

Baruch Faculty  
Senate Plenary  
December 2, 2021  
Minutes

A total of 90 members of the faculty senate, general faculty, staff, and students logged into the Zoom meeting.

Professor Terry Martell, Chair, Baruch College Faculty Senate, convenes the meeting at 12:30 p.m via Zoom.

- I. Approval of the Agenda:** The agenda is approved by assent and without additions.
- II. Approval of the Minutes:** The minutes of the November 4th, 2021 meeting is approved by assent.
- III. BFS Reports**

Professor Martell will offer his remarks after VP Gorman's presentation on the current enrollment numbers at Baruch College. Professor Martell offers his congratulations to Professor Jessica Lang who will formally take up the position of Dean of the Weissman School of Arts and Sciences. Professor Martell yields the floor to President Wu.

**a. President David Wu**

President Wu offers his congratulations to Professor Lang and thanks her for her leadership. President Wu remarks on the new covid variant *Omicron* and the preparations that are in place across our campus operations. Any threats to the health and well being of faculty, staff, and students are addressed in our campus opening plan and we are ready to respond immediately should we need to do so. The current guidance is that we should be vaccinated and also have received booster shots. At the most recent *Council of Presidents* meeting Chairman Thompson noted that there is reason to be optimistic about the current budget cycle and that a very aggressive 15% increase had been received well. This may very be because we have a new Governor—Kathy Hochul—and a new incoming NYC Mayor Eric Adams, both of which appear to be in support of the various colleges that make up the City University of New York. Cuny is currently hiring over a 1000 new faculty. Baruch is experiencing an increase in its student enrollment but only a moderate increase in its faculty. We currently have an ongoing initiative in hiring of full-time lecturers and it is good to recognize this initiative as a tangible improvement in addressing this need. The Provost will describe the constraints on our teaching online regarding the accreditation process.

*Question and Answer*

Professor Chandrika Kulatilleke asks about the 1million dollar grant recently received from the Bank of America and its utilization. VP Gorman notes that the grant is administered over the course of 4 years and targets the success of Black and Latino students. Academic and social support programs have been established with increased mentoring for first year students as part of that support. We are also promoting and facilitating broader and deeper corporate partnerships with the intent that these students establish a pipeline into engaging and rewarding careers. Family support is also a feature of the social support program currently in place.

## **b. Professor Bellamy, BFS College-Wide Curriculum Committee**

Professor Bellamy offers a brief report about the *Credit for Prior Learning Initiative*. The policy, established in June 2020 by the CUNY Board of Trustees is detailed here: [B5-5.pdf \(cuny.edu\)](#). It should be noted that this is not credit for *prior experience* and this difference is important. Prior experience—such as relevant work experience—can on occasion be converted into college credit.

Professor Bellamy notes that departments at Weissman overwhelmingly chose to offer elective credit ONLY for the new DSST and IB exams; older AP equivalences and standards are relatively unchanged. Mathematics, Chemistry, and Biology have accepted some of the new exams for equivalent credit for certain 2000- and 3000 level courses, and Philosophy specified that a perfect score on one exams would earn equivalent credit for one Philosophy course.

Associate Dean Gary Hentzi at Weissman has said that usually the exams come with a standardized minimum score for college credit and that unless departments indicated otherwise, this is the standard that would be applied to receive college credit. Since the majority of these new exams will count for elective credit only, this is not of great concern to us. The person handling exam score protocols for all three schools is Millie Figueroa in the Registrar' Office.

At the Zicklin school Finance, Accounting, Marketing, Management, and Law seem to have accepted a few equivalent exams for credit in majors and minors. For all but Management and Marketing, it seems that equivalences will be for intro and 2000-level courses. Marketing and Management, however, are offering equivalences for a few 3000- and 4000-level courses.

One other change is that students will be able to receive elective credit for many languages that are not taught at Baruch, but this should not impact any general education language requirements.

This means that on the whole, it seems that Baruch students will still have to complete the vast majority of their Gen Ed and major/minor credits at Baruch.

### *Question and Answer*

Leslie Hunt, Director of Graduate Programs at Weissman notes that it is also important to get clarification on this policy especially as it relates to credit for graduate classes. Professor Koufaris also notes that while faculty do not have the power to limit the amount of credit that can be awarded, they do have power in assigning elective credit.

## **IV. Reports from College Officers**

### **a. Provost Linda Essig**

The Provost presented a short report, in response to questions she had received. She thanks Professor Bellamy for her report on the *Credit for Prior Learning Initiative* and that her office will be following up and monitoring the situation.

### *Enforcing the CUNY 70% in-person course modality mandate*

Baruch's Spring modality mix remains unchanged from the Provost's last report at approximately 59% of sections in person, 22% hybrid, and 19% fully online. Given that hybrid means truly hybrid and not just "online with in-person exams," we feel that by delivering roughly 70% of contact hours in person we are being simultaneously responsive to CUNY and to both pedagogic appropriateness and the preferences of faculty and students.

### *Omicron covid variant and the governor's emergency proclamation*

We will continue to do as we have been doing and follow the public health guidance of the city and state as well as the CDC. Our Baruch campus case count remains quite low, much lower than the city as a whole.

### *CAPS space*

The CAPS space on the first floor of the NVC is getting a quick facelift to be turned into the temporary home of our integrated student services one-stop shop. It will serve that function until a more permanent home for the one-stop shop can be created.

### *Institutional Review Board*

The provost has heard concerns about the human subjects research protocol process. The new software system, IRB Manager, is helping smooth out some of the kinks and will be able to produce reports on metrics like time-in-review and time-in revision once we hit the six month mark in February. The provost is working with stakeholders on the faculty and in SPAR and ORCO to help make this process. One aspect of this the faculty can help with is serving on the central IRB. We haven't had representation there in some time, and having that representation will create a faculty bridge to the central IRB. The Provost will be sending out a campus-wide communication soon about sponsored research and human subject protocols.

### *BFS Committee on Academic Freedom and Responsibility*

Professor Frank has asked if students who received WA grades have their access to campus revoked or just their Blackboard access? And if not, why not? When students receive a WA grade, they will lose Blackboard access to the class the next time Blackboard syncs with CUNYFirst, which happens every 24 hours. Campus access, which is via swipe card or Cleared4 Pass, is not related to the grade but to the policy compliance in CUNYFirst. Students who were not in compliance with the policy lost campus access previous to the WA grade date. Thus far, fewer than 100 WA grades have been issued, but all students who are not in compliance with the policy have been removed from the swipe system and the Cleared4 system for exempt students. Students in hybrid classes who are not in compliance in advance of their next class meeting will also be receiving WA grades. They already have had their swipe card access revoked.

### *Question and Answer*

Professor Peterson congratulates Professor Jessica Lang on her appointment to the Dean of the Weissman School of Arts and Sciences and notes that "managing up" can yield exemplary results.

## **b. VP Mary Gorman's Report on Enrollment Management**

**With comments by Professor Chandrika Kulatilleke, Chair BFS Enrollment Management Committee**

VP Gorman reports on the current enrollment numbers at Baruch. This report can be found here: [PowerPoint Presentation \(cuny.edu\)](#)

In reference to student retention and success at Baruch College, VP Gorman shares this recent article appearing in the *Chronicle of Higher Education*:

[https://www.chronicle.com/article/have-we-gotten-student-success-completely-backward?utm\\_source=Iterable&utm\\_medium=email&utm\\_campaign=campaign\\_3296833\\_nl-The-Edge\\_date\\_20211201&cid=ed&source=ams&sourceid](https://www.chronicle.com/article/have-we-gotten-student-success-completely-backward?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_3296833_nl-The-Edge_date_20211201&cid=ed&source=ams&sourceid)

*Question and Answer:*

Professor Peterson notes that when the excelsior scholarships were rolled out a few years ago that this would impact in one way or another our enrollments at Baruch. Are students receiving these scholarships? VP Gorman reports that about 700 students are receiving these grants. The main challenge however, is to ensure students complete the FAFSA application as this will indicate what state and federal aid they can receive. Professor Kulatilleke asks about the projected summer enrollment numbers as these increased rapidly in 2020 where students seemed to appreciate the ability to take classes online. VP Gorman notes that in the summer of 2021 we saw a dip in those numbers where perhaps the novelty of the online class had worn off. We don't yet know the summer 2022 enrollment numbers. Professor Martell asks that since the SAT scores have been eliminated in the application process are we seeing a different kind of student apply to Baruch College? VP Gorman notes that since we removed the common app last year we expected a drop in applications. Last year however remains confusing due to the pandemic effect. It seems however that we are benefiting but with no real change in the catchment area. In terms of retention it is noted that faculty should refer students to the *Student Academic Consulting Center (SACC)* where tutoring is available. Information about SACC and tutoring services can be found here:

[Tutoring, Workshops, and Final Exam Reviews - Student Academic Consulting Center \(cuny.edu\)](#)

**V. Old Business**

- a. Professor Martell: Update on Baruch's Chronic Underfunding and its Implications for Student/Faculty Ratios**

Drawing on the work of Ned Benton, Chair, University Faculty Senate Budget Committee, ([UFS Budget Advisory Committee Document Center \(cuny.edu\)](#)) Professor Martell describes an emerging "Faculty Gap" across the university systems of SUNY compared with CUNY. In 2003 no difference in the number of Full Time Faculty per 1000 Full-Time Equivalent Students at SUNY (43) and CUNY (43) existed. By 2019 the difference in the number of Full Time Faculty per 1000 Full-Time Equivalent Students at SUNY (49) and CUNY (34) had grown substantially. Reasonable due diligence does not reveal any structural explanation for the difference. Professor Martell notes that over the 17 years at the Senior College level, SUNY enrollment increased by

7% and its FT Faculty increased by 16%. However, CUNY enrollment increased by 33% and its FT Faculty increased by only 9%.

A more detailed examination of comparisons across the CUNY system can be found here: [FacultyGap.pdf \(cuny.edu\)](#)

The SUNY average FT Faculty per 1000 FTE students is higher than every CUNY senior college. Baruch College FT Faculty per 1000 FTE students is below CUNY's average and below City, Queens, Brooklyn and Hunter.

Using spreadsheets drawn from previous examinations of Baruch College's budget and in particular the monies yielded from student tuition, a picture emerges that not only do we operate with a surplus (close to \$4 million in 2020 and over \$4 million in 2021), but that surplus conceivably supports the increased numbers of full-time faculty per 1000 full-time equivalent students at colleges across CUNY. There is no evidence to suggest that this surplus in any way shape or form adds to our own—Baruch College—numbers of full-time faculty per 1000 full-time equivalent students. An even more revealing comparison with SUNY yields the following finding: *starting in 2013, Baruch College would need to add 215 more full time faculty members to match the F2019 numbers at SUNY.*

#### *Question and Answer*

Professor Gander asks if part of the reasoning behind some of the inequalities lies with the fact that Baruch College has the *Baruch College Fund* and a set of private donors that offset the tuition dollars and the state aid in ways that makes it difficult to draw comparisons with other CUNY colleges. Professor Martell acknowledges this additional revenue stream. President Wu suggests that the thesis is a correct one and these inequalities are one of the many unfortunate outcomes of the senior college distribution model. The central budget system is very much a legacy system. President Wu goes on to note that a task force has been formed to examine the allocation process and as a first step the chancellor has recognized some of the inequalities and refunded \$1 million to our budget operations. In particular, the tuition paid by students at Baruch College should stay at Baruch College. Mary Rivers, Assistant VP of Budget and Planning, suggests that rather than adding together the surpluses over each year beginning 2013 that these numbers be averaged. This average should then be used to calculate how many full-time faculty could be hired to fill the faculty gap.

- VI.** New Business  
None
- VII.** Announcements  
None
- VIII.** Adjournment: 2.30pm

Respectfully submitted  
Richard Wilkins, PhD  
Faculty Senate Secretary