

Review Committee

October 3, 2018

Today's Agenda

- Welcome
- Approval of Minutes of 9-5-2018 Meeting
- Middle States visit
- Recent hiring actions
- Funding of merit steps/SABs and RC process
- Personnel Session (A201)

Middle States

- We are out of compliance on Standard VI (Planning, Resources, and Institutional Improvement)
- College must submit a monitoring report by March 1, 2019
 - “...demonstrating evidence that the institution has achieved and can sustain compliance with Standard VI, including but not limited to (1) a financial planning and budgeting process that is aligned with the institution’s missions and goals, evidence-based and clearly linked to the institution’s and units’ strategic plans; and (2) strategies to measure and assess the adequacy and efficient utilization of institutional resources required to support the institution’s mission and goals”*
- Liaison visit last Friday
- Report team 1st meeting this afternoon
 - Doris Cintrón
 - Mary Driscoll
 - Kevin Foster
 - David Jeruzalmi
 - Renata Kobetts-Miller
 - Felix Lam
 - Tony Liss
 - Dee Dee Mozeleski

Recent Hiring/Personnel Actions

New items since September meeting:

- SEEK Director – Sherri Rings appointed
 - Search for replacement for Sherri
- Pauline Pabon (Admissions) HEa->HEA + 1 step
- Kristina Seecharran (HR) sub aHEO -> aHEO + 1
- Daniel Fimiarz (Science) reclass HEa -> HEA
- Jennifer Lee RF->HEA

- Search for HR specialist in GSP started
- Search for CUNY 2x Tech positions in CS (\$1.6M grant from NYC)
 - ❖ Campus manager, Academic Advisor positions to be filled this month
 - ❖ 2 Lecturer positions to be filled in January
- Possible search for BME faculty in discussion

Discussion – Approval of SABs & Merit Steps

- We have generally approved SABs (and sometimes merit steps) when a unit has sufficient vacancy savings.
 - Units without salary savings are out of luck
- Going forward, we have choices:
 1. Leave well enough alone
 2. Freeze everything until financial situation allows for better funding
 3. Sweep vacancy \$ and create a salary pool
 4. Tax vacancy \$ and create a salary pool

It may make sense to have a short-term agreement and a longer-term agreement that kicks in when we have a functional budget model

Next full RC meeting November 7

Kevin Foster: Cost/Revenue data by School/Division

Update on Middle States & Strategic Plan

Discussion: Towards a budget model