College student researchers and faculty. He mentioned that an annual three-day Institute symposium, opened each year by the Governor, could bring people throughout the state together to grapple with land use issues. He could not say enough good things about linking the state's honors college to the University of Florida, the only university in the state to hold membership in the Association of American Universities. He asked for the Board's approval of the on-going effort. Trustee Cranor moved to approve the continued development of the Florida Institute for Integrative Land Use and to move forward with plans to raise \$16.5 million within 18 months from federal, state, local, and private resources; the motion was seconded by Mr. Misemer. Trustee Hudson asked if the project would be cannibalizing the College's own development efforts. Chairman Johnson responded that UF is eager to get its Sarasota alums involved in supporting a UF-sponsored project in this area. UF has already contacted a handful of their potential major donors in our area, donors who were not on any of our lists. Chairman Johnson stated that NCF would not be undercutting its own seed corn by supporting this effort, NCF would be identifying new donors. Trustee Cranor stated that he already had a grant proposal pending for a field research station which would qualify for matching funds from the state if approved, and could be easily integrated into the Land Institute. The vote was unanimous in favor of approval.

Residence Hall Project Report

Mr. Bob Bitterli and Mr. Kevin Donahue represented Harper Aiken Partners. Mr. Bitterli reported that the residence hall project is at the design development stage, where specifications are available so that pricing can be confirmed. The team is moving into the final phase of developing working drawings. Mr. Bitterli summarized the plans for the five new two-story residence halls, providing 203 new beds on the East Campus. The concept acknowledges the importance of East Campus as the center of student social and residential life with connections by bridge, enhanced walkways, and bikeways – all consistent with the Master Plan – to the main entrance to campus. A new central green quadrangle, redeemed from the asphalt drive now in front of Hamilton Center, will be created and the siting of the new dorms will reinforce the public space edges and enhance student interaction opportunities. One new courtyard style dorm (Z building) will be located south of Sudakoff and across the new green from Ham Center; its roofline will echo the Pei complex. This building with balconies on the front and portico entrances on the ground floor, will define the East Campus Green, as it mimics the plaza entry. The open space Green will have a lot of power and adapt to many uses. He observed that the courtyard dorm complements the various housing options available on campus and might be chosen by students who wish to be a bit more removed. Four new dorms will be placed to the south of Ham Center, across from Dort and Goldstein, planned to create axial development in this area which is now partially now occupied by the tennis courts. The tennis courts, sand volleyball, and basketball courts will be relocated as far to the south as possible and rebuilt with night lighting to promote better use. Walkways will be strengthened between the recreation area and the residential areas. All new residence halls will differ in style from Pei, but be interconnected by design and fit well into the total integration of the campus. Mr. Bitterli preferred not to discuss specifics of any

renovations, noting only that the three Pei courts will be restored and renovated, and, depending on the balance of funds, Hamilton Center will be renovated.

Mr. Donohue stated that the results of the Discovery and Design Charrettes will be reflected in the new buildings, inside and out, and in the spaces between new buildings and existing buildings. One could say that the campus is being developed from within and in between its buildings. The new residence halls will have the small scale community feeling that students stressed was so emblematic of New College. Students firmly requested more common space in the new halls. So community living space will be maximized in the new dorms, as will the relationship of the apartments to the outdoors. Each apartment will have four small private bedrooms, baths with vanity, and a small kitchenette space, but not a stove. The smaller size of the student rooms and apartments means that the common living room space on each floor is larger. An open stairway will provide natural gathering space; there is also a common elevator and service stairway. Laundry and kitchen facilities and a living room, plus restrooms, will be provided as common space on the first floor of each dorm. Each new building will relate to those next to it and have an exterior walkway system similar to Dort and Goldstein. Together, the siting and design of the new residence halls should promote meeting and communing on East Campus. Summer 2007 is the deadline for completion of the new halls. Mr. Bitterli emphasized that the team's drawings are not the final depictions of the new buildings. The Steering Committee will meet next week to provide more feedback. The color palette and brick size will reflect the buildings already in place on the East Campus. The new halls will try to keep the quality of light inside and outside approximately the same through the use of clerestory windows shaded from above, not high-maintenance skylights.

Campus Master Plan Update Report

Mr. Frank Folsom Smith of The Folsom Group reported that the participation and response of the campus community in the Charrettes was very gratifying. Students were the stars of the process, providing valuable insight at practically every meeting. While the state requires its universities to plan for the next five years, the master planning group engaged by New College saw itself as planning for the next 50 years. Their overarching principle was that of sustainable development, and the planners sought to promote environmental sustainability as well as financial sustainability in the management of the campus. Setting a design code for architectural expression, consistent with the historic buildings was an important goal. Mr. Smith highlighted some recommendations of the plan so far: replacing the asphalt in front of Ham Center with a green; siting four "connecting" dorms between the Pei Complex and Ham Center; developing an image on the North Trail to identify New College as a first-rate institution and enhancing the entrance on US 41; preventing any new construction in the bayfront velocity zone west of the Keating Center; using landscaping for greatest impact per dollar to enhance the campus; allowing a "natural zone" to develop in the "canopy lawn" to the east of Cook and College Hall; developing a new center of campus closer to US 41 with a new administrative center located north of the library as a "sibling building"; making it easier to walk around campus and use intermodal transportation; eliminating Dort Drive; promoting a business district, with bookstores, cafes, perhaps a bed and breakfast, to be owned and controlled by the College or New College Foundation on the North Trail. He concluded by noting that a master plan is never completely finished; planning is an on-going process. The entire draft plan is on the New College website at www.ncf.edu/MasterPlan/plan.html.

Direct Support Organization Activity Report

General Counsel Steve Pfeiffer reported that the NCF BOT had approved the establishment of a direct support organization (DSO), the New College Development Corporation, Inc., to facilitate the financing of the residence hall project and other capital improvements at its November 5, 2005 meeting. The DSO held its first meetings on December 22, 2005 and January 19, 2006. Its board adopted Articles of Incorporation. The New College Development Corporation, Inc. (NCDC), once incorporated, adopted ByLaws, which included items based on comments made by this board and by its Finance Committee. Under the ByLaws, the Board of Directors of NCDC consists of five members. The President of NCF or his designee is one of five members of the board of the NCDC and serves as its Chairman. President Michalson serves in this capacity and under the By Laws, he appoints one NCDC director. Dr. Michalson appointed Vice President for Finance and Administration John Martin, who serves as Executive Director and Secretary/Treasurer of NCDC. Under the ByLaws, the Chairman of the NCF BOT appoints one member of the NCDC Board and Chairman Johnson appointed Trustee Presha a director; the CEO of New College Foundation serves on the board of NCDC and so Trustee Cranor serves as the fourth board member. Under the ByLaws, the CEO of New College Foundation appoints one member and Mr. Cranor appointed Foundation Trustee Brad Baker. The Corporation issued Requests for Proposals for the residence hall project. After proposals were received and considered, the corporation selected as Bond Counsel the firm of Bryant, Miller & Olive. They also selected as Bond Underwriters: SunTrust Bank; and as Letter of Credit Provider: SunTrust Bank. The

corporation also selected, not through RPF, Borrower's counsel: Johnson, Pope, & Boker of Pinellas County. The next meeting of the NCDC will be held after March 6, when financing options for the dorm project should be clear. At this meeting, the NCDC board will adopt a conflict of interest policy and approve a final financial plan for the dorm project. Trustee Hudson asked if the full amount of financing that the NCDC could borrow was known at this time. Mr. Pfeiffer said the report would be in soon. In response to another question from Trustee Hudson about the procedure used to select SunTrust as Bond Underwriter and Letter of Credit provider, Mr. Martin stated that announcement of the RFP was published, eight financial institutions responded, an evaluation committee was established to rate the banks' proposals according to the criteria published in the RFP; and the committee conducted personal interviews with three of the banks. SunTrust was chosen because it had more experience with college dormitory financing than any of its competitors. The Board of Directors selected Bryant, Miller & Olive as Bond Counsel because of their level of experience. Trustee Hudson asked Mr. Martin how many basis points SunTrust was charging in their Letter of Credit; Mr. Martin replied that the bidding was extremely competitive and SunTrust offered 32 basis points.

BOT Action on Financing Plan, Lease Purchase Resolution, and other Documentation to Finance New Dormitory Construction, Renovation of Pei Dormitories, Renovation of Hamilton Student Center, and Construction of an Addition to Hamilton Student Center

Vice President Martin reported that the Finance and Administration Committee met earlier that morning and reviewed the financing plan for the new dormitory project and related documents with Marissa Wortman of Public Financial Management, Inc. (PFM), the financial advisor to the NCDC, and Ken Artin of Bryant, Miller & Olive, NCDC's bond counsel. He reminded the Trustees that the BOT authorized the College to proceed with bond funding a year ago and the 2005 legislature approved NCF's authority to bond up to \$28 million in debt through the state bond financing process or through a DSO, giving the institution maximum flexibility. PFM and Bryant, Miller & Olive have been guiding New College through analysis and evaluation of different options. Mr. Martin noted that they first looked at fixed rate Certificates of Participation (COPs), which would require NCF to qualify for bond insurance. Even without a credit history, NCF was deemed eligible for bond insurance, but at 225 basis points or 2.25 percent, the cost was prohibitive. They are now looking at a variable rate financing deal backed by SunTrust's Letter of Credit which puts more dollars on the table for bricks and mortar. As much of the latter as possible is needed for the five new dorms. The DSO will also incorporate the renovations to Pei and Hamilton Center into the project. Mr. Martin stated that \$700,000 to renovate Ham Center is assured due to CITF (student fee) funds that the state returns every three years or so for use on student projects: \$351,000 has been appropriated from the state treasury already and \$349,000 will be fronted by NCF. \$24 million will be borrowed in new money through the COPs offering and \$4.345 million in existing debt will be refinanced as part of the offering, bringing the total funds needed to \$28 million. Of course an infusion of private funding would be very welcome as well, anywhere from \$4 million on up, to be used to expand the scope of the project or to pay down some of the debt. For the \$28 million offering, the very favorable variable rate is 4.63 percent over 30 years. The swap feature allows NCF to convert all or a portion of the variable rate debt to synthetic fixed rate debt and will help protect the College if interest rates go up. The debt will be paid off through housing rental rate increases: a 7 percent increase is planned for 06-07 and a 10 percent increase for 07-08, followed by a series of 7 percent increases, and perhaps an adjustment downward as time goes on, but Mr. Martin made no promises. He did allow that during the past four years, the housing rental rate increases averaged about 5 percent annually. Trustee Mason asked if there was a cap on the fixed rate of the swap; yes, replied Mr. Martin. Since there were no other questions, Chairman Johnson asked for a resolution, not a motion, to approve the financing plan the lease purchase resolution and the other documents to finance the Residence Halls Construction and Renovation Project. Trustee Raeburn so moved, seconded by Trustee Misemer and it was so resolved unanimously.

BOT Action on Ratification of 2006 Revisions to NCF-United Faculty of Florida Collective Bargaining Agreement for 2005-2006

General Counsel Pfeiffer began by thanking the members of the NCF- UFF Collective Bargaining Negotiating Team, chaired by Professor Aron Edidin, Professor David Mullins, Professor Patrick McDonald, and Dr. Anne Fisher of the Counseling and Wellness Center. He also acknowledged the work of Professor Sarah Hernandez, President of the local NCF-UFF chapter. On the Management side, he thanked President Michalson, Provost Callahan, his predecessor as head of the negotiating team, and most especially Julie Morris, Assistant to the Provost. He noted that the negotiations were at all times cordial and vigorous. He stated that wages and benefits are subject to renegotiation each year as are three articles that each side can raise for renegotiation. The revisions mostly correct errors or glitches in the past year's contract that were hold-overs from applying the generic SUS-UFF contract to the New College environment. He stated that the members of the faculty NCF-UFF bargaining unit were offered and have accepted the

same percentage raises that will apply to the members of the other bargaining units on campus, the PBA and AFSCME. Mr. Pfeiffer mentioned that a formal study of wages and benefits is called for in the agreement. Outside consultants will be engaged for this study during the next month or so and the findings of the study will be reported back to the BOT before the start of the 06-07 academic year. The results of the study will not be binding; they will only serve as the basis for discussion. Trustee Hudson moved to ratify the 2006 Revisions to the NCF-UFF Collective Bargaining Agreement for 2005-06; it was seconded by Trustee Cranor, and the ratification was approved unanimously.

BOT Action on President's Request for Tenure Approval

Provost Callahan likened the awarding of tenure to faculty members to the graduation day for students: it is a major milestone and career accomplishment. She noted that faculty work very hard at New College and excel at what they do. Dr. Callahan was very pleased to be able to seek the Board's approval of the President's recommendation for tenure at New College of Florida for five faculty members, who will be promoted from the rank of Assistant Professor to Associate Professor. The candidates for tenure were presented one by one.

Dr. David Allen Harvey, an expert in the history of modern France and Germany, received his B.A. from Rice University and his M.A. and Ph.D. from Princeton. A motion to approve tenure for Dr. Harvey was made by Trustee Raeburn, seconded by Trustee Mason, and approved unanimously.

Dr. Barbara W. Hicks, an expert in comparative politics and international relations, received her B.A. from Yale and her Ph.D. from Indiana University. A motion to approve tenure for Dr. Hicks was made by Trustee Smiley, seconded by Trustee Keating, and approved unanimously.

Dr. Elzie McCord, Jr., an expert in biology and entomology, received his B.S. from Savannah State College, and his M.S. and Ph.D. from the University of Florida at Gainesville. A motion to approve tenure for Dr. McCord was made by Trustee Heiser, seconded by Trustee Dupree, and approved unanimously.

Dr. David S. Rohrbacher, an expert in classics, Roman history and historiography, late antiquity and Latin and Greek Prose, received his B.A. from Tufts University and his M.A. and Ph.D. from the University of Washington. A motion to approve tenure for Dr. Rohrbacher was made by Trustee Cranor, seconded by Trustee Raeburn, and approved unanimously.

Dr. Mariana S. Sendova, an expert in applied physics, received her M. Sc. and Ph.D. from Sofia University in Bulgaria. A motion to approve tenure for Dr. Sendova was made by Trustee Misemer, seconded by Trustee Smiley, and approved unanimously.

President Michalson congratulated the newly tenured faculty members and noted that tenure is not a reward, but a prediction of continued contributions to teaching, scholarship and service as part of the New College community. He is gratified to have five world class teachers and community servants come up for tenure this year. Chairman Johnson added that it is a very distinguished group of high caliber people. He hoped they would be at the College for a long time and thanked them for coming to the Board meeting for what he considers a sacred moment.

Since there was no further business, Chairman Johnson invited everyone to join the Board members for lunch, and the meeting was adjourned at 12:10 P.M.

Respectfully submitted,

Suzanne Janney
Assistant Secretary