

Baruch Faculty
Senate Plenary
December 1st, 2022
Minutes

A total of 75 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.

- I. Approval of the Agenda:** The agenda is approved by assent and without additions.
- II. Approval of the Minutes:** The minutes of the November 3, 2022 meeting is approved by assent.
- III. BFS Reports**
 - a. Chair's Report: Professor Terry Martell**

i. *Research Reassigned Time*

Professor Martell begins his report by referring first to the work the executive committee has been engaged in since the summer: promoting the support of faculty research at the college. The executive committee met twice in November and during one of these meetings also met with Provost Essig. In the minutes from November's plenary meeting you will find the following list of key points:

- Faculty research support is the highest priority of the faculty.
- Financial support for research should be predictable and recurring.
- Financial support for research should be channeled through the deans of the three schools and the library with guidance from the chairs.
- A priority for research support should be faculty who have proven the ability to produce impactful research.
- A research active faculty is the best, most cost-effective way to ensure the continued success of Baruch College.

These points served as entry points into our discussions with the Provost with the resultant outcome that the reinstatement of research reassigned time (RRT) for faculty research is now a distinct possibility going forward. We will continue to share with you any emerging details on RRT as we hear them.

ii. *Transfer policy*

The CUNY transfer policy is currently under review at the university level with the goal set by the CUNY Board of Trustees that transfers of university credits should be seamless as possible. Professor Martell reminds the senate body of the *Pathways* debacle in previous years. Provost Essig and the respective school Deans have already taken steps to address some of the missteps taken with *Pathways*.

There have been presentations already that make the claim that we lose students because of the inability for some students to transfer their community college credits to the senior colleges and this was a rationale taken at the time of *Pathways*. Some facts remain however: CUNY has lost some 50,000 in recent years and these declining enrollments need to be addressed.

iii. *Tenure and Promotion Standards*

The executive committee is also engaged with the Provost in her recent call to review the tenure and promotion process at the college and the desire to standardize the process over the three schools and their respective departments.

iv. *Fiscal Outlook*

The fiscal outlook for both the city and the state continues to deteriorate. Out of all of the CUNY colleges all but five or six needed the pandemic funds supplied by the federal government to fill a budget hole. Baruch was one of them and we used these funds for other purposes. However there remains a CUNY-wide structural deficit in its budget which will emerge as a systemic problem for us.

In closing Professor Martell thanks Professor Koufaris for his service to the Baruch Faculty Senate having served as a senator and on the executive committee as well as serving as his departments Chair and Chair of the Zicklin Promotion and Tenure Committee. Professor Koufaris is a demonstrated academic leader and will be starting his new position as the Acting Associate Dean. Professor Martell also thanks the Zicklin Dean Fenwick Huss who will begin his retirement on December 31st. He was well known for his support of faculty research, curriculum design and revision, as well as supportive of faculty governance.

Question and Answer

Professor Peterson asks that the executive committee take a look at the newly adopted faculty reporting software *Interfolio* and whether or not it is a good choice for faculty documenting their various academic and teaching records.

b. Report of the Enrollment Management Committee, Professor Chandrika Kulatilleke Chair and Vice President for Enrollment Management and Strategic Academic Initiatives Mary Gorman

Professor Kulatilleke introduces VP Gorman. VP Gorman's presentation can be found [here](#).

Question and Answer

Professor Seltzer asks if in addition to being designated as an *Hispanic Serving Institution* are we also designated as an *African American institution* given our diverse population of students. VP Gorman notes that we are not yet recognized and that we continue to advance recruitment efforts for this demographic. There is also a question about our dormitory spaces and VP Gorman notes that we have difficulty in filling these dormitory spaces with continuing efforts focused on recruiting students from outside the metropolitan area where residency in dormitories is needed. Professor Petersen notes that we do not currently have the physical space to accommodate the current enrollment numbers. Should we be decreasing our enrollments or are there plans for increasing the physical footprint of the college? President Wu acknowledges that we do not have the physical space and indeed we are known across CUNY for this inadequacy in physical. He also states that it is not our intention to grow enrollments and to expand and that it will require a balancing act to manage the post pandemic enrollment trends. While we cannot have a decrease enrollment given our budgetary constraints it is widely expected across the Northeast that enrollments will drop over the next few years given the declining numbers in the projected freshman demographic. Professor Davis suggest that we have an ethical obligation to be working on transfer agreements with our CUNY community colleges given their status of an "engine of social mobility for working class students." VP Gorman points to the success of the *Business Academy Models*

operating across our business programs and that of BMCC, Queens, and Queensborough. However, Professor Davis' call to work with community colleges on transfer agreements is not widely shared across faculty and we need to carefully consider transfer agreements especially around issues of accreditation.

c. Professor Andreas Grein, BFS liaison to the *Strategic Planning Committee*, and Elaine Maimon and the *Learner Success Lab*

Professor Grein introduces Elaine Maimon in the context of the strategic planning process and the self-study of Learner Success at Baruch. The idea is to have the self-study tie into the strategic planning process which means that we are also on the same schedule as the strategic plan. Over 30 staff, faculty, and administrators are participating in the Learner Success Lab. Professor Grein is one of the co-leads along with Mary Gorman, Art King and John Osae-Kwapong. Our self-study is being guided by the ACE (American Council on Education) and we are following ACE's Model for Comprehensive Learner Success. Elaine Maimon introduces herself as the Advisor from ACE. She is an English Professor, author in Education Reform, and has served in senior leadership roles at academic institutions throughout the country. Most importantly to us, she knows CUNY having been an English Professor and Dean of Experimental Programs at Queens College.

IV. Reports from College Officers

a. Comments from President Wu

President Wu thanks VP Gorman for introducing us to the enrollment picture at Baruch and on the discussion around transfer initiatives. President Wu is in general agreement for the award of research reassigned time for faculty research, but we need to continue to deal with a budget reality. We will run a CUTRA balance of zero given the need to pay for the contractual pay increases over the next few years and so we need additional revenue streams to accommodate RRT. We were able to close the TAP-gap given our intense lobbying efforts in Albany and this provides us with a model to close the budget gap on the new contractual pay increases.

President Wu extends his holiday wishes and greetings to all faculty and staff and encourages us to attend at least one of the holiday receptions on the 8th, 13th and 15th of December.

b. Report from Provost Essig

Provost Essig's report included the following items:

1. *The Interfolio Faculty 180*
The initiated input period during which faculty are to verify their scholarly activity has been extended to end of day Friday (tomorrow)
2. *Learner Success Lab*
The Learner Success Lab is a deep dive into our student success infrastructure by student success leaders from across the college, including the associate deans of the three schools, faculty program directors, graduate program staff, and so on. It is led by the Senate's own Andy Grein, VPs Mary Gorman and Art King, and associate provost John Osae-Kwapong. In addition to being the American Council on Education advisor Elaine Mainon was most recently president of Governors State University and has also been provost at ASU-West and Chancellor at U AK-Anchorage. Earlier in her career she was a professor of English and then Dean at CUNY Queens College and an early proponent/designer of writing across the curriculum programs.
3. *BFS Executive Committee*

In meeting with the BFS Executive Committee this week we discussed the CUNY transfer initiative, the need for a faculty-led process to review tenure and promotion criteria at the discipline and school levels, and an update on progress toward Goal 4, support for faculty research. The President and the Provost are committed to developing a research reassigned time program for faculty who are beyond their contract reassigned time eligibility. We are working with the deans on the details. The program will include criteria developed at the school level and funding proportional to the number of eligible faculty in each school.

4. *Transfer Initiative*

Regarding the transfer initiative, Provost Essig encourages our Baruch faculty to be involved in this process early, proactively, and positively, so that we are not just a seat at the table, but so that the success of the business academy model can become the model for the system as a whole.

Provost Essig extends her holiday greetings and hopes to see everyone at one of the holiday celebrations.

c. Report from Art King Vice President for Student Affairs and Dean of Students

VP King introduces the faculty senate to the newly formulated *Student Grievance Process*. Using recommendations drawn from the Middle States Accreditation process a webpage has been set up where students can now anonymously submit a grievance. Students can be directed to this page:

<https://studentaffairs.baruch.cuny.edu/dean-of-students/grievance/>

and complaints can be filled here:

<https://www.pavesuite.com/Baruch/PublicPortal/HomePage>

The report is then reviewed and the student invited to discuss the grievance with the appropriate office where the matter can be resolved. Once the matter is resolved the file is closed. If, however, there is a pattern of complaints then we bring this to the Chairs attention.

Question and Answer

Professor Seltzer asks how students can hear about this. Typically, this is made public through the USG. Professor Davis raises concerns around anonymous information trickling down into personnel files and how Chairs choose to use this information. VP King notes that his office is only about student success and advocating on the part of students. Professor Peterson notes that the student evaluation process was revised so that anonymous written comments could not be included in personnel files and the same should be true here. Professor Bellamy asks what can be beneficial in entertaining anonymous complaints? VP King notes that it is important that student voices be heard and this was the advice taken from the Middle States Accreditation process. Professor Doney notes that the button where students and faculty can submit grievances are in the same place and perhaps a drop-down menu be better where students and faculty can first identify themselves. Jason Galak a USG representative says that no one knows about the form nor has it been mentioned this to student government and asks that we consider how best to market this as in terms of retaliation students rarely know about their protections.

V. Old Business

VI. New Business

Professor Seltzer thanks the Provost and department chairs for the training on *Interfolio*.

Professor Lehr Samuels reminds and encourages all faculty to please participate in the "Understanding Students' Current Learning Struggles at Baruch College" survey that was emailed to all faculty by their deans on Monday, November 14.

VII. Adjournment

Adjourned at 2:15pm