



Minutes

Higher Education Officers Council

March 5, 2015

3:00 P.M

New Building, 9th Floor Conference Room

Call to Order & Adoption of Agenda: The meeting was called to order by President Sandrine Dikambi at 3:15 PM. There was no quorum so the agenda was not formally adopted, but it was agreed that presentations, reports, and discussion should continue even though no votes could take place on business items.

Members Present: A list of members present appears at the bottom of these minutes.

Approval of Minutes: There was no vote on the November minutes due to lack of quorum. November minutes will be presented again in May.

Interdisciplinary Studies Proposal: Professor Katie Gentile gave this presentation in the absence of Professor Amy Green. This proposal will be up for a vote at the next College Council meeting, and Ms. Gentile was present to share the proposal with the HEO Council so that our College Council reps can decide how to vote on it. The proposal seeks to establish a Department of Interdisciplinary Studies. Currently there is only an Interdisciplinary Studies Program. This is a key distinction, because as a Program, ISP does not have its own faculty and has no voice in campus governance. The faculty who teach ISP courses are on lines that belong to other academic units, and since many of them teach primarily or exclusively in ISP, their tenure decisions are made by faculty in departments that do not know them or their work very well. Establishing a Department of Interdisciplinary Studies would also make it easier for IS students to identify and locate their faculty advisors. This change will streamline multiple processes and will add no additional cost for the college, since there is already an ISP office with staff and faculty teaching its courses.

Some people have expressed concerns that establishing a Department of Interdisciplinary Studies would mean other departments will lose those faculty lines, but the faculty on those lines are already teaching ISP courses. Others have expressed concern that if ISP becomes its own department with its own lines, it will lose the flexibility of having faculty move in and out of the program. However, most of the faculty teaching ISP courses have been doing so for years and rarely or never teach courses in their own departments.

Kathy Killoran noted that having a Department of Interdisciplinary Studies would allow for the creation of flexible academic options for students who have accumulated a lot of credits but have changed majors several times. The credits they have do not satisfy any particular major but may fit together nicely as an interdisciplinary program of study.

Announcements & Reports

Strategic Plan Feedback: Ten HEOs submitted comments about the strategic plan draft via the SurveyMonkey form created by Rosann Santos-Elliott, which allowed HEOs to submit their comments anonymously to be presented in aggregate form to the administration. Ms. Santos-Elliott noted that although only ten HEOs commented, the comments were very thoughtful. Sandrine Dikambi noted that several HEOs attended the Town Hall meeting where the plan was discussed and thanked them for showing up.

CWAC Vacancy: Maureen Coyle has left John Jay, and her position on the College-Wide Assessment Committee is vacant. She asked everyone present to consider possible HEOs to replace Ms. Coyle. Ms. Killoran reminded the group that it has been our practice in the past to have our CWAC representatives come from different divisions of the college, so Ms. Coyle's replacement should come from Academic Affairs. Ms. Doney will check the minutes from the past few years for discussion about CWAC nominees and the names of other people who were considered in the past. It was clarified that the person replacing Ms. Coyle would be serving the rest of a term that ends in June, after which they may be nominated for another term.

Quality of Life Committee: Katherine Outlaw announced that the committee has completed its survey, which is ready to be reviewed by the HEO Council leadership and distributed. However, she explained that different committee members have different ideas about what the survey should be about. Specifically, there is disagreement as to whether the committee should be addressing the professional development needs of the HEOs, or if it should focus on addressing other quality of life issues and leave professional development to the Human Resources office. One possible solution would be to administer two separate surveys, one about professional development needs and another about other quality of life issues. Those present seemed to agree that we need to know more about how HEOs feel with regard to their professional development needs and how they would like them to be met, and the survey should be a first step toward gathering that information.

Governance Reform: The discussion turned to the review of John Jay governance processes currently underway, led by William Kelly, who is formerly the Interim Chancellor and the President of the CUNY Graduate Center. Ms. Dikambi and Nikki Hancock-Nicholson were present on behalf of the HEO Council at a kickoff meeting earlier this semester. Since that time, Bill Kelly has begun to meet with faculty in focus groups, which means the process is proceeding in ways of which we as HEOs are unaware. Ms. Dikambi and Ms. Hancock-Nicholson will look into this and make the necessary people aware of HEOs' expectation of inclusion in the process.

The conversation turned to related issues, such as the possible reorganization of the college into schools, the loss of North Hall, and the upcoming report from the space planning consultant. Establishing individual schools within the college will generate considerable new costs because each school will probably have a dean, some HEOs, and support staff. Space is also an issue, especially since we will lose North Hall. Ms. Dikambi reported that the initial report of the space planning

consultant will be available soon, but in the meantime, she was able to share what she has learned in governance meetings where space has been discussed: There is no money for additional space, but assurances have been made that space will be found in our remaining locations for everyone who needs it. Not everyone coming out of North Hall will go to Haaren Hall. Registrar and Financial Aid will likely be relocated to Westport and/or BMW.

Budget: Michael Scaduto reported that the college is currently in a \$4 million deficit, which will likely grow to \$10 million over the next three years. President Travis and his cabinet had a budget retreat a few weeks ago and developed a presentation to make their case to CUNY for additional funding. Our deficit is not the result of mismanagement of funds, and so it cannot be addressed with better management of funds. It is primarily the direct result of the elimination of AS degree programs when we transitioned to senior college status, and we need to be funded like the other senior colleges.

In the future, we will reduce and stabilize our number of incoming freshmen and focus instead on building enrollment with transfer students, graduate students, and online programs.

Albany will be passing the new state budget in early April, so we will learn more in the coming weeks. Albany will likely reduce support for employee benefits, which means CUNY will have to find a way to pay for those out of its existing budget or pass those costs on to employees. In addition, the governor wants to hold back 10% of CUNY's operating budget, to be delivered contingent upon CUNY's establishing a program that requires experiential learning for all students.

Adjournment: The meeting was adjourned at 4:20 PM.

Respectfully submitted by Michele Doney, HEO Council Recording Secretary.

HEO COUNCIL MEMBERS PRESENT

Christine Baerga
Janice Carrington
Helen Cedeno
Sylvia Crespo-Lopez
Sandrine Dikambi
Michele Doney
Howart Francis
Nikki Hancock-Nicholson
Katherine Killoran
Katherine Outlaw
Rosann Santos-Elliott
Michael Scaduto
Betty Taylor
Johanna Whitton

OTHER HEOS PRESENT

Elena Beharry
Jeffrey Brown
Mark Lorenzen
Christina Mujica
Yvonne Purdie
Joshua Redfearn