**Draft Minutes for the One Hundred and Forty-Sixth Meeting of the College Council Formed on November 14, 2002

Date: Thursday, March 17, 2022, 3.30pm – 4:30pm
Location: Zoom Meeting**

**Attendance**:

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| John Verzani, Warrick Bell, Susan Holak, Deborah De Simone, Jane Marcus-Delgado, Brian Farr, John Wing, Suzy Shepardson, Rosane Gertner, Valerie Forrestal, Susan Imberman, Andrew Colbeck, Jonathan Peters, Tom Tellefsen, Alan Benimoff, Timothy Lynch, Hope Berte, Michael Parrish, Maxwell Velikodny, Christine Flynn Saulnier, Lee Papa, Heidi Bertels, Patricia Kahn, Simone Wegge, Angelo Bongiorno, Catherine Lavender, Mark D. White, Jennifer Borrero, Mike Cavagnero, Michael Chiacchiero, Comfort Asanbe, Carles Sola Belda, Cynthia Chris, Wilma Jones, Mark Feuer, Katie Cumiskey, Jay Arena, John Lawrence, Gene Fellner, Juline Robinson, George Wang, Maryann Feola, Sarolta Takács, Robert Wallace, Mary Murphy, Roshen Hendrickson, Lucas Marchante-Aragon, Michael Paris, Orit D. Gruber, Sylvia Kahan, Alfred Levine, Carlo Lancellotti, Zaghloul Ahmed, Siona Wilson, Alyson Bardsley, Cindy Wong, Yumei Huo, Brian Farr, Patti Gross, Vandana Chaudhry, Alan Lyons  |
| **Guests:**Emmanuel Esperance Jr., Angelina Raio, Vinay Vaishampayan, Amy Stempler, Debby Meise, Joyce Taylor, Darryl Hill, Maria Rice Bellamy, Jennifer.Durando, Jessica Stein, Christina Hagedorn, Koby Kohulan, Donna Elwell, Stephanie Gonzalez Allen, Celeste Del Maestro, Jasmine Cardona, Mark Lewental, Ralf Peetz, Sharon Christian, Danielle Dimitrov, Nina Del Gatto, Katrina Fama, Mikael Vejdemo-Johansson, Barbara Cohen, Doriann Pieve-Hyland, Manuela Alongi, Alexander Scott, Terri Sangiorgio, Thomas Lauria, Stephen Ferst, Byron Taylor, Shuqun Zhang, Florinda Mattia, Isabel Rechberg, Jessica Collura, Catherine Ferrara, Stefanie.Gardiner, Danielle Dimitrov, Veronica Dimeglio, Qiao-Sheng Hu, Winnie Brophy, Ruth Silverberg, Janine Scotto, Linda Conte, Michael Volpe, César Arenas-Mena |
| **I. Approval of the proposed agenda - *approved*II. Approval of the minutes of the previous meeting – *approved*** **III. Executive Committee of College Council Report - J. Verzani**<https://csicollegegovernance.github.io/CCFS/Mar2022Meeting/cc-chair-report/>[College Council Chair's Report](https://csicollegegovernance.github.io/CCFS/Mar2022Meeting/cc-chair-report/#college_council_chairs_report)The College Council Executive Committee met with President Lynch, the Provost, and the President's Chief of Staff on March 8th. We discussed many things including:[Covid concerns](https://csicollegegovernance.github.io/CCFS/Mar2022Meeting/cc-chair-report/#covid_concerns)We had noted:*Concern has been expressed to members of the Executive Committee regarding the randomized COVID-19 testing being conducted by CUNY. In particular, we have been asked to follow up on these questions:**Is it known how the randomization is being carried out? (Some members of the community find it unlikely that such a high percentage of their immediate colleagues have been randomly chosen, were the randomization truly random.)*We heard there is no CSI role in the design or implementation and that it seems random.*As there is no choice, but to submit to the test, are there assurances that personal information, such as DNA samples, will not be sold or used for other purposes by the testing company?*The vendor responded that samples are are used only for testing and then destroyed*It appears that the chancellory will take a much less prescriptive approach to the balance of teaching modalities for the fall, leaving key decisions to the local campus administration. Presumably decisions regarding the work modalities for staff will also be left to the campuses to set policy. If this is the case, are there any in-place policies currently in review?*That though the balance of teaching modalities is not set by CUNY for the fall, the expectations on staff work schedules are still managed by CUNY with HR looking into remote work flexibilities. Both the Governor and the Mayor are eager to have in-person work.We asked about faculty support issues:[Faculty support](https://csicollegegovernance.github.io/CCFS/Mar2022Meeting/cc-chair-report/#faculty_support)*We have been asked to inquire if all promised start-up funds for newly hired faculty over the past two years have been allocated.*All promised monies will be distributed, if they have not already. Though, as with many things, they have been some delays. There is a new budget model employed with RF monies, not tax-levy allocations to departments.*In reading the Middle States draft, we see that the COACHE committee recommended: "provide additional support and resources for pre-tenure faculty." Has there been any ability to make progress on this?*We were told of new presidential fellowships to award faculty in three areas. We heard that Cesar's Research Committee report at our February meetings was listened to.We discussed budget and enrollment:*We had asked at a prior meeting about an accounting of the revenues and expenses related to our athletics program. Has there been progress on such a report?*We heard the president has asked the AD to engage in a tour of the campus including a cost/benefit analysis. We heard that the NCAA had visited recently (late February?) and the determination on our provisional Division II status was to be made soon.*The mid-year budget report shows the college with a 7% decline in projected tuition revenue (-5.293M) and 8% declines in FTE and headcount metrics. When pressed on enrollment woes at the CCs recently, the Chancellor mentioned several CUNY initiatives, including targeted advertising, and the potential benefits of part-time TAP. What efforts has the college made to target the associate-level student population on the island and what issues, as regards enrollment, are foreseen with this potential student population?*We heard of efforts to build pipelines to campuses in Brooklyn; attempts to enroll the 20% of Staten Island residents with some college but no degree; and a focus on retention. We heard of efforts to have more consistent messaging across campus units for enrollment.We discussed the impact on enrollment of the vaccine mandate; we discussed intra-CUNY competition within the online offerings at CUNY (Lehman is now a competitor along with Baruch); we discussed efforts of SUNY to enroll students from the NYC metropolitan area.[Governance issues](https://csicollegegovernance.github.io/CCFS/Mar2022Meeting/cc-chair-report/#governance_issues)We asked:*It has come to our attention that the workings of the IPC are not widely known to the college community, despite the opportunity each month for a report at the College Council. At a minimum, would it be possible to receive past minutes for distribution with the materials prior to each meeting?*And we received. (Thanks.)We asked:*During the Middle States Town Hall, and at the most recent IPC meeting, concerns were expressed about a few "ad hoc" committees formed this past fall, notably on assessment, enrollment, and strategic plan review. We would like to discuss how these might be folded back into more established campus structures and practices.*The specific case of enrollment efforts at CSI was raised. We heard about a planned town hall on enrollment. It was said that we need a strategy of shared governance where faculty play an active role. (We then got asked, as faculty, to make phone calls...)**IV. President Report: T. Lynch**Please refer to the video recording:01:06:18 – 01:14:14**V. PSC Report: C. Lavender, include report from W. Jones on PSC Anti-racism Collective**Thanks -- George is currently focused on his nearly sold-out performance piece and has asked me to give an update for him.The CSI PSC Chapter leadership held a collegial and productive Labor-Management meeting on March 9 among the Chapter Executive Committee, President Lynch and members of his administration, and invited HEO representatives to the Cross-Campus HEO Chapter. The meeting addressed concerns over HEO reclassification processes, and concerns about workplace bullying, concerns about health and safety on our campus that extend beyond COVID-centered concerns and include problems created by our aging infrastructure and delayed maintenance. President Lynch demonstrated his shared concern and commitment to transparency, especially on the latter issue, and shared with us his belief that signs point to a stronger budget for CUNY and CSI than has been available to us for a perhaps a decade. His staff shared that CUNY is planning to replace windows system wide, and that repaving efforts will be starting soon on campus. Hope Berte shared information about ongoing repairs to the roofs and stair towers on the academic buildings, planned restroom replacements, and more secure entryways to the buildings. We asked that true accessibility rather than mere legal compliance lead efforts for restroom and entryway replacements. We were glad to be reassured that this would be taken into account.We continue to advocate for the New Deal for CUNY. On March 6, more than 1000 supporters marched across the Brooklyn Bridge to show their support. On March 10, the City Council passed a resolution of support for the New Deal for CUNY. The Chapter encourages folks to participate in "Red for Higher Ed Day" on March 23 in support of the New Deal For CUNY. I have put a link in the Chat.<https://psc-cuny.org/Red4HigherEd>Two working groups of the chapter held public meetings since the last College Council meeting. The Disability Justice group hosted a talk by an expert on optimizing workplace accessibility from Arizona State University. The Antiracism Collective also held a meeting at which Catherine Ferrara explained the existing procedures at CSI for bias complaints. Antiracism Collective member Wilma Jones will share a brief report on those efforts.W. Jones:In our effort to build a campus that is inclusive, diverse, and equitable, the PSC-CUNY CSI's Antiracist Collective Committee held an event on "Responding to Bias," last Tuesday, March 8th, 2022.  The meeting focussed on RELAY, a resource that would respond to student, staff, and faculty experiences of bias in a timely manner; and one that could work alongside the College's existing structure, as described during the meeting by Catherine Ferrara.   RELAY stands for "R-Respond, E-Establish process, L-Link and intervene, A-Accountability check, and Y-Yields growth"; it is modeled on a system created for the CUNY Start program and is already yielding fruits.  A big take away from the small group discussions and the post breakout session was the need for a process focused on restorative justice, support, and education rather than one directed largely by compliance.​The Antiracism Collective will hold another meeting on April 5, 2022 @ 2:30pm.  Reports from subcommittees of the Collective will be given, including a report on the results of the poll from the program on "Responding to Bias."  An invitation will be sent out closer to the date.​​**VI. Reports from the Administration: No Report****VII. Reports of the Committees of the College Council**1. Committee on Organization: W. Bell

Nomination for an open seat on the University Faculty Senate will be opened shortly.Joyce Taylor has been updating the college website, so faculty will be able to update their profiles.1. By-Law Committee – J Verzani

The committee met yesterday, and it considered a proposal from the Committee on Organization and one from the HEO Steering Committee.1. Administrative Review Committee – no report
2. Institutional Planning Committee – no report
3. Budget Committee – no report
4. Facilities Committee – no report

**VIII. Report from the Student Government: M Ivany (read by J. Verzani)*** Nomination for student government would close on March 25.
* School Spirit Week will be on April 11 and 14.

**IX. HEO Steering Committee: M. Murphy**The HEO Steering Committee met on 3/14/22 and reports the following items: Flexible Work SchedulesExtending the current flexible work schedules for staff to the 2022 summer and fall semesters was discussed. The past two years has been a pilot study that offers an alternative option to the traditional 9-5 work week.  Aside from  individual requests approved by HR, an early decision by CSI and CUNY on a flexible schedule would be greatly appreciated to allow sufficient time for program planning, adequate staffing and accommodating personal circumstances of staff.   Reclassification/ Salary Differential We discussed the HEO Reclassification and Salary Differential process.  We noted that the timeframe between the application to the Screening Committee and a CUNY decision can take many months with no feedback.  HEOs would like feedback as to the status of their application after review by the committee.  Eligible HEO colleagues and their supervisors should be aware that Reclassification and Salary Differentials may be  requested through the HEO Steering Committee.  Full details of quarterly meetings and application is posted on Human Resources website.  Support for completing the package is available through a dedicated HEO advisor in the PSC main office and from our own Human Resources.   Professional Development FundingThe CSI Professional Development Fund is now accepting requests from staff to engage in training, professional conferences and activities.  Eligible staff groups include HEOs and Non-teaching titles covered by the PSC, Classified Managerial, Skilled Trades, White and Blue Collar Classified titles.  Applicants may request up to $750 for in person or virtual events completed before June 30, 2022.  Full details including the procedure and application form are posted on the Human resources website.  The HEO Steering Committee urges all eligible staff groups to take advantage of this  opportunity for reflection and professional advancement. Open Door - 5thursday Community meetings​HEOs strongly support the proposal for 5th Thursday Open Door forums to engage in discussions about issues of common interest to the CSI community.   **X. Auxiliary Service Corporation Report: R Wallace*** The bookstore will transition to Akademos which has direct integration with CUNYFIRST, but it will not have any on campus presence.
* Students can sell their books on the marketplace and delivery is free with orders over $49.

**XI. Old Business: None****XII. New Business:****Resolution For a Full, Independent Investigation into the Death of College of Staten Island (CSI) Cafeteria Worker Corey Holmes****(Submitted by Jay Arena on behalf of the Department of Sociology and Anthropology, the Department of Psychology, and the School of Education)****Whereas**, the College of Staten Island Governance Plan, which we have mightily defended, states that “Everyone participating in the College community has important, legitimate, and respected roles and responsibilities in sustaining and furthering the goals of the College”, and therefore when anyone in our community has those rights violated, it is an assault on the rights of all; and**Whereas**, November 29, 2021 marks ten years since long time CSI Cafeteria worker Corey Holmes died after an engagement with New York Police Department officers on the campus of the College of Staten Island; and**Whereas,** the death of Corey Holmes on the CSI campus has never been independently investigated; and**Whereas**, under the Memorandum of Understanding between the New York Police Department and the City University of New York, NYPD personnel are to only enter on CUNY campuses in “non-emergency” situations “[upon the request or approval of a CUNY official designated by CUNY as having authority to make such a request](file:///C%3A%5CUsers%5Cjaren%5COneDrive%5CDocuments%5Cactivism%5CNY%20activism%5CCSI%5CCorey%20Holmes%20case%20CSI%5CNew%20York%20Police%20Department)”; and **Whereas**, the formation of the anti-racism collective at CSI was in part prompted by the summer 2020 mass protests against police murder, particularly of African Americans; therefore be it**RESOLVED**, that the CSI College Council calls for the President of the College of Staten Island use the college’s resources to hire an investigator(s) with expertise in civil and human rights, in conjunction with the College Council Executive Committee, to conduct a thorough investigation to determine the truth in the death of Corey Holmes. Abstain 7No        11Yes.      26Total.    44The resolution did not pass; 38 positive votes (74 members) are needed for a resolution to pass.A quorum is a majority (more than half) of the whole membership, notwithstanding absences and vacancies. A quorum is necessary to conduct a meeting, carry a motion, or take any action.**Adjournment – 4.30PM****Video link:**[**https://us02web.zoom.us/rec/play/HsPq-EhO7xrZlzafPkHybkaCUw7HsLojW8cIUj\_TaxvnldKBfRf2gCJkn\_Ox-F9I5q9ktGLYPeDLd7TM.SwH78nwAYK64IvRI?continueMode=true&\_x\_zm\_rtaid=ildPLExCTqieBYRjR4Q6oA.1649683402359.b9b1580a0074c7eb39699c8f54b20e7c&\_x\_zm\_rhtaid=324**](https://us02web.zoom.us/rec/play/HsPq-EhO7xrZlzafPkHybkaCUw7HsLojW8cIUj_TaxvnldKBfRf2gCJkn_Ox-F9I5q9ktGLYPeDLd7TM.SwH78nwAYK64IvRI?continueMode=true&_x_zm_rtaid=ildPLExCTqieBYRjR4Q6oA.1649683402359.b9b1580a0074c7eb39699c8f54b20e7c&_x_zm_rhtaid=324) |
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