

**New College of Florida Board of Trustees
Sudakoff Conference Center
Approved Minutes for March 15, 2022**

Call to Order

The meeting was called to order and at 3:01 pm and a quorum was established.

Trustees Present: Mary Ruiz (Chair), Ron Christaldi (Vice Chair), Charlie Lenger, Felipe Colon, David Harvey, Sofia Lombardi, Sarah Mackie, Garin Hoover, and Lance Karp. **Trustees Absent:** James Stewart, Mark Aesch.

Acknowledgment of Notice of Meeting

General Counsel Fugett confirmed the meeting had been duly noticed.

Call for Public Comment

No request for public comment was received.

Announcements

Chair Ruiz announced that the Florida Legislature voted on March 14 for a 2022-23 state budget that includes approximately \$7.5 million for three major campus projects at New College: \$5,215,013 for the renovation of the Hamilton Center classroom building; \$1,842,737 for deferred building maintenance; and \$402,476 for the College Hall breezeway. In addition, a special cultural affairs grant of \$25,000 was awarded to New Music New College. While the budget must still be approved by Governor DeSantis who has the ability to line-item veto specific budget appropriations, this is the first time since 2017 that the Florida Legislature has voted for Public Education Capital Outlay (PECO) funding for New College.

Consent Agenda

The Consent Agenda was then presented and a request was made by Chair Ruiz that it be approved. Prior to approval, Trustee Hoover asked that the Action Item regarding the January 11, 2022, draft minutes and the Academic Affairs Committee Action Item be removed from the consent agenda for discussion. Chair Ruiz agreed that these two items were deemed removed from the consent agenda.

A motion to approve the balance of the consent agenda was made, seconded and approved by unanimous vote.

The Action Items approved as part of the consent agenda are:

Finance and Administration Committee

- Approval of Refinancing of Existing New College Development Corporation Debt
- Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the United Faculty of Florida
- Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the Florida Police Benevolent Association, Inc.
- Approval of Ratification of Updated Collective Bargaining Agreement between New College of Florida and the American Federation of State, County and Municipal Employees
- Approve of Recommendation for Changes to Salary and Benefits for Out-of-Unit Employees

Audit and Compliance Committee

- Approve Reviewed 2020-21 Performance Based Funding Data Integrity Audit and Data Integrity Certification
- Approve Proposed Amendments to Regulation 3-1016 Fraudulent or Other Dishonest Act

Informational Items provided to the Board for their review as part of the Consent Agenda include:

- Reports from the President's Council

Audit and Compliance Committee

- Crowe Summary of Observations for New College Development Corporation Internal Controls Audit
- Crowe Summary of Observations for New College of Florida Foundation Internal Controls Audit
- Fraud Risk Assessment Update

Academic Affairs Committee

- Status Report on Faculty Policy Changes on GPA Proxy and Narrative Evaluations

Ad Hoc Presidential Evaluation Committee

- Summary Report on Trustee Survey

Items Pulled Out of the Consent Agenda for Discussion

- *Draft Minutes of the January 11, 2022 Board of Trustees Meeting.*
Trustee Hoover objected to the section of the draft minutes regarding the motion he made regarding a proposed change to grading procedures. After discussion, Chair Ruiz deferred a vote on the January 11, 2022, draft minutes so they can be amended and brought back for review and vote at the April 19, 2022, Board of Trustees meeting.
- *Academic Affairs Committee.*
Trustee Hoover stated that he wanted the action item on recommended tenure for New College professors to be pulled for discussion so he could state his position that, philosophically, he is opposed to granting tenure to college professors. Having said this, Trustee Hoover made a point to state that his position has absolutely nothing to do with the qualifications or quality of the New College professors up for tenure and should not reflect negatively on the professors up for tenure.

At this time, Chair Ruiz called for the motion. A motion was made through the Academic Affairs Committee to approve the President's recommendation that tenure be granted to New College Faculty members Professor Brion, Professor Buysens, Professor Cook, Professor Delon and Professor Fennie. Approved with one nay vote (Trustee Hoover).

Finance and Administration Committee

Proposed Regulation Amendment to New College Regulation 6-3002 Residency Requirement.

Chris Kinsley informed the board that the language in the current regulation is out-of-date, and difficult for students, families and College administrators to understand and act upon.

Students considering coming to New College are looking for clear answers to their questions. "Must I live on campus". "If so, for how long?" The current policy is ambiguous, leading to disparate outcomes for students, depending the student's ability to effectively navigate the College's administrative policies.

The proposed new language is clear and unambiguous, and for Fall 2023, returns the College to the historical practice that students are required to live on campus for the first two years; with the remaining time needed to graduate, be that 3, 4 or 5 years having the option, but not the requirement to live on campus.

Adoption of the regulation now will provide ample time for students to plan for their future housing choices.

A motion was made through the Finance and Administration Committee to consider approval of proposed amendments to New College Regulation 6-3002 Residency Requirement. Motion approved unanimously.

Planned 2022-23 Student Housing Rates.

Chris Kinsley, Vice President of Finance and Administration, reported to the board on the increases in housing rental rates that were approved at the January 11, 2022, board meeting. VP Kinsley reported that this increase in 22-23 annual room rates will yield approximately additional \$120,000 annually in net new revenues at maximum occupancy; over 20 years, some \$2,400,000. These revenues will be used to accomplish the following improvements with a minimum 20-year useful life:

B-Dorm Plumbing Replacement Project	\$400,000 (Planned for Summer 2022)
Dort and Goldstein Elevator Total Renovation	\$200,000 (Planned for Summer 2023)
Dort and Goldstein HVAC Replacement	\$1,500,000 (Planned in next 2 Years)

The increased rates are not designed to fully fund all needed repairs in one year; rather, the increase in rates will allow for long-term reimbursement of the housing reserve account, which is used to accomplish the repairs. By maintaining a healthy reserve, the College is able to plan ahead and accomplish effective Capital Stewardship of its Housing Assets. The change in rates will not have an impact on the financial aid packages of incoming students, as these students are generally directed towards Pei and the Letter Dorms, where rates remain the same. For returning students, financial aid packages typically go out later in the year, and will be adjusted to reflect the increase in rates.

Second Quarterfinal Operating Budget Status as of December 31, 2021.

VP Kinsley walked the board through the New College of Florida 2021-22 Statement of Education and General (E&G) Revenues & Expenses for the Period Ending December 31, 2021. He also reported on the 20-21-22 Housing Revenues & Expense Budget for the Period Ending December 31, 2021. A copy of this information was provided to the full board in advance of the meeting for their review.

Ad Hoc Committee on Presidential Evaluation

Approval of the Full Retention Bonus to President Okker.

The history of this motion is as follows: at the January 8, 2021, Board of Trustees meeting, Chair Mary Ruiz put together an Ad Hoc Committee on Presidential Performance Based Outcomes. She appointed the following trustees to make up the committee: Mark Aesch (Chair), Charlie Lenger and David Harvey. The committee would be staffed by Brad Thiessen (Chief of Staff) and David Fugett (General Counsel). Chair Ruiz's charge to the committee was to bring a draft forward to the full Board of Trustees that would provide guidance to the board on agreed outcomes for the college that would be the responsibility of the new President.

The Ad Hoc Committee on Presidential Performance Based Outcomes reported to the full board at the March 21, 2021, meeting. On behalf of the committee, Trustee March Aesch presented a draft report to

the full board that provided, among other things, a strategic focus for the new President that would align on four (4) main areas: financial, workforce, quality and student success. The definitions of the various success outcomes listed above were provided during the report and the discussion included various information systems that would be utilized to measure the success outcomes.

At the April 20, 2021, meeting of the Board of Trustees, the board voted unanimously to approve an official offer to Dr. Patricia Okker to be the next President of New College. At the same meeting, the board authorized the General Counsel and Board Chair to negotiate the employment agreement between the college and the new President. After negotiations, the contract was fully executed on April 28, 2021.

Paragraph 4(c) of the contract states as follows:

c. **Retention Bonus.** Should Dr. Okker continue to serve as President on July 1st of any year, she will be entitled to a retention bonus of \$30,000. Half of the bonus will be paid within sixty days after July 1st of any year. Half of the bonus will be paid within sixty days subject to meeting outcomes mutually agreed upon by Dr. Okker and the Board at the Periodic Reviews. [emphasis added]

The 2022 Presidential Evaluation Committee consists of Board Chair Ruiz (Committee Chair), Board Vice-Chair Christaldi, and Trustees Stewart, Harvey and Lombardi. The Committee considered, among other things, the Written Assessment on the State of the College (Campus Accomplishments) supplied by President Okker, the Summary Report on the Trustee Survey Results, the Outcomes Report compiled by Chief of Staff Brad Thiessen, and the provisions in the President's contract with New College pertaining to the Retention Bonus.

The 2022 Presidential Evaluation Committee met on Thursday, March 3, 2022, and voted unanimously to recommend that the New College Board of Trustees approve the full retention bonus to President Okker pursuant to the President's contract with New College. The Committee further requested that a comment be added to the record that this assessment took place eight (8) months into President Okker's tenure and reflects an early stage of progress.

A motion was made through the Ad Hoc Committee on Presidential Evaluation to approve the full retention bonus for President Okker. Motion approved unanimously.

President's Report

President Okker began by thanking everyone involved in the evaluation process and for providing feedback (both positive feedback and suggestions where areas can be improved). She then gave an update on the leadership searches for the Director of Communications/Marketing, Dean of Diversity Equity and Inclusion and Human Resources Director.

She announced that the 2022 Commencement will be held at the traditional campus spot on the Bayfront and the Commencement Speaker is Maxeme Tuchman. New College alumna Maxeme (Max) Tuchman ('00) is the CEO and Co-Founder of Caribu, an interactive video-calling platform that helps kids have virtual playdates with family and friends when they can't be physically together. Caribu is one of Apple's 15 "Best Apps of 2020", one of TIME Magazine's 'Best Inventions', made Fast Company's list of 'World Changing Ideas', was named one of the 'Top Ten EdTech Companies to Watch' in Forbes, and became one of the most innovative startups in the world by winning the 1776 Global Challenge Cup.

Tuchman has been the winner or finalist in 30+ pitch competitions, is the 59th Latina in the US to raise over \$1M in venture funding, and the first Latinx founder to raise \$1M in Equity Crowdfunding. She has been recognized and honored as one of the Top 100 Female Founders by both Entrepreneur and Inc. Magazine.

Tuchman was named a Toyota Mother of Invention by Women In The World and Female Tech Leader of the Year by the Greater Miami Chamber of Commerce. She is a graduate of the Coro Fellowship in Public Affairs, the Miami Fellows Leadership Program, and Babson WIN Lab for Female Founders. In addition to receiving her B.A. from New College of Florida she holds an MBA from the Harvard Business School and an MPP from the Harvard Kennedy School of Government.

More information can be found here: <https://www.ncf.edu/ncf-events/commencement/>

Report on the Board of Governors Task Force on Academic and Workforce Alignment

Dwayne Peterson, Executive Director of Career Education, provided a report to the board on the recommendations from the Task Force on Academic and Workforce Alignment. Generally, the recommendations are designed to create a path forward for stronger partnerships between the State Universities and Florida industries. The Board will receive an update from the universities on progress in these areas in June 2022. At that point, the Board may develop additional recommendations to continue to move the needle forward.

A PowerPoint presentation was provided to the board for its review in advance of the meeting. The presentation included the four recommendations from the Task Force and next steps. The next steps include, among other things, that SUS institutions adopt a requirement for students to complete profiles and resumes, updates on partnership activities, and system guidance on internships and business partnerships.

Open Discussion on Academic and Workforce Alignment at New College

President Okker opened discussion regarding academic and workforce alignment at New College. Included in the discussion were comments from Trustee Lenger that her New College education really helped her craft a business that actually makes work a joy.

Trustee Hoover suggested that the college should make public what New College alumni are doing and provide the information in a way that the general public can learn about what a New College education can really do. President Okker responded that New College is working on a 'Story Library' that will do just that: provide the public with stories of the amazing work that has been done, and is currently being done, by New College alumni and students.

Tribute to Newly Tenured Faculty

After a short break, the board reconvened as Provost Suzanne Sherman presided over a tribute to the five newly tenured faculty. The tribute included the presentation of a 'swag bag' to the professors as well as student testimonials of what the professors have meant to them. The professors also provided remarks to the board. There was a final word of appreciation to the newly tenure professors by President Okker.

Other Business

Chair Ruiz announced the next Board of Trustees meeting is scheduled for April 19, 2022, at 3:00 pm. She also announced there would be a reception in the Sudakoff Conference Center lobby right after the meeting to celebrate the newly tenured professors.

Adjournment

There being no other business, the meeting was adjourned at 4:56 pm.

Respectfully Submitted,

David A. Fugett
General Counsel