

MINUTES

Meeting of the Hunter College Senate

4 October 2023

The 680th meeting of the Hunter College Senate convened at 3:57 PM in HW 714.

Presiding: Sarah Chinn, Chair

Attendance: The elected members of the Senate with the exception of those marked absent in Appendix I.

Alternate Senators were formally seated in accordance with the procedures approved by the Senate for in-person meetings, and they were enabled to vote using iClicker.

**Report by
the Acting
Provost and
Acting Vice
President for
Administration:**

Chair Chinn invited Dr. Manoj Pardasani, Acting Provost and Vice President of Academic Affairs, Gustavo Ordonez, Acting Vice President for Administration, and Galia Galansky, Assistant Vice President of Human Resources, to report. Their reports are in Appendix II.

**Report by the
Administrative
Committee:**

a) Approved Curriculum Changes

The following curriculum changes as listed in the attached reports Part I and II dated 4 October 2023 have been approved as per Senate resolution and are submitted for the Senate's information. Items: GS-1562 Physical Therapy (Change in courses), GS-1563 Physical Therapy (New courses), GS-1567 Physical Therapy (Change in degree program), GS-1565 Nursing (New degree program), GS-1566 Nursing (New courses), US-2531 Political Science (Change in course), US-2532 Art & Art History (New course), US-2533 Film & Media (Change in course), GS-1568 Special Education (New courses), GS-1569 Special Education (Change in courses), GS-1570 Special Education (New degree program), and GS-1571 Special Education (New degree program).

b) Special Senate Election for Vacant At-large Seats

In accordance with Article IV, 2H i & ii of the Charter for a Governance of Hunter College, the Administrative Committee is presenting the names of all nominees received to date:

Student: Aysha Khan (Psychology)

It was moved that the Secretary be instructed to cast a single ballot in favor of the nominee. The motion carried by voice vote without dissent.

c) Election of Committee Chairs

Chair Chinn informed that the election for Nominating Committee Chair is postponed until the next Senate meeting.

d) Reminder: Election of Ombuds Officer

Chair Chinn reminded the body that the Senate Office is accepting nominations for the College Ombuds Officer position. Nominations must be received by 12 October. The election will be held on 18 October at the Senate meeting. The timeline and more information will be available in the News Bulletin distributed by email later this week.

Committee

Report:

Nominating Committee

On behalf of the Nominating Committee, Chair Chinn presented a report.

The Nominating Committee is submitting the following nominations for seats currently vacant on Senate Committees:

1. UNDERGRADUATE ACADEMIC REQUIREMENTS COMMITTEE

Faculty from Nursing, Health Professions,

Urban Public Health:

Mary Belmont (Nursing)

2. COMMITTEE ON STUDENT SUCCESS:

Student:

Catherine Pierce

Ariadna Pavlidis-Sanchez

Lorraine Santana

Student Alternate:

Daniel Cronin

3. COMMITTEE ON ACADEMIC FREEDOM

Faculty from Education:

Markus Bidell (Educational Foundations)

4. COMMITTEE ON ACADEMIC ASSESSMENT & EVALUATION

Faculty Alternate:

Ellen M. McCabe (Nursing)

5. GENERAL EDUCATION REQUIREMENTS APPEALS COMMITTEE

Faculty:

Ellen McCabe (Nursing)

6. COMMITTEE ON THE LIBRARY

Faculty from Education:

Peggy Chen (Educational Foundations)

It was moved that the Secretary be instructed to cast a single ballot in favor of the nominees.
The motion carried by voice vote without dissent.

Joint Report by Undergraduate Course of Study Committee and Graduate Course of Study & Academic Requirements Committee

Chair Chinn called on Professor Jeanne Weiler, co-Chair of the Undergraduate Course of Study Committee, and Professor Peggy Chen, co-Chair of the Graduate Course of Study & Academic Requirements Committee, to report.

Professor Weiler said the following:

“Good afternoon, everybody. I am Jeanne Weiler, co-Chair of the Undergraduate Course of Study Committee. These are my colleagues, Professor Peggy Chen who is the co-Chair of the Graduate Course of Study and Academic Requirements Committee along with Professor Jess Hardie and Professor Stefan Schlussman, who is the co-Chair of the Undergraduate Course of Study. I am reporting on the updating of this manual right here which can be found on the Senate website. It is called the Procedures for Preparing and Submitting Curriculum Proposals and Resolutions for College Approval. The document lays out instructions for preparing and submitting curriculum proposals related to changes or the creation of courses, programs, degree programs, or other curricular and non-curricular matters.

“The Procedures manual was updated last time in 2018. Since then, there have been a few changes that we are incorporating. There are basically four updates. First is updated information on the CUNY curricular approval process. We now have the Academic University Report which Lara submits proposals to that have been approved. So, that has been a big change. We have also updated the curriculum proposal forms which include more specific information on adding modes of instruction to new or existing courses. We have also revised a form for submitting courses to the new Pluralism and Diversity requirement that

was approved last Spring which will be going out soon. We also are in discussion about updating our consultation statement between departments on curriculum proposal forms. So, we plan to have a final version of the document to present to the Senate in November. Those are the four changes.”

Committee on Student Success

Chair Chinn invited Professor Michelle Liu, Economics and Accounting, and Joseph Fantozzi, Assistant Vice President for Student Affairs (Interim), co-Chairs of the Committee on Student Success, to give a report about the committee’s work and present a revised charge of the committee.

Mr. Fantozzi said the following:

“Good afternoon, everyone. My name is Joseph Fantozzi. I have the pleasure of co-chairing the Student Success Committee. You will be delighted to know that this update will be relatively brief. We have met one time as a group, and we wanted to provide a couple of updates and vote on a change in the Charge.

“The committee was originally formed as we were returning to campus coming out of COVID with the intention to focus on student success, particularly in areas that were directly impacting students such as advising, mental health issues, and also issues surrounding academic integrity that for a variety of reasons, have come up with remote learning. So, this was the original charge of this committee. You can argue that student success is everything that we do, everyone in this room, every aspect of what we do on a day-to-day basis. So, this is obviously an incredibly broad topic. We, as a committee, decided that we are going to narrow down the focus to focus exclusively, at least for this semester on issues surrounding academic integrity. I am going to turn it over to my co-Chair to explain a little bit about what that means.”

Professor Liu said the following:

“Hi, everyone. My name is Michelle Liu, and I am a professor in the Department of Economics and Accounting. I wanted to update you on two things that the committee is talking about, and then a third thing is kind of a suggestion. So, this is the Committee on Student Success. We had a record number of students attend the meeting and give us their feedback. There were two main issues that they raised. First, they thought that perhaps we could suggest some additional language in the syllabus that is a little bit more positive and forward-looking, and that the language comes from other students since students tend to believe when other students talk to them about academic integrity. It could be something as simple as saying to students: if you are unsure whether, for example Chat GPT constitutes an academic integrity violation, ask the professor before the due date instead of submitting it after the due date and seeing what happens. So, that was the first suggestion. We do think that consulting with the students could probably get some language together in the next three to four weeks in time for the report. Another suggestion that the students felt strongly about was to have a short quiz or a little electronic academic integrity module that would be presented for students that are entering Hunter for the first time. It could be something very short, maybe five questions or ten questions. We think that possibly this could be a very easy to implement idea if we did it on Qualtrics, for example, and do a simple version at first, and then add some bells and whistles later. We think this probably could be doable maybe in six weeks or eight weeks. So, those were the two main ideas that came out of our discussions. Then, kind of a third suggestion was this idea that came from several students who expressed frustration that when they talked to different faculty members, each faculty member's idea of what constitutes a violation differs, sometimes even within the same department. So, it can be confusing for students to know what to do. So, it might be good to ask if faculty would voluntarily put an example on their syllabus, saying, “I consider Chat GPT to be okay to use”, or “I do not consider Chat GPT to be okay to use in my course”. That way, it is very proactive, and it still allows each faculty member to have their own academic freedom to determine what they consider to be a violation in their class. But I think, most importantly, it opens the line of communication between the faculty and the student to understand what the faculty member is thinking and what is appropriate and not appropriate. So, this would not be a mandate. This would be a suggestion, and we would hope that faculty would think about it and voluntarily do something to that extent to open the doors of communication. So, those are the three issues that we have been discussing. We hope to have this all in the report by the end of this Fall semester.

“So, we are revising the Charge. This charge came out of the needs of COVID-19, and it addressed many different areas: advising, mental health, success in coursework. They are all important; however; given our limited timeframe, we were thinking about what we could accomplish in the next four to five weeks that could really make a difference. So, we want to narrow the charge to academic integrity right now.”

Revised Charges to the Select Committee on Student Success in the Transition out of COVID-19 Emergency

Resolved that, starting this Spring, the Select Committee on Student Success study the challenges facing undergraduate students as we move out of the COVID-19 emergency, ~~including those related to success in course work, timely program planning (advising), and mental health.~~ While the Committee recognizes the importance of success in course work, timely program planning (advising), and mental health. Given the timeline, the Committee will consider and make recommendations concerning how to increase student awareness and commitment to the values of academic integrity.

The committee will report to the Senate by the end of Fall 2023, making any recommendations it deems appropriate. The Committee will consult other Senate committees as needed.

~~Resolved that the Select Committee on Student Success, in consultation with UCSC and GCSARC, and appropriate administrative offices, consider and make recommendations by the end of Fall 2023 concerning how to increase student awareness and commitment to the values of academic integrity.~~

There was a revision to clarify the language of the Charge as follows:

Given the timeline and ~~While the Committee recognizes the importance of success in course work, timely program planning (advising), and mental health.~~ Given the timeline, the Committee will consider and make recommendations concerning how to increase student awareness and commitment to the values of academic integrity.

There was a revision of the Charge as follows:

Resolved that, ~~starting this Spring,~~ the Select Committee on Student Success study the challenges facing undergraduate students as we move out of the COVID-19 emergency, ~~including those related to success in course work, timely program planning (advising), and mental health.~~

There was a revision of the Charge as follows:

Resolved that, ~~starting this Spring,~~ the Select Committee on Student Success study the challenges facing ~~undergraduate~~ students as we move out of the COVID-19 emergency, ~~including those related to success in course work, timely program planning (advising), and mental health.~~

The question was called and carried.

The Revised Charges to the Select Committee on Student Success as revised were approved.

The meeting was adjourned at 4:46 PM.

Respectfully submitted,

Sarah Jeninsky
Secretary

APPENDIX I

The following attendance was noted from the meeting

(A) =Alternate, A=Attended, X=Absent, E=Excused

Faculty					
AFPRL	Anthony Browne	X	Mathematics & Statistics	Sandra Clarkson	A
	Milagros Denis-Rosario	(A) A			0
	Lázaro Lima	(A) X		Robert Thompson	(A) X
Anthropology	Jackie Brown	A	Medical Laboratory Sciences	Barry Cherkas	(A) X
	Stephanie Levy	(A) X		Chad Euler	X
	Milena Shattuck	(A) A		Steven Einheber	(A) X
Art & Art History	Itam Uchenna	A	Music	Muktar Mahajan	(A) X
	Chitra Ganesh	X		Michele Cabrini	A
	Emily Braun	(A) X		L. Poundie Burstein	(A) X
Biological Sciences	A. K. Burns	(A) X	School of Nursing		(A)
	Ben Ortiz	A		William Samuels	A
	Jesus Angulo	A			0
Chemistry	Paul Feinstein	(A) X	Philosophy	Stephen Yermal	A
	Carmen Melendez	(A) X		Deidre O'Flaherty	(A) X
	Gabriela Smeureanu	A		Laura Keating	A
Classical & Oriental Studies	Nancy Greenbaum	(A) X	Physics & Astronomy	Daniel Harris	(A) X
	Brian Zeglis	(A) X		Omar Dahbour	(A) A
	Nadya Kobko-Litskevitch	X		Kelle Cruz	X
Computer Science	Yasha Klots	A	Political Science	Yuhang Ren	(A) X
	Lawrence Kowerski	(A) X		Ying-Chih Chen	(A) X
	Doron Friedman	(A) X		Lina Newton	X
Curriculum & Teaching	Raj Korpan	A	Psychology	Charles Tien	(A) X
	Saptarshi Debroy	(A) X		Michael Lee	(A) X
	William Sakas	(A) X		Roseanne Flores	A
Dance	Edgar Troudt	A	Physical Therapy	Darlene DeFour	A
	Stephen Demeo	X		Glenn E Schafe	(A) X
	Maverick Zhang	(A) A		Peter Serrano	(A) X
Economics	Tim Farnsworth	X	Romance Languages	Jaya Rachwani	A
	Maura Donohue	A		Milo Lipovac	(A) X
	Ana Nery Fragoso	(A) X		Chad Woodard	(A) X
Educational Foundations & Cou	David Capps	(A) X	School of Social Work	Magdalena Perkowska	X
	Tim Goodspeed	X		Monica Calabritto	(A) A
	Michelle Liu	A		Julie Van Peteghem	(A) X
English	Kenneth McLaughlin	(A) X	Sociology	Jonathan Prince	A
	Avi Liveson	(A) X		George Patterson	X
	Sarah Bonner	X		Marina Lalayants	(A) X
Film & Media Studies	Jeanne Weiler	(A) A	Special Education	Keith Chan	(A) X
	John Keegan	(A) A		Mark Halling	A
	Sarah Chinn	A		Mike Benediktsson	(A) X
Geography & Environmental Sci	Angie Reyes	A	SLPA	Michaela Soyer	(A) X
	Mark Miller	A		Salvador Ruiz	X
	Janet Neary	(A) A		Melissa Jackson	(A) X
German	Larry Shore	A	Theatre	Kathryn Furlong	(A) A
				Donald Vogel	A
	Tami Gold	(A) X		Nancy Eng	(A) A
History	Gustavo Mercado	(A) X	Urban Policy and Planning	JungMoon Hyun	(A) A
	William Solecki	X		Louisa Thompson	X
	Sun Shipeng	(A) A			0
Library		(A)	Nutrition and Public Health*	Claudia Orenstein	(A) A
	Christina Mekonen	A		Lily Baum Pollans	A
	Elke Nicolai	(A) A		Victoria Johnson	(A) X
Mathematics & Statistics	Aine Zimmerman	(A) E	Women & Gender Studies	vacant	(A)
	D'Weston Haywood	X		Susan Cardenas	A
	Manu Bhagavan	(A) X		Khursheed Navder	(A) A
Medical Laboratory Sciences	Aaron Welt	X	Music	Steven Trasino	(A) X
	Iris Finkel	A		Jennifer Gaboury	X
	Ajatshatru Pathak	A		Catherine Raissiguier	(A) X
Music	Mee' Len Hom	(A) A	School of Nursing	Rupal Oza	(A) X
		(A)			

Students

Nicole Palmetto	A
Umar Faruque	X
Ariadna Pavlidis-Sanchez	A
Nicole Palmetto	X
Ronette Johnson	X
Olivia Massey	X
Lorraine Santana	X
Jacob Appet	X
Christopher Orzech	X
Ermina Chowdhury	A
Ayanna Wiltshire	X
Viet Thanh Phan	A
Nourhan Ibrahim	X
Veronica Witkowski	X

At-Large, Lecturers and Part-Time Faculty

Student Services	Burhan Siddiqui	X
	Luis Roldan	(A) X
Library	Jocelyn Berger-Barera	A
English	Donna Paparella	X
Psychology	Stefan Schlussman	A
Social Work	James Mandiberg	X
Medical Lab Science	Hongxing Li	X
Religion	Wendy Raver	X
Political Science	Rosa Squillacote	X
	0 vacant	
Special Education	Gina Riley	A
	0 vacant	
THHP	Sarah Jeninsky	A
Art & Art History	Peter Dudek	X

Ex-Officio

President, USG	Bushir Juwara	X
Vice President, GSA		0
President Alumni Association	Elizabeth Wilson-Anstey	X
President, HEO Forum	Denise Lucena-Jerez	A
President, CLT Council	Amy Jeu	X

ADMINISTRATION

Senators:		
HEO/CLA Representative	Irina Ostrozhnyuk	A
Vice President for Student Affairs	Eija Ayravainen	A
Provost	Manoj Pardasani	A
Dean, School of Arts & Sciences	Andrew Polsky	A
Dean of Education	Jennifer Tuten	A
Alternate Senators (3):		
Dean of Social Work	Mary Cavanaugh	X
General Counsel & Dean of Faculty		0
Dean of Nursing	Ann Marie Mauro	X

APPENDIX II

Dr. Manoj Pardasani, Acting Provost and Vice President of Academic Affairs

“Good afternoon, everyone. I was invited to speak about the issues regarding staffing across the college. To start it off, the structural deficit that CUNY envision as a CUNY system still stands. That has not come down and is not expected to at this time. As a result, all the colleges within CUNY were asked to put funds in reserve. Every college was indicated a certain summon, and you have to put it in reserve funding, and you cannot use it. In effect, those funds are not always available to us, at least at this time, unless some situation on the ground changes. Last year, when this first came about in 2022, we were asked to put about \$4.5 million in reserve. Then, last Spring we were asked to add an additional 5% or about \$9.5 million in a reserve fund that we cannot use at this time.

“In addition to that, CUNY reinstituted the Vacancy Review Board process, as you probably all heard, called the VRB. I am going to invite one of my colleagues to tell you a little bit about how that process works that has not changed since the Spring. It is continuing but I think our Assistant Vice President of HR who works closely with the VRB here and in CUNY can tell you a little bit about the timelines and the challenges we face. Having said that, we are keen to keep moving forward. We have a new President. We have a new Vice President. We want to make sure that Hunter comes first. We have established an internal VRB that really is the first step to look at everything from a strategic perspective and make sure that needs are being met, but again, within the constraints that we are facing. Last Spring when it came to hires, faculty hires were prioritized, and we did very well. We ended up with over 80 full-time faculty members that were hired. I think almost 70 started this Fall, and another few will start in the Spring semester of 2024. Then, a few more in the Fall of next year. So, we are very lucky. This is transformative for our college; for a long time we have not had such a huge influx of new faculty. So, we are really looking forward to that, and how that enriches our college, our curriculum, our student experience, and so on.

“However, as a result of focusing on that, we did not focus as closely on other needs. So, someone who is not a backbencher here, Vice President of Student Services, has been an incredible advocate for student services. They lost numerous positions in very critical areas which are essential. We have one of the largest incoming bodies of students, and we want to keep our enrollment high. If we are going to be student centered, we also have to provide the experiences that students need, the support and the resources, and we are committed to that. Similar to that, as the Vice President for Administration and Operations shared facilities, public safety, and so on, are also important. Then, we have Institutional Advancement, the Office of Finance, Human Resources. All these areas we need to hire for, and we are doing that. I work with the Deans and Chairs and know that academic departments are waiting to hire administrative assistance that they have lost. In the last two weeks we made progress. Some of those departments have been approved for administrative assistants. It is really a challenging time because we are trying to make it transparent, fair and equitable but also understand that there are competing needs and how we prioritize it. We meet weekly as an internal VRB. We work closely with all the Deans and the Chairs, and my colleagues work with their departments to bring up the areas that we need. In the last two or three weeks, we have made significant progress in approving multiple, and I am talking about more than two dozen positions in one area, another two dozen positions in another area. And, we are still working on it. Similarly, Academic Affairs units need administrative assistance. We need lab technicians. Then, there is also constantly faculty retire or faculty lead for other opportunities, and we have to think about departments. Many of our departments are accredited. They have accreditation requirements of how many full-time faculty. So, we are really keenly aware of that. We are doing our best. We are really trying. I appreciate your patience. I understand your frustration. I have to say your Deans and Chairs are incredible advocates for the needs that you have. They constantly remind me. I had a meeting today for two other issues but the meetings turned into the needs of the department. So, I am keenly aware of that. We are working on that. So, please bear with us. Administrative assistance is a priority area, and we are trying our best to get it done. It is hard. There are departments that have no administrative assistant. Then, there are other departments that are used to two, and they want both. How do you prioritize? Should everyone have one? Should we share? Nobody wants to share. Sometimes it is hard to do but we are going to make sure that people are supported and resources are made available within reason. Once we approve a position, it then goes into another realm. I am inviting Galia Galansky, our Assistant Vice President of HR to explain to you how that realm works. Thank you very much.”

Gustavo Ordonez, Acting Vice President for Administration

“Thank you for having me. This is my first time here. I am very excited. There were some particular questions about capital projects with respect to the elevators. I will tell you that I am not just the Vice President. I am also a client. I have been stuck in the elevators twice myself. I am as frustrated as you are, and I will have some good news and some better news when I tell you about the projects that are coming down the pipeline. But let me tell you about the projects that we have right now. We have \$73.2 million of

infrastructure projects that are in some state of progress. You know about the West Plaza. You know about the West Terrace. All those projects are aimed to do a number of things. The West Plaza, for example, is not just a pretty plaza. We are waterproofing that entire area, so the water does not actually filter and penetrate into B1, B2 and B3 levels of the West building. It is a big problem. Part of that \$73 million is a \$14 million upgrade renovation of the 2nd floor of the Library, for example. You might have known, a year ago we reopened the 5th floor. It is sort of a continuation of that process. It has to be done in stages. One of the most complex things to do is capital work on buildings that never close on operations that never cease. So, it is a challenge but we have to adapt to it, and we are getting much nicer renovations and facilities for it.

“Some people have some specific questions on capital projects, especially those that affect us tremendously, for example the MTA renovation of the subway station right on the 68th Street. They have renovated the staircase on the North West corner of 68th Street, right next to Thomas Hunter Hall. That is already done. They have opened a brand-new entrance on Lexington Ave between 68th and 69th Street. I take the subway. It is unbelievable how helpful that entrance is. 69th Street southbound will have its own entrance on the South West corner of Thomas Hunter Hall. That will open in Spring of 2024. They are going bonkers. They are going very fast. I wish we could go as fast. They are spending a lot more money than us because they have three shifts. Its infrastructure not only affects us, it affects the entire area. Our subway entrance of our East building, as you might have noticed, is closed. They are not renovating our East building entrance, but they need to close it in order to finish their renovations into the other entrance where they are putting in an elevator going from the ground floor towards the mezzanine level. Our staircase will open in December 2024. They will open that entrance at the same time, and that will complete the six entrances that will have access to the subway station in conjunction with ADA accessibility between the ground floor, mezzanine floor and two separate elevators from there to the south and northbound platforms. I know we are living through a construction area everywhere. Believe it when I tell you that it is going to have an unbelievable impact on how we commute to work.

“West Plaza. As some of you have seen it, we have put in a complete renovation of that terrace, and we now opened it to the public and all that is remaining is putting glass all around it. The renderings are beautiful. So, that is going to be open in January of 2024. The West Plaza project is not completed, even though we opened. We had to open it because the MTA needed to close our East entrance, and we needed at least two entrances open. So, we opened it temporarily. It does not have the final hand rails. It is going to be glass all around. It is going to be quite beautiful, as well. So, we are looking forward to that.

“I know that people ask about bottle fillers, so I will tell you about bottle fillers. Something similar to what Manoj is going to say in terms of staffing. I think someone in an email acknowledged how little staff we have. We lost a number of staff in the past three, four, five years that we have not replaced. We are working on that. Thank you, senior management, Livia and Galia.

“We are scoping capital projects. There are 80 of them. Let me tell you about what is coming up next, which is about \$139 million of capital improvements, all the infrastructure. These are all brand new projects that are starting right now, literally last week, this week. There are projects that are going to address, for example, roofs. Sexy as roofs can be, we need to stop the water from coming. In the West building, for example, we have leaks literally as you cross the third floor to the cafeteria. There is a leak by the staircases. It is because some of those lower roofs in the West building have not been touched since 1986 when the building was completed. That is going to be addressed. We are also going to address a leak that is happening and has damaged the B3 and the gym. We actually managed to write that scope into the project because it is related. The floor got damaged because of the leak. It also leaks because of the first-floor cafeteria space. That will be taken care of. It is actually very exciting because we are going to be able to have a brand new floor and roof. We are not going to have issues. Literally when it rains, I have facility people running with buckets because we know where the leaks are coming from. It is embarrassing, but that is the reality.

“This \$139 million of infrastructure will include elevators. I know it cannot come soon enough. We are actually working on splitting our repair contract into two repair contracts, so we have double the repair crews here. I literally get a report almost every day of what elements are down, then we rush to fix them. So, that repairing maintenance is what we do until we get brand new elevators. I know people are frustrated because three or four years ago, there was a huge capital project to address the elevators in the North building that did not go very well. So, we are spending more money to figure out what went wrong. We are spending \$10 million on new elevators in the West building and freight elevators. So, elevators is one of the huge infrastructure projects that we are undergoing. \$30 million is also going to Thomas Hunter Hall as phase one of a complete HVAC infrastructure renovation of that entire building. It is going to be a multi-year project that will be the most costly because we are going to put state-of-the-art HVAC in the roof. We are going to go top-down to renovate all of the infrastructure and all the vertical and horizontal circulation. \$55 million renovation of the auditorium in the North building is very needed. It is going to have a huge impact and also HVAC feasibility study for the entire North building to have a multi-year multi-phase upgrade of the HVAC in that building. I do not have

to tell you that there is no central air conditioner in that building. In the summer, you see all the window units. It is not like the West and East buildings. The idea is to completely renovate that building. It is going to take multi years, but we have to start. CUNY has

Minutes

Page 7261

Meeting of the Hunter College Senate 4 October 2023

finally paid attention and is giving us all this capital to do all these things. There is actually more coming down the pipeline because now CUNY is paying a lot more attention to our infrastructure needs. I came from CUNY the capital office at PCM, and for me, this is very exciting. I do not know how I am going to do with all these projects. I do not have enough people, but that is a great headache to have. So, I am very excited about that.

“Someone also had a question about Archibus, our work order system. We actually have two separate work order systems. We have one for facilities, Archibus, which is now 2023 Point 4 version. It was just upgraded. We also have Service Now. I do not know if you are aware of this but if you have an IT issue, there is a separate work order system. The reason why these work order systems are very good, at least for management, because it allows us to know how long a ticket is taken to be addressed which we did not have the capability to see before as managers. That is important because people would put tickets into Archibus, and they would go into the rabbit hole, and nothing would happen, no accountability. So, hopefully that stops with this new system. But we need to train people, and we have not done a good job at that. So, in the next few weeks, I will be sending an email to work with the Provost Office to provide data training for both systems and then provide the people that you can call if you have any questions for both of them. The very powerful Archibus is not only a work ticket system, but also our facility inventory data system. It is something that we are in the process of updating, too. That is my report. I will take questions if there are any.”

Galia Galansky, Assistant Vice President of Human Resources

“Thanks for having me. I am happy to talk about the Vacancy Review Board. Like our Provost mentioned, we have an internal VRB that reviews and discusses all of our personnel actions. That is a group that now meets regularly under our new President and is very effective in terms of hearing needs across the college and trying to the best of our ability with our limited resources to decide how to staff appropriately. Then, there is a whole other process that has to go through before an action is finally approved. After it goes through the normal channels of going through budget and the Dean of Diversity and HR, it then goes to CUNY. CUNY will look for two things. They will look to see if the position is a new position. What they mean by a new position is if it has been vacant for more than a year, it is considered a new position. So, if somebody left two weeks ago, that is not a new position. That position can move forward without going through the Vacancy Review Board assuming that the position is being backfilled either at or below the level of the incumbent. So, if you have a \$50,000 employee that left last week, and that your request is to hire a \$40,000 employee, they are going to want to see that there is a cost savings, and they are going to want to see that the person recently left and that position will be exempt from the CUNY Vacancy Review Board review. The internal review is being based on every action. Let's just be very clear. That is an important point. In terms of what CUNY will look at, they will only look at actions where the position is in a cost to the college. Quite frankly, in this vein of transparency, they also sort of make things up a little bit along the way. So, if somebody is coming from a different college filling a position at Hunter, and that position is budgeted at the same or lower, they will say that it actually has to go to the VRB. The person is now at LaGuardia making \$10,000 less. That actually should not be the case, but those are the kinds of struggles on the spot that we are dealing with moving actions through. So, in our mind, this is not an action that goes to the VRB because it is under filling at Hunter. However, they are saying: well, the person is at LaGuardia, now you have to go to the VRB. So, it is a little bit of a slow walk and sometimes a little ambiguous. At this point, we are really making an effort to make sure that positions that we are filling are filled at or under the level of their incumbent, and to the extent that we can, we want to fill them as soon as possible, so we do not have that one-year bar. Once it goes to the Vacancy Review Board at CUNY, they do not just want to understand the necessity of the position because in their mind if a position has been vacated for more than a year, it means that you somehow survived without that position. They want to understand why, at this point in the cumulative budget crisis that we are in, this position is critical. So, aside from justifying it in terms of why position is critical programmatically, there is also the budget and how the position is funded. It is not enough to say it is within our allocation. You really have to pinpoint how that is getting funded. So, it is an uphill battle; a battle that is not your responsibility. The responsibility is on us to make a valid case and to negotiate those relationships very closely at CUNY so that we can push our actions through. To the extent we have been able to be successful. We are very proud of the positions we are able to get through. When there is a pushback, then we share that pushback with the hiring managers, and we come up with a different rationale. So, that is where we are right now. If you are frustrated, believe us, we are equally frustrated. Our goal particularly in HR is to hire people and get the right people in the right positions. This has been very frustrating. We are trying to mitigate the wait times to the extent that we can.”

