

# Review Committee

September 5, 2018

# Today's Agenda

- Welcome
- Approval of Minutes of 8-1-2018 Meeting
- Budget update – Len/Felix
- Role of the RC in College budget decisions
- Status of campus hiring
- Student services changes
- Campus Research Council
  
- Personnel Session

Budget Update

# Role of RC in College Budget Decisions

- In principle, all College budget decisions should be vetted at Review Committee
  - In practice, this is not workable with one meeting per month
  - “Vetted” means open for discussion, objections, etc. but not voted
    - All RC outcomes are subject to the approval of the President

Where do we draw the line between which budget decisions need to be vetted before they happen and which can happen and then be reported at RC?

# Role of RC in College Budget Decisions

- Overall budgets – Division/unit budgets are still set centrally, without discussion
  - This is unlikely to change while we are in crisis
  - RC should work towards a budget model for post-crisis
    - Item for strategic plan, made real by President's initiatives for financial stability/independence
- Salary steps with promotion are decided by deans/Finance with approval of President
  - Limited in recent years to 1 step, with a few exceptions
  - Covered by division salary savings
- Campus hiring plan has been vetted by RC
  - But requiring RC approval for *all* hiring/reclass and *all* salary actions has proven cumbersome

# Role of RC in College Budget Decisions

Propose that the following types of actions can go forward without RC vetting and simply be reported at next meeting:

- Urgent retention cases
- New vacancy hires with no budget impact deemed urgent by Provost/COO
- SAB cases covered by division salary savings
- HEO reclassifications with no budget impact
- Any other actions deemed urgent by the President

HEO reclass usually does have budget impact and are typically not urgent. These would still come to RC first

# Status of Campus Hiring

Searches are starting or have started for positions approved at last RC

New items since then:

- Retention for Lt. Curry (Offer from Queens)
- IT Security expert – Vacancy replacement
- Bursar's Office accounting assistant resignation
- SEEK Director: search complete, offer in progress (squeaky wheel list)
- Luisa Hassan Hea -> HEA 0 steps (approved at HEO Screening)
- Pauline Pabon (Admissions) HEa->HEA + 1 step
- Kristina Seecharran (HR) sub aHEO -> aHEO + 1 or 2 steps
- Daniel Fimiarz (Science) reclass HEa -> HEA +?
- Jennifer Lee RF->HEA (last RC meeting)

# Cultural Competency Training for Search Committees

Cris Cullinan, who has worked with both GSOE and Science, will be leading a workshop on hiring for 'cultural competency'

October 5

Shepard 350 9:30-12:30

Representation from all faculty search committees is required (seating at tables limited to ~50)

The National Education Association defines Cultural Competency:

Cultural competence is having an awareness of one's own cultural identity and views about difference, and the ability to learn and build on the varying cultural and community norms of students and their families. It is the ability to understand the within-group differences that make each student unique, while celebrating the between-group variations that make our country a tapestry.



# Student Services Changes

We had a crisis in Financial Aid that was addressed with leadership from Celia Lloyd and teamwork from Financial Aid, the Registrar, Admissions, and COO staff

This was the first step towards a “One-Stop” for enrollment services (FA, Registrar, Admissions, Bursar), a recommendation of the Student Services task force

Next steps: Cross training of non-FA staff, beginning this Friday, to be followed by cross training for other areas

Staff hired for enrollment services offices will be expected to serve as generalists when needed

Another TF recommendation was coordination of freshman & transfer advising. In response we are working on a plan to restructure NSEC & Gateway which we expect to implement during the Fall semester

# Campus Research Council

- The Associate Provost for Research role is being replaced, in part, by a new Campus Research Council
  - Ronnie Ghose, Professor of Chemistry & Biochemistry has been asked to chair
  - CRC membership is
    - ❖ 8 academic deans
    - ❖ 6 faculty to be appointed by the President in consultation with the Senate
    - ❖ Director of The Foundations for City College
    - ❖ Director of GSP (ex-officio)
    - ❖ Provost (ex-officio)
  - ❖ The CRC, in conjunction with the Provost, will set policies and procedures for the research operation on campus
  - ❖ CRC Chair will work with funding agencies and faculty to raise the profile of research and creative works of CCNY faculty
    - ❖ Jennifer Lee will assist CRC Chair and committee

**Preliminary meeting today at 2pm**