

Review Committee

FEBRUARY 21, 2018

Agenda

- ▶ Review the charge for the committee
- ▶ Revisit assumptions of the budget context
- ▶ Elements of the remediation plan (currently under discussion)
- ▶ Process for making decisions going forward
 - ▶ Vacancies
 - ▶ New Positions
 - ▶ Salary increments

Article V from CCNY Governance Plan

- ▶ Article V
- ▶ The Review Committee
- ▶
- ▶ The Review Committee, which shall be the Personnel and Budget Committee of the College, shall consist of: the **Provost/Academic Vice President as Chairman**; the Deputy Provost; the Deans of the several Schools and the full Deans of the College of Liberal Arts and Science; the Vice Presidents; the Vice Provost; the Dean of the School of General Studies; the Chief Librarian. The Chairman of the Faculty Committee on Personnel Matters and the Chairman of the Executive Committee of the Faculty Senate shall be members ex officio, with vote. The Deputy Provost shall sit with voice and without vote, and in absence of the Academic Vice President, shall chair the meeting. The Chief Librarian shall not be present during personnel actions. The functions of the Committee **shall be to advise the President with respect to:**
 - ▶ a. recommendation for appointments and reappointments;
 - ▶ b. recommendation for the conferring of tenure;
 - ▶ c. recommendation for promotions in rank;
 - ▶ d. personnel recommendations, policies and procedures; and
 - ▶ e. **proposals and policies having budgetary implications.**

Budget Context

- ▶ FY18 Deficit Negotiation with CUNY
- ▶ Need to present a rationale/plan going forward for multiple years
- ▶ Multiple elements to the plan: All funds budget, new sources of revenue, etc
- ▶ In current discussion with CUNY on key features
- ▶ We need to put forth cuts as well as growth projections; new tuition revenue helps

Assumptions of Remediation Plan

- ▶ First stage of identification of deficit: August 2018 DEFICIT BASED ON March 31 Census of Positions; “pause” instituted
 - ▶ Attrition projected at 445k for the year, carried forward
 - ▶ Financial plan adds additional projected savings of 600k, carried forward
 - ▶ Total assumption: 1.045 million not replaced

Actual Hiring FY 2018

- ▶ Plan requires us to maintain freeze on 1.045 million in positions
- ▶ Also added 661 k of new faculty hires in August (in process at freeze)
- ▶ Approved 1.972 million of additional critical hires
- ▶ If we had a total freeze, more like 3.678 million realized—but at other costs
- ▶ So how to we balance critical hires going forward given attrition is unplanned?

Criteria Used to Date

- ▶ Loss of grant funding
- ▶ Area of critical need/revenue generation
- ▶ Retention
- ▶ Area of promising investment
- ▶ Near budget-neutrality or less than full replacement
- ▶ Other?

Other Issues

- ▶ HEO Screening Process: Financial considerations one of many issues for new appointments or filling vacancies
- ▶ Self nomination of HEO's for increments and reclassifications (on union agenda)
- ▶ Salaries above base under the new contract
- ▶ Raises for promoted faculty

Additional Assumptions of Remediation Plan

- ▶ Premium fees of 500 UG and 250 Grad begin in Grove 2019= \$3 million
- ▶ Premium fees of 500 UG and 250 Grad begin in Arch 2019=318 k

DISCUSSION

- ▶ Facing decisions now, what are best/most useful criteria for
 - ▶ Replacement
 - ▶ Entirely new positions?
- ▶ Are there temporary policies that can help
 - ▶ Replacement of HEO positions at lower level
 - ▶ Mandated cost savings over budgeted line