

Tentative Agenda
University Senate
March 5, 2018

- I. Approval of tentative agenda
 - II. Approval of Minutes from February 5, 2018
 - III. Discussion with the President (S. Stanley)
 - IV. Discussion with the Provost (M. Bernstein)
 - V. Discussion with the VP for HSC (K. Kaushansky)
 - VI. UUP Report (C. Kube and K. Moriarty)
 - VII. Old Business
 - VIII. New Business
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University Senate
Minutes
February 5, 2018

I. Approval of agenda: approved.

II. Approval of minutes from December and October 2017: The December minutes were approved with a few changes to from J. Sanders which he submit in writing to the secretary.

III. President's Report (E. Feldman)

- The **President-elect**, Nancy Tomes, has been attending our Executive Committee meetings, so she becomes fully aware of the issues in the Executive Committee.
- The goal of **Club Red** is to improve both the *esprit de corps* on campus, since we tend to operate in silos and to provide us an opportunity to get to know each other in an informal way to improve faculty and staff communication. Our concern is that we only have three sponsored **Club Reds** for the spring semester. To reach our goals, **Club Red** needs to be regular, but this requires financial sponsorship which is \$1,000 per night. This has been difficult during these difficult economic times. The EC met with FSA and representatives of the food service people to discuss what we can do. President Stanley has been a strong advocate for **Club Red** and is sponsoring this Friday at 4:30 at the J Club. The Provost is sponsoring one a few weeks later.
- We have been asked to reduce the **Senate budget** by about 6% which is about \$4,000. We've been meeting with the Provost to see how we can participate in the campus wide reduction of funds without jeopardizing our mission of shared governance.
- **Awards:**
 - I want to bring to your attention the long standing chair of the Graduate Council who is not continuing. She has been on the Graduate Council for ten years and

had been their chair for five years. She is an example of the hundreds of people in the Senate behind the scenes that do the yeomen's work for the University Senate but get very little recognition. I would like to take this opportunity to recognize **Marcia Simon**. On behalf of the Executive Committee and the University Senate I want to thank you sincerely for your leadership and your work on the Graduate Council. M. Simon: People on the Council are absolutely spectacular. They are working all the time and are amongst the best and the brightest and most committed to graduate education. It's been an honor and a privilege to serve you.

- E. Feldman: We've all endured the budget cuts in the last several months on all aspects of campus. One of our own senators has been with the University for 14 years as a Senior Lecturer. He has been a member of the Senate for ten years and a member of the Undergraduate Council. On behalf of all those people who were negatively impacted by the budget problems recently at the University, I'd like to present this leadership award to **Steve Marsh** for all his work at the University and for his contribution to the University Senate. He is one of those people who was not renewed. S. Marsh: Thank you very much. This is truly a surprise. The world is a better place for Universities. The world is a better place for Stony Brook University. One of the greatest things in the last 19 years that I've actually had for being here is that I learned how wonderful it is to come to work every day and to be able to have a wonderful conversation.

IV. Discussion with the President (J. Greiman)

- Sam is at an Energy and Sustainability Conference representing SUNY at the Chancellor's request.
- **Student Affairs:** Richard Gatteau has been appointed as the Interim Vice President for Student Affairs and Dean of Students. Rick is in his 25th year working in Higher Education. He has a Bachelor's Degree in Business Administration, a Master's in Higher Ed and Student Affairs and a Ph.D. in Educational Leadership and Administration. We will be doing a broader search for a full time VP at the end of the year. Thanks to Matt Whelan for overseeing the Office of Student Affairs. He will now take on some of the tasks of Bob Megna's job.
- As a result of **SUNY 2020**, we were able to hire faculty to enhance the research portfolio, to enhance graduation rates improve advising and counseling. Our four year graduate rates reached a record high of 58.4% on the 2013 cohort which is an increase of almost 4% over last year and 11% since we made the commitment to the White House to improve on graduation rates. We have increase funding for research more than \$126M in federal research expenditures for FY17 which ties a record high from FY05. Total research expenditures is a record high of \$238M. Rich Reeder says we are on a track to continue that increase for this year.
- **Governor Cuomo's budget proposal:** The Governor composes the budget and it then goes to the legislature and an actual budget will emerge by April 1. Coumo's budget has never grown more than 2%. The key issues are protecting tax payers from the Federal

tax, investing in the middle class, and maintaining fiscal discipline. One of the biggest concerns is the loss of the State and Local tax deduction. There is a concern that local budgets will be seriously stressed as people say that they can't pay the high property taxes and can no longer deduct them. Non-higher Ed issues: He has a big piece on transportation renewal including modernization of the subway in NYC and congestion pricing for certain hours in Manhattan. There is a task force that is looking at ways to allow for pre-tax deductions to avoid this state tax deduction issue. He proposed a surcharge on opioids and then using the money for treatment and a surcharge on the gain being made by health insurers due to lower Federal taxes. The Governor put in far less for K-12 which is now is an increase of \$769M. Last year it was \$1B additional dollars. This means ever less money to SUNY and higher education. Environmental funding includes help for the North Grumman plume. There is a proposal to develop an energy storage capacity to store 1500 megawatts by 2025. There is a study to look at surrounding States that have legalized marijuana to understand the impact in NYS. There is a slight increase in the funding for Excelsior Program (this was a three-year phase-in). There is no additional funding for Higher Education and no payment for the contractual salary increases. There is support for the New York Dream Act which would provide TAP and Excelsior eligibility for Dreamers. There is maintenance of Predictable Tuition Plan that was passed last year which allows for \$200 for four years. He has proposed decreasing by \$200M for critical maintenance for the SUNY system and decreased funding for EOP. There is a requirement that there be food pantries at all campuses and Stony Brook has been used as a model. The biggest issue for SUNY is the payment of contractual salary increases. We are advocating and working with the Legislators. The President feels that employees are deserving of a salary increase. The issue is that the State used to pay for them and now does not. The Administration is working closely with CAPRA. Heather Montague is taking leading the discussion and data exchange with CAPRA. It's going to be a tough budget b/c we have had 5 years of an increase of \$300 per year in tuition which brings in about \$4M. Now we have four years of a \$200 increase that brings in about \$2-3M. Our revenue comes from state allocation and tuition. Tuition for students with Excelsior freezes at the level of when they enter the program. We are still covering the TAP gap which goes back to the beginning of SUNY 2020 and it costs us this year \$7.6M. In many states you see that when the state reduces funding and does not pay for the contractual salaries increases, the state has reduced funding. These states then increase tuition. While that's not great for our students, it does help with the budget. We are among the universities in the AAU with the lowest tuition. The biggest number to remember is the contractual salary increases which are not support by the state. We used most of our reserves (about \$19M) to cover the deficit for FY16/17. We are projecting \$18 M deficit and it assumes a retro payment for last year. When the contract settles in June we have two years of retro pay. For the 2% increase, we will find a way.

M. Azzimonti Renzo: How many new students will you need to improve the budget? J.

Greiman: Tuition does not cover the cost of educating a NYS student. Every institution across

the country is seeing a decline in applications due to our immigration policies. Increased enrollment helps the budget to an extent, but it creates other issues like classroom space.

K. Moriarty: When you talk about the retro, you make reference to the amount \$18M. Is that just UUP or is that all of the unions on campus? J. Greiman: I think it's just UUP. Let me get back to you.

J. Sanders: At the last meeting, I asked you about the one student who was missing last year, and I asked if the President called the father of this student. You said you'd check and get back to me. J. Greiman: I'll have to do that. I am very concerned about the news around the swimming coach. Rumors about her swirled for much of the fall at a time when we are worried about harassment and the way our students are being treated. The Athletics Department may have done a very good thing, but they communicated it badly in a delayed fashion. Apparently this woman was, depending on how you define it, "not renewed" on a Friday or "fired".

Students went to the Athletic Department on Monday to find out what was going on and were told to go to the Public Relations Office who refused to talk to them. There was not news put out until Thursday. So the main means of communication at this University for almost a week was rumor and innuendo, not truth telling which goes against the spirit of the University. Do you or Shawn want to talk about that? S. Heibron: We don't comment on personnel matters. We made a change, period.

J. Sanders: I'm not interested in the personnel part of it, Shawn. I'm interested in you saying that we are embarking on new culture. The fact that there was no one to talk to students is wrong. That there were 6 days before there was public information was wrong. J. Greiman: Are you talking about the team members or the student media? J. Sanders: I'm talking about the student community that learns things as we do through the student media. J. Greiman: So you're not talking about the swim team members. J. Sanders: However many of them remain. J. Greiman: Because, as you know, we don't discuss personnel matters. We can't because of law and contracts. J. Sanders: Next Wednesday there is going to be a #Metoo march on campus. We have learned of late that the worst thing you can do in an atmosphere of harassment is not be forthcoming in telling the truth about things that have gone on. I want to know about the millions of dollars that were paid out to settle cases on this campus. How long ago did it happen? I don't care about the cases *per se*, I want the context. How long ago did it happen? How many more cases are pending? How much do you think it will potentially cost the University? J. Greiman: Again, we take very seriously issues about harassment and personnel misconduct. We have processes around those issues and we follow them. Issues related to settlements are in the context of all lawsuits. They go through a process where the General Counsel works with the Attorney General and then the Attorney General makes recommendations to settle a case. I don't have the numbers of the three cases that were settled in the hospital. J. Sanders: Could you find out for us? J. Greiman: I can find out what I can find out. We have robust processes around Title IX issues. We follow those processes. We have had a bump in reporting as you might expect over the past few months. N. Goodman: The search for the VP for the Dean of Students has been postponed. Why are we postponing it? J. Greiman: President Stanley made the decision that this area needs some stability right now. N. Goodman: Searches processes take a long time. J. Greiman: There is no rush.

V. Discussion with the Provost (M. Bernstein)

- The **COACHE Survey** (Coalition on Academic Careers and Higher Education) is produced by the Graduate School of Education at Harvard who conducts surveys of faculty across many universities across the country. SUNY Central arranged for COACHE to survey SUNY colleges. Led by Dr. Stella Tsirka, the Vice Provost for Faculty Affairs, and Braden Hosch, we are now analyzing the data from that survey and will be discussing these results on an ongoing basis. Our results are compared with other peer institutions. The Provost's website posts some of the results. Faculty expressed a need for greater involvement in mentoring and leadership initiatives, expressed concerns about parental leave and dependent leave accommodations, better definitions and descriptions of career paths for non-tenure track colleagues, and finally an expression concern about a lack of transparency and confidence in senior leadership at the institution. Areas of overall positive impressions include very strong feelings about the strength of unit leadership, departmental leadership, area leadership within colleges and schools that don't have departments, an appreciation of faculty colleagues, an appreciation for the high quality of graduate and professional students at the institution relative to peers and an appreciation of the health benefits that's made available to the faculty through the system. Working groups are currently being formed and stewarded through my office to address the areas of concern that surfaced in the survey.
- **Budget process:** The Provost's Office has been having mid-year condition reports about the budget with academic leadership of the major academic units. These condition reports are essential for our understanding of how the budget is evolving this year, where we can anticipate closing out the year and in what condition it is at the end of June. About a week ago, all Deans (East and West Campus) met to have a budget update from Heather Montague, the Senior Budget Officer in the Provost's Office. We shared some information with Deans and we encouraged them to share this information with their constituencies in their schools and colleges. Heather and John Reilly have been meeting with CAPRA to keep them apprised. For the first time we have started a series of conversations with all of our units about zero base budgeting which includes the state allocation, the next year's projected allocation for IDC, the indirect cost return on grants and contracts if any, and how does the rest of the budget get built up, given all of the expenses, faculty, staff, operations. How are we going to build up the budget and see where you are going to close FY 18/19? This has never been done before. It led to a lot of interesting conversations for leadership in the units as well as for us in the Provost's Office. This will be a part of the regular budget process each year. In the middle of the academic year, we look at how we are doing this year and start to project for the next year. The immediate goal is to stabilize every budget which is to say get to a balanced close as best we can June 30th, 2018.

M. Aronoff: Will all the data be available from the COACHE survey be available? S. Tsirka: Some of the data they have sent to us will be up on the website. Other data is protected by the COACHE surveyors. M. Aronoff: Will it be made available publicly or only to the faculty groups? S. Tsirka: It will be on the Provost's web site and available to the campus.

L. Pesce Ibarra: Are you expecting each department to come up with an economic five-year plan? M. Bernstein: Each college, school and center that report to our office. The Provost's Office is dealing with the Deans and center directors and their senior budget officers.

J. Sanders: Given the diminution of resources here, are you changing the mandates, pressure, muscling that you are putting on the Deans to get out there and raise money to change their mix of how they spend their time? A lot of Universities mandate the Deans spend 80-90% of their time raising money and I get the feeling that some of our Deans are not doing that. M. Bernstein: I am always reluctant to describe my relationship with the Deans as one of muscling. I am always eager to engage with the Deans about their efforts with resource development and advancement. Deans work in different universes and in different units and they allocate different percentages of their time to their various tasks. I think all of the Deans are focused in particular on strengthening our ties with alumni.

VI. Discussion with the VP for Health Sciences (K. Kaushansky)

- **School of Pharmacy:** I visited the accrediting body in Chicago last Friday to argue that we should be granted pre-accreditation status and be allowed to enroll students in this School. Three days ago, we were granted pre-accreditation status so we are allowed to advertise "Come to the Stony Brook School of Pharmacy".
- The School of **Social Welfare** is going through their accreditation visit on Tuesday and Wednesday. They are also undergoing a facelift and remodeling.
- Dr. Craig Lehmann, Dean of the **School of Health Technology and Management**, has gone on sabbatical. During the time he is away, I have appointed Dr. Carlos Vidal, one of our Associate Deans in the School, to assume the Interim Dean role. We are going to launch a search for a new Dean of the School of Health Technology and Management over the next few months.
- There was a lot of difficulties surrounding the suspension of enrollment in the baccalaureate degree in **Athletic Training Program**, but working to create a Master's in Athletic Training. The baccalaureate program that was budgetarily challenged but we believe that there are enough interest in a Master's Degree that that would be successful.
- The **School of Nursing** has been highly ranked in distance education for our Baccalaureate Program. Dean Xippolitos announced her retirement, but has agreed to serve until we find a replacement. A search will begin shortly.
- The **School of Medicine** will be going through our accreditation in about 14 months. During the planning process one vital element of the accrediting body is that they really listen to our students. I just received a report this morning from the Student Committee that is overseeing the evaluation from the student's perspective of our responsiveness, our curriculum, etc. The student response rate was remarkable, close to 90%. They had some issues with communication of the curricular changes. They liked the diversity in our student and faculty body. They had some gripes about the hours in the Library and having adequate study time and space.
- Work is progressing on the **MART building**. In the fall we are going to have a diversity meet and greet in the area outside of the new auditorium.

- The **University Hospital** has been extremely busy. You may have read in the Times yesterday about complaints about overcrowding. We have 603 bed hospital and there are 652 patients in the hospital about three weeks ago. It speaks to the influenza problem that we are facing in the country and in the region but it also speaks to the fact that University Hospital is the hospital of choice for most of Suffolk County.

N. Goodman: Can you give us an update on the effects of ACA? K. Kaushansky: One element of the ACA that is acting to add cumulative paper cuts or minor hemorrhages in DSRIP cuts which the ACA dialed in as a way to reduce costs. Every year for the last six years the cuts had been postponed and we are hopeful it will be postponed again. The rate of reimbursement for Medicaid has not been increased in ten years. Medicare reimbursement is stagnant. Last year we were hammered by \$7M cut to our DSH funding in the hospital. The Executive budget always takes away our support, but the legislators usually put it back.

E. Feldman: During the search for the Dean of Social Welfare, we talked about increasing faculty lines, especially research lines, in preparation for this site visit. Has this been done? K.

Kaushansky: Jackie has been able to recruit some really spectacular researchers into the School of Social Welfare.

VII. UUP Report (C. Kube and K. Moriarty)

- K. Moriarty: There will be a workshop on Thursday on unionization. There will be a general assembly meeting on March 7. We need members to help us with the unionization aspects that we support here on campus and throughout the state.
- C. Kube: There is talk at the executive level between the chief negotiator and they are basically down two big items that need to be hammered out and that is the Statutory Family Leave provision which the Governor is willing to give to the public sector employees. It was originally passed but only for private sector companies. The other is compensation. The Five 2's are locked in and they should be retroactive. The negotiations are moving slowly.

M. Aronoff: Can you explain what five 2's are? C. Kube: Across the board raises would be 2% each year of the contract. Our contract ended in July 2016. The first two "2's" would be retroactive to this date.

VIII: Old Business: No old business.

XI. New Business: J. Sanders: This regards our fine people in the Parking Services. In the business of regulation and safety, they often issue us parking tickets. Last Tuesday when there was a snow storm, they inadequately cleaned the snow where we all park except for those in the garages. It was unsafe. People could have gotten hurt. I propose that the University Senate fine the Parking Authority by the number of cars. To it easy, let's just annul all of the tickets from last week. If they can fine us, why can't we fine them?

E. Feldman: Is there discussion around this new item?

M. Aronoff: People are being very bureaucratic. Maybe Judy can have some influence here. Somebody needs to tell these people to have some sense that when there is a snow storm, when there are no parking spaces, they should maybe go easy. In this particular case, it really is detrimental to the atmosphere and the social functioning of this University for these people not to be given any instruction whatsoever on how to go easy under the wrong circumstances. M. Whelan: I will look into where and how many. E. Feldman: The Senate works in standing committees. The standing committee whose responsibility is to look into parking issues is the University Affairs committee. May I suggest, Professor Sanders, that you bring your concerns to the University Affairs Committee? J. Sanders: I'm maybe too shy to do that. E. Feldman: Pam Wolkskill is the Chair of that committee. F. Walter: On the days when we get a major snow storm and classes are cancelled, unless the Governor closes the university, everyone is required to show up. Even on days when the Governor says stay off the roads and the County Executive says it's unsafe to be on the roads, staff are required to come into work or will give up a vacation day. That is absurd and something should be done about it.

Meeting adjourned at 4:50.

Submitted by:
Laurie Cullen, Secretary