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

Date: Thursday, October 21, 2021, 3.20pm – 4:30pm
Location: Zoom Meeting**

**Attendance:** Jonathan Peters,Chang-Hui Shen, Angelo Bongiorno, Yumei Huo, Simone Wegge, Gene Fellner, Neo Antoniades, Lee Papa, Valerie Forrestal, Thomas Tellefsen, Soon Chun, Carlo Lancelloti, Cynthia Chris, Natalie Fischetti, Maurya Wickstrom, Mark White,, Zaghloul Ahmed, Comfrt Asanbe, Christine Flynn Saulnier, Jay Arena, Alyson Bardsely, Alan Benimoff,, Jason Bishop, Katie Cumiskey, Maryann Feola, Susan Imberman, Wilma Jones, Sylvia Kahan, Catherine Lavender, John Lawrence, Alfred Levine, George SanchezMichael Paris, George Vachadze, John Verzani, George Wang,, John Wing, Cindy Wong, Vandana Chaudhry, Roseane Gertner, Roshen Hendrickson, Andrew Colbeck, Brian Farr, Orit Gruber, Peter Galati, Michael Parrish, Michael Cavagnero, Sarolta Takács, Susan Holak, Deborah DeSimone, Patti Gross, Andrew Leykam, Beth Livensperger, Lucas Marchante-Aragón, Sarah Zelikovitz, Suzy Shepardson, Hope Berte, Patricia Kahn, Jennifer Borrero, Hernan Green, Juline Robinson, Robert Wallace, Michael Ivany, Michael Volpe, Warrick Bell, Maxwell Velikodny, Winsome Alston, Clarisse Domingo.

**Guests**: Alana Gaymon, Kerri Gerson, Veronica Dimeglio, Darryl Hill, Tony Allego, Emmanuel Esperance, Prentiss, Stephen Ferst, Michael Baybusky, Marianne Jeffreys, Florinda Mattia, Joyce Taylor, Lauren Mullins, Susan Mee Crimmins, Mark Lewental, Danielle Dimitrov, Debby Meise, Linda john, Sharon Christian, Michael Lederhandler, Jennifer Durando, Ralf Peetz, Qiao-Sheng Hu, Tara Mastrorilli, Valeria Belmonti, Koby Kohulan, Catherine Ferrara, Doriann Pieve-Hyland, Cesare Barreca, Jessica stein, Amy Stempler, Manuela Alongi, David Allen, Michele Karpeles, Lara Saguisag, Donna Scimeca, Katrina Fama, Kim Williams, Jonelle Knox, Alex Scott, Anat Niv-Solomon, Byron Taylor, Nina Del Gatto, Michelle Borowski, Saadia Toor, Terri Sangiorgio, Intissar Hasan, Ananya Mukherjea, Beatrix Reinhardt, Michael Baybusky, Joanne Morris, Lynne Lacomis, Carol Brower. Cesar Arenas-Mena

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**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**

The College Council Executive Committee met with the President, Provost, and the President's Chief of Staff on 10/12. Topics discussed included the following:

[**The financial plan and its assumed staffing model**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#the_financial_plan_and_its_assumed_staffing_model)

We asked:

*As discussed at the College Council, the financial plan is modeled on an attrition of 72 lines over the next 3 years (24/year accumulated). To put this in context we have this many FT lines per year (faculty, staff, ...):*

FY2010 874

FY2011 858

FY2012 871

FY2013 898

FY2014 914

FY2015 923

FY2016 913

FY2017 924

Fa2018 953

Fa2019 907

Fa2020 883

Sp2021 873

*The fall and spring numbers come from the FY2020 year end financial report and the 3rd quarter report for FY21. The others come from year-end reports.*

*Losing an****additional****72 lines seems completely unrealistic without a serious plan brokered through difficult campus conversations.*

*Though CUNY has made promises of efficiencies which will be paid for with staff reductions through attrition, the models for this are a) primarily in places where CUNY has invested in technological solutions like the registrar's office and b) nowhere near this scale in size.*

*In addition these numbers are completely out of line with this year's budget request, which is seeking 1075 new FT faculty CUNY wide.*

*We would like to begin the conversation of how this will be managed.*

We were informed that

* this was viewed as just growing then shrinking
* When asked if IPC would be the place for the conversation to occur, we we told Academic Affairs
* decisions can be reviewed should the CUNY budget request come through
* There was discussion of identifying smaller and larger programs.
* It was **re-emphasized** that there is a need to have an academic plan and vision and not just a desire to cut payroll

[**Raises for the recently promoted**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#raises_for_the_recently_promoted)

We had been asked to clarify if newly promoted faculty would receive a step increase.

We were informed that

* there was a time a few years ago where this practice stopped
* that staff had not received these
* it was suggested that having staff send this message could have been better handled.

[**We followed up on the question of enrollment**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#we_followed_up_on_the_question_of_enrollment)

Enrollment continues to be an issue of interest, as discussed at the last College Council. Here are enrollment numbers (average headcount) for the past many years along with the number of high-school graduates from Staten Island

FY2011 13772 3330 SI graduates 2007 cohort

FY2012 13944 3452

FY2013 14016 3418

FY2014 14054 3612

FY2015 13829 3468

FY2016 13261 3613

FY2017 13073 3718

FY2018 13061 3768

FY2019 12680 3669

FY2020 12366 3974 SI graduates 2016 cohort

*As it is almost certain the not-yet-released FY21 headcount average will decline again and the F21 cohort is off from F20 and F19, the underlying causes for the issue seems unidentified and unsolved.*

*At the Faculty Senate the subject of the Interim University Provost Lemon's directive of 70-30 came up with the suggestion that this be aspirational not a mandate. The idea was enforcing a vaccine mandate and also assigning modalities of instruction means departments and programs can't necessarily tune their offerings to student demand, resulting in lost enrollment.*

*We would like to discuss new enrollment strategies and their anticipated impact. The financial plan proposed 0.5% increases, could the underlying assumptions for those numbers be identified.*

We were informed that:

* the college views the 70% as a floor, and expects more
* it was suggested that surveying the students to assess demand would be prudent
* we were told about a CUNY survey of students that occurred early summer
* no discussion as to why enrollment continues to decline ensued

[**Vaccination rates**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#vaccination_rates)

We asked:

*Vaccination rates among those students mandated to be vaccinated. CUNY wide the number is 77% of those in hybrid or in-person classes (~165k) met the vaccination requirement (though recently modified). What is the number at CSI and what will become of those students who do not meet the requirement.*

We heard

* that CSI had 73% compliance for the hybrid/in-person classes
* that no one had been assigned a WA grade as of the 12th for failing to comply with the vaccine mandate

[**Governance**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#governance)

Following up on a referendum on the president's proposed wholesale governance plan replacement of which

* 1367 eligible votes
* 85 voted Yes
* 585 voted No

That is 6% of eligible voters voted in support; of those that voted, 87% voted No.

We wrote and began with this statement

*We request that the president announce to the college that after the strong message he received from the college community about his plans to change the existing governance plan that now is the time to mend bridges not burn them. We ask that it be announced the president will not bring this plan forward to the board and any changes to governance he sees as necessary should be brought to the bylaws committee, as a matter of regular order.*

Then the discussion devolved.

* We were told that the president sent a letter to the Chancellor with content similar to the one sent to the College after the referendum
* We were told that the decision to send something to the board was still being considered

*The president would****not commit****to NOT taking the plan to the board*

* We asked the president to provide specific examples from his plan that link collegiality to governance. He claimed that his plan is more inclusive without providing any examples.
* We were told that many in the college community do not understand the difference between the CUNY bylaws and the CSI governance. We told the president that we do. We asked if he was referring to the actions on Pathways and the president said yes.
* We reminded the president that anyone who is suggesting changes should send them to the bylaws committee
* We were told by the president that he was disappointed the bylaws committee had not taken up his proposal
* I was asked – for the second time – why I did not like someone
* We were told that we were behaving like 7th graders
* We were told that perhaps the reason the plan got so few votes was because the "powerful" College Council Chair told people to vote no
* When reminded that not one member outside of the president forcefully spoke for his revisions, we were told that some felt bullied. The CC XC asserted that bullying is not the same as articulating disagreements.

In a recent letter to the board, I mentioned New York Times Opinion writer Professor John McWhorter who wrote recently of a classic analysis of effective communication: it is founded in being **informative**, **truthful**, **relevant**, and **clear**.

I would hope we as a community can return to following these steps, but we aren't there yet.

[**Questions?**](https://csicollegegovernance.github.io/CCFS/Oct2021Meeting/cc-chair-report/#questions)

*What is the 1N building status?*

Since the past storms, reconstruction on the lower level has been ongoing and we are working remotely but would appreciate a building update: on the air quality and building structure security, and a projected timeline –- for those who would like to return to their 2nd floor offices.

**IV. PSC Report: G Sanchez**

George Sanchez yielded his time to Wilma Jones to present a report of the PSC\_CSI Antiracism Collective:



On October 19, 2021, the PSC-CSI Antiracism Collective sponsored a Community Meeting called "What is Antiracism and Why Does It Matter To Me?"  Over 72 members of the College community (students, staff, and faculty) were in attendance. This event focused on first steps towards building an antiracist community culture at the College. The meeting ended with a community discussion of next steps-- among which were: targeted training events, the creation of reporting structures within the institution, opportunities to model antiracist responses to institutional and societal racism, and systems of accountability that will help us to identify, discuss, and dismantle racism in our community. The event was co-organized by a group of members of the Antiracism Collective.  They include: David Allen, Alyson Bardsley, Gene Fellner, Robert Kee, Wilma Jones, Jeremiah Jurkiewicz, Catherine Lavender, Nada Michael, and Donna Scimeca. Special thanks to David Allen for serving as the overall facilitator.  Anyone who would like to join the Collective is welcome -- please contact Donna Scimeca (Donna.Scimeca@csi.cuny.edu).

George Sanchez yielded his time to Marianne Jeffreys, Professor of Nursing

**Script of Presentation During PSC Agenda of CSI College Council**

October 21, 2021

Marianne R. Jeffreys, EdD, RN

Professor, Nursing

Thank you for the opportunity to speak.

Nurses are consistently ranked as the most trusted professional.

Most likely, you were first touched and cared for by a nurse on your birth day.

Although you can’t remember this, a nurse’s caring and expertise made a difference.

Nurses provide an essential service and touch lives throughout one’s lifespan, including times of crisis and vulnerability.

Our nursing department is in crisis.

With the growing demand for nurses, our faculty have consistently stepped up to create and update curricula for 8 accredited programs, preparing nurses for entry into practice, continued practice, and as nurse practitioners and clinical nurse specialists at the masters and doctoral level.

Next semester, our department will consistent of only 11 faculty -- 1 full professor, 2 associate, 4 assistant, and 4 lecturers.

As the School of Health Sciences was being proposed, specific resources were identified by the nursing department as ***essential***. They were and repeatedly requested since 2014.

In 2015 and for the first time since the opening of CSI nursing programs, full accreditation was not granted immediately. A follow-up report was required.

Accreditors ascertained that more nursing faculty, nursing staff, department resources, and college support staff resources were needed.

Data comparing CSI nursing faculty, staff, and resources with other CUNY nursing programs demonstrated disparities. We had less.

A review of resources in other CSI departments indicated that nursing full-time faculty (all of us women) had less institution-based resources yet more responsibilities and roles.

In 3 searches, the nursing department committee approved hiring of qualified tenure-track faculty. The candidates were not supported at the last CSI step.

Now there are less faculty and nursing staff now than in 2015.

Plus, a clinical doctorate program was added.

In addition to faculty stepping up to meet the quickly changing requirements associated with preparing students to care for patients during a pandemic and updating curricula accordingly,

6 of our programs are up for re-accreditation during early Spring 2023. A self-study report would need to be submitted in early fall 2022.

Accreditation tasks are multidimensional and require teamwork, attention to detail, and coordination.

Although program coordinators receive some released time for their usual roles and responsibilities, it does not account for additional time and expertise needed for a self-study report and accreditation visit.

Currently, nursing faculty are fulfilling many tasks that do not require RNs or faculty but there are no support personnel to complete these tasks.

Additional released time for accreditation, without immediate allocation of other college resources and supports will not yield good outcomes.

Nursing faculty unanimously agree that additional supports and resources are needed now.

Thank you for your attention.

**V. Reports from the Administration:**

**Center for Global Engagement College Council Report : Stephen Ferst**

Thank you for giving me the opportunity to address the College Council. I’ll keep my remarks brief yet still try to give you a sense of the work we do and how we have been doing pre- and post-pandemic.

For some background, and although many of you know this, the anchor of the Center’s mission is to promote the internationalization of academic life at the College. Those efforts include promoting and administering study abroad programming, ensuring the regulatory support and education of international students, providing English language programming to aspiring CSI international students, creating programming on campus that delivers global awareness to CSI students, assisting CSI faculty in welcoming and supporting international scholars, supporting CSI faculty in international research, collaborations, and grants, and promoting a globalized curriculum.

Since the adoption of the College’s strategic plan in 2017, the Center has aligned our efforts with the pillars of that plan. In fact, we’ve argued that although we serve as one pillar, our efforts support each of the other pillars including greater student success, borough stewardship, and creating a destination campus. Indeed, since the adoption of the strategic plan, we’ve sent over 850 students abroad, hosted over 250 international scholars, enrolled over 350 English language learners, and run over 500 campus workshops and events focusing on global engagement and learning. In addition, we’ve more than doubled the study abroad opportunities for our students, brought in over $75,000 in grant funds, and assisted faculty in creating more Collaborative Online International Learning courses than ever before.

Other notable initiatives developed in the past four years include the English Online Teaching Program, the AASCU Global Civic Literacy Project, the International Student Consultant Program and the Peace Corp Prep Program of which we are one of only 150 in the U.S. That last program, the Peace Corp Prep program is a collaboration between CSI and the U.S. Department of State Peace Corps to develop a set of requirements for CSI students to follow that will best prepare them for entry into the Peace Corps through ensuring competency in four areas:

1. Training and experience in a work sector
2. Foreign language skills
3. Intercultural competence
4. Professional and leadership development

It would be remiss not to recognize the impact of COVID-19 on our operations. Indeed, we have completed much of this work in the context of COVID-19. In January of 2020 we received our first indication that COVID-19 would impact our work as China began reporting their struggles. With students studying in China at the time we immediately prepared for program closures and possible evacuations. As COVID spread, our students studying abroad were forced to adapt to the many changes both abroad and at home if they returned. Programs closed yet much like in the US a month later, moved to on-line instruction. International students and scholars were also now restricted from entering the U.S. However, the work we did for students and scholars alike, much as it was here on campus continued, and, in many cases, increased. Students needed greater levels of support and the rules and regulations, constantly changing, needed explaining. Through the remainder of 2020 and 2021 international mobility slowed but never stopped. International students remained eligible to come to the US under a National Interest Exemption and many did. Others chose to enroll from abroad. Study abroad students, while unable to attend CUNY sponsored programs still found their way abroad and needed our support. In fact, throughout the pandemic, interest in programming never waned significantly and students continued to apply for programs abroad. Unsure of the future, CGE continued to prepare these students for study abroad while at the same time preparing them to stay at home. All of our other programming – English language courses, globalizing the campus, working with overseas institutions, etc. – moved online. The key takeaway here is that while mobility was halted during the pandemic our work here never stopped. If anything, it increased.

Throughout this current academic year, in addition to our usual programming and visiting international groups we have several new initiatives planned including:

* •  The launch of the Peace Corp Prep program which I referenced earlier
* •  An International Poetry Slam focused on identity
* •  A Global Civic Literacy project that includes a lecture series, changes in the study

abroad orientation, and the planned creation of a CSI LibGuide for Global Civic

Literacy

* •  A grant supported workshop and funding for faculty to develop new programs

abroad

* •  The expected restart of study abroad programming this spring (SUNY relaunched last

weekend and we expect to have news any moment from CUNY).

Again, thank you for the time to address this body and to update you on the progress CGE has made over the last four years.

**VI. Reports of the Committees of the College Council**

1. Committee on Organization: W. Bell

A few departments still need to update their memberships for the College Council and the Faculty Senate

1. By-Law Committee – J Verzani

The bylaws committee is had sent an email out asking for solicitations of the College Community there's been a few that have come in, I personally anticipate calling and meeting at least once this semester, probably in November

1. Administrative Review Committee – no report
2. Institutional Planning Committee – no report
3. Budget Committee – no report
4. Facilities Committee – no report

**VII. Higher Education Officer Steering Committee Report – S. Shepardson**

The HEOs are taking a look at the current governance plan and coming up with some suggestions for where HEOs could possibly be included on additional committees. We look forward to presenting that to the bylaws committee in the very near future.

**VIII. Student Government Report – Michael Ivany**

Students have been connecting and we have been talking with our clubs, our organizations, radio station, and campus activities board.

We want to have a more effective communication system on campus and would encourage faculty and staff to participate and attend campus events which would encourage more students’ participation.

I went to John Jay yesterday for Giving Tuesday. There was a photoshoot for students across all of CUNY and meeting students from other campuses also built community**.**

**IX. Auxiliary Services Corporation Report: R. Wallace**

I want to thank everybody for getting their book orders early. CSI was at 98% compliance. Please get your book orders in early.

The bookstore offers price matching and deliveries to students’ homes. Bookstore’s orders will be filled within 24 hours.

We are selling daily parking passes

There is a mobile app for dining services which also provides deliveries.

X. Old Business -- none

XI. New Business -- none

Adjournment – 4.30PM

Video link:

<https://us02web.zoom.us/rec/play/SorqDBEIuDftAArKoPsYAV8Y2DJqS11bR0v8mFzuL814wUW3JzGaZCkE3aG1ZdeBvt_FPV6OEFDNm5Pb.Sq8D4orKlJH_z5Zs?continueMode=true&_x_zm_rtaid=wGW3FhU4RvmxqNbsZTfvag.1636925229453.265efb74f9871d6301de6ea4f767ac13&_x_zm_rhtaid=878>