

**Faculty Senate Plenary Meeting
Meeting of October 2, 2008**

MINUTES

Senators Attending: S. Altman (SPA), L. Bolce (PolSci), T. Bragen (ENG), A. Brandwein (S/CIS), C. Christoforatos (ENG), A. Croker (S/CIS), G. DeMaio (PolSci), F. Donnelly (LIB), M. Dumas (S/CIS), B. Ferns (S/CIS), W. Finke (ModLang), K. Frank (ENG), R. Freedman (ZBUS), G. Graves (ModLang), G. Hill (FPA), D. Hoffman (SPA), R. Holowczak (S/CIS), S. Johnson (PSY), D. Jones (PolSci), D. Kaminer (Law), T. Main (SPA), T. Martell (Eco/Fin), R. Myers (COMM), R. Nishan (ModLang), J. O'Keefe Bazzoni (COMM), G. Petersen (Soc/Anth), B. Rosen (MKT), H. Ross (Eco/Fin), S. Stein (S/CIS), A. Vora (Eco/Fin), A. Wolf (Eco/Fin)

Senators Absent: A. Grein (MKT), C. Howard (MTH), G. Jurkevich (ModLang), L. Klusek (LIB), S. Korenman (SPA), C. Kulatilake (NatSci), M. Lubetski (ModLang), M. Ozbilgin (ACC), D. Schepers (MGT), Y. Son (MGT), K. Tandon (Eco/Fin), Y. Tsurumi (MKT)

The meeting was convened at 1:01 p.m. in VC 14-250 by Prof. Stan Altman. Prof. Altman welcomed everyone to the new year.

- I. Approval of Agenda:** Amended to include elections, approved by assent;
- II. Approval of Minutes:** Minutes of September 4, 2008 were approved by assent; the budget figures in Attachment A of those minutes are now out-of-date.

III. Elections:

- a. Louise Klusek (LIB): Elected as a Category III faculty senator to replace Stanton Biddle, who had been seconded to the Provost's Office to manage the Middle States Reaccreditation. Her term will expire in May, 2010;
- b. Jana O'Keefe Bazzoni (COMM): Elected as a delegate to the University Faculty Senate, to take Ashok Vora's seat.

IV. Vice-Chair's Reports:

- a. **Academic Freedom and Responsibility (T. Bragen):** Tracy Bragen nominated the following faculty to be representatives on the Committee of Academic Freedom and Responsibility:

Robert C. Smith (SPA)	George Ding (Law)
Harry Rosen (MGT)	Bert Hansen (HIS)
Susan Locke (PSY)	

All five were elected by assent.
- b. **Education Policy (R. Myers)**

Bob Myers reported on the University Faculty Senate (UFS) plenary meeting of Tuesday, September 23rd. At that meeting, the chancellor said that he hoped that there could be increases in graduate tuition. Also, despite the bad budgetary news, the chancellor did not anticipate any university-wide retrenchments. Bob Myers also noted that there are both state and federal legislations concerning textbook adoptions; the NYS law goes into effect in July 2009, and the federal law in 2010. The UFS also passed a resolution on academic freedom. The resolution is available at: <http://www.cunyufs.org/academicfreedom.pdf>.
- c. **Finance Committee:** Terry Martell will make a presentation at the November Plenary meeting.

V. Report from The President: Kathleen Waldron

The President reported that the budget remains a moving target; the President distributed the most recent one ([Attachment A](#)). Most of Baruch's revenue sources come from tuition and tax levy funds, and the rest from endowments, fundraising and other activities. The State's revenues are going to drop for 2009 and most likely, 2010. The governor has asked twice for cuts from state agencies, including CUNY. Another round of cuts may occur after the November elections. We probably will not see a tuition increase at CUNY in January, but a tuition increase is highly probable in September. CUNY's tradition is that tuition tends to stay flat for several years, and then jumps up when there are economic hurdles. We need to prepare our students for a tuition increase next fall so that they can budget accordingly. In-state undergraduate students pay \$4K a year for tuition, and the increase next fall may go up by 10%. Such an increase will generate a great deal of revenue to offset the state's declining support for CUNY. Graduate tuition will also probably increase, but graduate students tend to be better able to absorb an increase because they are working adults. Baruch is trying to raise additional scholarship funds to help students; Baruch has been able to increase scholarship money from \$300k a year to about \$1 million.

Baruch is in an 'expense containment' environment that began several months ago. CUNY now has a 'hiring pause', in which there is an extended process in filling open positions; this pause applies to non-faculty positions. This had been centralized at CUNY, but was not working very well, so the process might come back to the local colleges. Baruch has been asked to reduce its budget by over \$2M, and also to reduce headcount, mostly through attrition of essentially non-faculty positions. The Executive Team will make some decisions as to where to make these cuts. Also, the President will work with HR to determine if some departments have been hit harder by the hiring pause, and lateral transfers may be possible. Although there is no charge to reduce faculty positions, if the budget cuts get more severe, some searches may be held up.

In 2005, we were spending more than we took in. In 2006 and 2007, we corrected that. In 2008, we were in budget until these cuts, but with the new budget figures, we are out of balance again. Baruch's revenues have increased from \$81M in 2005 to \$98M in 2008, but now that we anticipate our revenues dropping by \$1M for 2009. CUNY has requested we hold back that amount in anticipation for shortfalls. Some of the increased revenues come from students taking more classes and from additional salary and benefit adjustments from the PSC contract.

Expenditures: In 2005 we were spending more than we were taking in. We corrected that in 2006 and 2007, and were on track for 2008. At this point, we will spend more than we make in 2009. We will try to cut some OTPS (Other Than Personnel Services) and adjunct expenditures.

Baruch College Foundation Funds: The BCF have reached \$143M (in 2005, it was \$60M). Baruch has benefited from the generosity of its alumni when the markets were good. Baruch's endowment made some investment decisions last year to hedge against a down market, and about 1/3 of the endowment are in short term US government guaranteed bonds, plus in some hedge funds. As of August, our overall portfolio is down only about 4%, while the market was down about 15%. Our fund managers are positioned to take advantage of low stock prices.

Q&A: Glenn Petersen asked if we increase tuition by 10%, how will that increase affect TAP and PELL grants. VP Ben Corpus said that TAP and PELL limits have increased, and TAP can cover most of the CUNY tuition. The PELL grant is approaching \$5000 per year, so students who are eligible would get increases to match the tuition increase. Stan Altman pointed out that Baruch does not have the ability to set its own tuition levels.

VI. Report from the Provost: James McCarthy

The Provost reported that Baruch had its preliminary visit from one of the Middle States Association's vice presidents, Dr. Robert Schneider. Dr. Schneider wrote a glowing letter to President Waldron about the College's progress so far. The Provost thanked Stanton Biddle for writing a self-study design document that was received with few revisions from the Middle States. Dr. Schneider will be recruiting the visitation team, and his enthusiasm should help get a receptive and positive team.

VII. Report from Ben Corpus, VP of Student Services:

Stan pointed out that CUNY Vice Chancellor and university counsel Frederick Schaffer has opined that faculty should have no say over admissions. There's some issue about that, but we need to continue the dialog. Part of that will be continued reports from the administration on enrollment issues.

Vice President Corpus discussed some of the recent figures concerning student enrollments at Baruch. He started with data about the incoming freshman class:

- The typical freshman was born in 1989 or 1990;
- There are 1320 freshman this year compared to 1398 last year;
- There are 114 SEEK students compared to 124 last year;
- The ratio of domestic to out-of-state students did not change last year;
- Students hailed from 65 countries this year—the top five countries were China, South Korea, Russia, Japan, and Poland, followed by Bangladesh, Colombia, and India. About 26% of freshmen were not born in the US. About 60% have parents born overseas. Students came from 17 Central American or South American countries, and 20 African countries.
- Staten Island was the only borough that increased in population at Baruch; every other borough dropped.
- The children of Baruch alumni who grew up in the boroughs but now live in the suburbs are sending their children to Baruch.
- The freshman African-American enrollments increased from 6.6% to 8.6%, with 53 students.
- Latino freshmen increased 20%, with 36 enrollees.
- High school recruitment has improved in the number and quality of high schools. Brooklyn Tech is our strongest feeder high school, sending over 90 students. There are three top high schools in our 'top feeder' category: Francis Lewis, Murrow, and Midwood high schools. The number of students from Stuyvesant High School and Bronx Science has also increased.
- The high school GPA was slightly lower (87.2 this year from 87.4 last year), but the SAT scores went from 1138 to 1154.

For transfer students:

- The new transfer class decreased by 138 students, with 1248 transfers. The College planned this decrease; The average class age dropped by two years, from 24 to 22 years old;
- Out-of-state transfers declined from 100 to 71, and there was no increase of international transfer students;
- The average GPA of transfer students increased from 3.0 to 3.1;
- BMCC and LaGuardia are our top feeders with 64% of transfers coming from CUNY schools. Of that group, 45% come from CUNY community colleges. This large size might be the result of the articulation agreements Zicklin has made with the community colleges;
- Transfers also come from 177 colleges from across the country, including 24 colleges in SUNY.

For graduate Students

- Grad students have increased. VP Corpus thanked the deans, and singled out Fran Murphy and Frank Fletcher of Zicklin for increasing the numbers.
- Overall applications increased quite a bit. Financial Engineering led by jumping up 57% in applications.
- There are about 2,083 new graduate students this year, compared to about 1900 last year, with an overall graduate enrollment of about 3600 students;
- Across all programs, GPAs and standardized test scores of new students increased.
- 53% of the new students are female;
- Diversity went up across the board in graduate programs. Enrollments of black students in graduate programs is up to 10%, compared to 9% last year; for Latinos, it was 8.7 compared to 7.2% last year; 9.5% of the students are Asian, compared to 16% last year.
- International students head even.
- Finance, Accountancy, the MPA, and Marketing are the top graduate programs.

Overall, Baruch's headcount is up by about 200. The graduate headcount is up about 350, but the undergraduates are down by about 150 students.

Points of Application: How does a student apply to Baruch?

1. Common application at CUNY—students choose one through six college choices. The applications are processed centrally by the CUNY University Application Processing Center (UAPC). CUNY starts to send ‘phases’ of students to Baruch starting around January;
2. The CUNY Application only considers the SATs and GPA, and does not ask for essays, honors, extracurricular activities, and recommendations. This sends a bad message to applicants and their families about CUNY’s educational strategy. Ben has spoken to lots of people about the application, and some have been responsive, but there has been no progress so far in altering the application. If the application does get changed, Baruch will have to set up a mechanism to handle a local admissions process.

Student Engagement:

VP Corpus spoke about the NSES (National Student Engagement Survey, aka ‘Nessie’). Baruch is going to use this survey to see how Baruch is doing in terms of student engagement. We will use “Bessie” (Beginning Student Engagement Survey). Every student at orientation takes the Bessie. VP Corpus presented some of the aggregated data from the Bessie. The data from these surveys are in [Attachment B](#).

Meeting the Mission – a snapshot of our students is:

- Average Household income is \$49,000 per year
- Average # in household is 4.1 (NYC = 3.2)
- Majority are residents of NYC (out-of-state has declined this year)
- 51% are the first in their family to attend college (increasing over past 3 years), and an increase over last year’s 36%)
- Financial Aid: Only 20 four-year colleges in the country have more than half their students receive Pell Grants and have six-year graduation rates higher than 50 percent.
- 65% have parents who were not born in the US
- More than half of our undergraduates are admitted without the SAT
- 71% of all undergrads are students of color

HONORS Programs

CUNY started its own honors program in 2001. The strategic plan is to grow and improve the honors college. There are 260 McCauley Honors and 209 Baruch scholars. The average SAT is 1352, up from 1318 last year. The diversity is up, but the numbers are still low, and it is a challenge for Baruch to compete for Black and Latino students of that caliber. Both programs are merged under the Baruch College Honors Programs umbrella, run by Ken Guest (Soc/Anth). Prof. Guest noted that there are also Provost Scholars, who enter the Honors program after they have already enrolled in Baruch. VP Corpus explained that the CUNY community colleges don’t have honors programs, so this is one way excellent transfer students can get into an honors program.

Prof. Sam Johnson (PSYCH) asked about our responses to student needs—where are we strongest, and where do we need work. VP Corpus said that there are increasing student mental health issues and clinical counseling needs, particularly between midterms and finals. The current budget environment is restricting the resources available to increase services to students. Baruch got a grant from the van Ameringen Foundation, through the efforts of David Cheng and Caroline Kasnakian of the Counseling Center, to enhance the student counseling services. The student activities fee helps support the Psych Counseling, and if there is a student activity fee increase, there should be more funds for these services.

Prof. Warren Gordon (Math) noted that, even though more students are coming in with higher math SATs, they are having problems passing the various mathematics courses. VP Corpus noted that the math placement scores are changing, per CUNY guidelines. About 35 students in the freshman class would be affected by this change. Baruch does need to study more what math students are taking in high school, and how we match placement scores, high school transcripts, and students’ performance in Baruch.

Prof. Ann Brandwein (Stat/CIS) asked about the procedures for admissions to the Honors program, such as who handles the admissions, how it is done, who is responsible, etc. Provost McCarthy said that he, VP Corpus, Associate

Provost Slavin, AVP Mary Beth Murphy (Admissions) and Prof. Guest are meeting to create a timeline for the admissions process, and clarify the admissions process and policies for the Honors Program. There will be a faculty admissions committee for the honors programs, and Prof. Guest will reconstitute that committee for this year. All final decisions rest with the Admissions and the Financial Aid departments, but we want to have a process so that, if a faculty recommendation is not followed, the faculty will be informed about the reason. McCarthy said that it is a rare event, but yes, that the faculty would get a rationale for the admissions criteria that are different from the faculty recommendations.

Glenn Peterson noted that the CUNY by-laws say that faculty have a role in admissions. He recounted the amicable meeting last winter between the Provost and VP Corpus and the Faculty Senate Executive Committee about having faculty involvement in admissions, but the actual involvement doesn't seem to be happening. Glenn also said that Corpus said the admissions are in the Provost's shop, but the Provost said that it is in under VP Corpus. The Provost said that all the decisions about academic content, the structure, curriculum, etc. come from the Provost's office. Still, the Admissions and Financial Aid functions still report up through VP Corpus' shop. VP Corpus stated that, if the Provost's office decides it wants changes to the honors admissions, then Corpus' office will follow those changes. Glenn Petersen asked that, if the faculty were not happy with the split structure or division of labor, could that be changed. The Provost stated that the faculty committee should not just examine admissions decisions, but also advise on the honors programs in general.

Barry Rosen (MKT) asked what precisely was Glenn Petersen's concerns were. Glenn stated that it seems that faculty have a marginal input on the honors program, and that the honors programs seem positioned mostly for building Baruch's profile, as opposed to focusing on giving resources to students who can use them. Stan Altman iterated that individual faculty may have different perspectives, but we all have a role to play in the life of the college.

AVP Corlisse Thomas (Student Life) spoke about the CIT (Campus Intervention Team) to help students who are in distress. She asked that faculty, when they encounter students who are in distress, go to the CIT website to find out the best way to refer students to the CIT.

Robert Freedman (ZBUS) stated that the faculty has already elected a committee on academic honors, and that committee addresses a lot of other questions about the Honors program. That committee could be enlisted to address many of the other questions about the honors programs that have been raised today.

VIII. Announcements

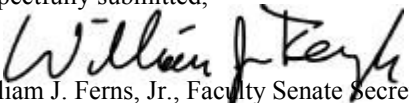
Mary Gorman-Hetherington (President's Office) discussed the Presidential Evaluation process. The CUNY Board of Trustees mandates a five year comprehensive review of all presidents, and this review occurs every three to five years. This is the start of President Waldron's fifth year, so she will be reviewed. The President is invited to submit a self-assessment document. A new part of the process is a campus survey. The survey is an online survey, and it is conducted by an external consultant; the sample of approximately 200 people is selected randomly from segments of the Baruch population, including faculty governance leaders. Also, PMP data is considered in the evaluation. There will also be an external site visit to the campus during November. The entire process wraps up mid-winter.

IX. Old Business: None

X. New Business:

XI. Meeting Adjourned at 2:19 pm

Respectfully submitted,


William J. Ferns, Jr., Faculty Senate Secretary

Attachment A: Baruch College Tax-Levy Budget (as of 9/23/08)

Baruch College Tax-Levy Budget
(in \$000s)

Revenues and Expenditures	FY 2005 Actual	FY 2006 Actual	FY 2007 Actual	Unaudited FY 2008 Actual	DRAFT	
					Preliminary FY 2009 Plan	Yr-10-Yr Change

Including Target Adjustment
and Lump Sum Restoration

CUNY Allocations							
CUNY Base & Lump Sum Allocations (Excl. Compact)	(1) 81,109.0	83,697.1	91,793.0	95,677.2	94,367.4	(1,309.7)	
CUNY Compact Base Allocation		80,558.1	82,265.7	89,327.8	89,103.4	(224.4)	
Additional Allocations	(2) -	1,942.7	4,227.0	4,227.0	4,227.0	-	
		550.9	7,584.6	2,122.4	1,037.0	(1,085.4)	
Tuition Surplus/(Deficit) Against Target		359.0	3,622.4	2,425.8	2,800.8	375.0	
Actual / Projected Tuition	(3) 75,605.0	80,065.0	83,219.4	83,423.8	85,233.8	1,810.0	
CUNY Revenue Target	75,246.0	78,231.8	79,597.0	80,998.0	82,433.0	1,435.0	
REVENUE TOTAL	81,468.0	85,530.3	95,415.4	98,103.0	97,168.2	(934.7)	

Expenditures

Full-Time Regular (excluding Graduate Center Lines)	(4) 64,559.1	66,775.8	72,465.8	76,404.4	78,123.1	1,718.7
Adjuncts	7,970.1	8,682.7	9,187.2	9,059.0	8,557.6	(501.4)
Temporary Services	(5) 3,490.1	3,309.5	3,500.2	3,881.3	4,039.6	158.4
OTPS	(5) 6,532.7	6,835.5	7,670.0	8,758.3	6,779.0	(1,979.3)
EXPENDITURE TOTAL	82,552.0	85,603.5	92,823.2	98,103.0	97,499.3	(603.7)

Surplus / (Need)	(1,084.0)	(73.2)	2,592.2	0.0	(331.0)
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Beginning CUTRA Reserve	1,808.8	748.0	744.6	3,336.8	474.1
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One-Time Planned CUTRA Expenditures

2,862.7

Ending Surplus/(Deficit), or CUTRA Reserve	724.8	674.8	3,336.8	474.1	143.1
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(1) The FY09 Initial Allocation requires Colleges to holdback 1.5% of their base allocations and all FY09 Compact growth provided in initial allocations until a determination has been made about the impact of the additional \$50.6M cut to CUNY's overall budget. One percent of Baruch's FY09 base allocation is approximately \$1.4M.

(2) CUNY Compact Tax-Levy Allocation excludes Philanthropy, Restructuring and Fringe Benefits.

(3) Projected Tuition for FY09 assumes that excess MBA tuition will increase \$910K, and all other tuition will increase \$1.4M over FY08 actuals, however, \$500K will be held back from the College to cover one-third of estimated TAP disallowances for prior years.

(4) FY09 Full-Time Staff Expenditures represent budget allocations to College divisions less naturally occurring vacancy savings estimated at \$2.1M, the cost of Full-Time lines funded by the Graduate Center (approx. \$1.9M), and planned additional vacancy savings of \$760K.

(5) FY09 Temporary Services and OTPS expenditures represent budget allocations to College divisions less \$500K of expenditures that CUNY will journal to Baruch's IFR Overhead and other accounts before year end. These expenditure numbers also include planned savings of \$79K in Temporary Services and \$1.3M in OTPS, as well as \$300K of savings to be identified by divisions.

Attachment B: Results of Student Engagement Surveys

Beginning College Survey of Student Engagement (BCSSE, aka 'Bessie')

N = 1,405, Entire incoming freshmen class

Selected responses

BCSSE

- 58% stay positive even when they do poorly on a test.
- 79% find campus events to be important or very important
- 65% of the class expect A grades compared to 57% last year.
- 66% expect to earn a graduate degree after Baruch (61% last year)

BCSSE

- More students taking pre-calculus and calculus and passing
- More freshmen are taking AP and Honors classes than last year's class.
- 35% were in academic honors societies
- 41% expect to work 10 – 20 hours on or off-campus
- 57% expect to participate in co-curricular activities
- 52% expect to work with faculty members on activities other than course work

BCSSE

- Sixty-five percent of the incoming freshmen indicated Frequently/Occasionally feeling overwhelmed by all they have to do, during the last year.
- Thirty-two percent Frequently/Occasionally feel lonely.
- And 40% indicated Frequently/Occasionally feeling depressed.

Attachment B: Results of Student Engagement Surveys

National Survey of Student Engagement (NSSE): *selected responses only

- 1100 Colleges and Universities
- 4 pages (electronic as well as paper)
- Administered Feb – May
- Areas:
 - Levels of academic challenge
 - Collaborative learning
 - Student-faculty interaction
 - Enriching educational experiences
 - Supportive campus environment

NSSE Results: Academic Challenge

- 84% of FY students feel that this institution places substantial emphasis on academics (78% last year)
- 54% of FY students frequently work harder than they thought they could to meet faculty expectations (40% last year)
- 45% of FY students report that their exams strongly challenge them to do their best work (40% last year)

NSSE Results: Supportive Campus Environment

- 89% of FY students report a favorable image of this institution (73% last year)
- 76% of FY students feel that this institution has a substantial commitment to their academic success (68% last year).
- 51% feel well-supported by the institution regarding their social needs (41% last year)

NSSE Results: Active Learning

- 44% of FY students report that they make frequent presentations in class (34% last year)
- By their senior year, 55% of students have participated in some form of practicum, internship, field experience, co-op, or clinical assignment (46% last year)
- 38% of FY students work with peers on assignments outside of class (29% last year)

NSSE Results: Student-Faculty Interaction

- 73% of seniors at least occasionally discuss career plans with faculty (60% last year).
- 27% never talk with faculty members about career plans (40% last year)