

# SUNY COLLEGE AT OLD WESTBURY COLLEGE COUNCIL

## MEETING MINUTES

**Meeting Date:** Friday, April 17, 2015  
**Location:** Student Union Multipurpose Room C

**Attendance:** **Appointed Members of the College Council**

Dr. Gary Wadler, Chair	Ms. Cania Infante
Ms. Melissa Archbold	Dr. Mario Mignone
Mr. William Hohausser	Mr. Scott Reich
Mr. Frank Ilozue	

**Representatives of the College**

Mr. Anthony Barbera	Mr. William Kimmins
Dr. Calvin O. Butts, III	Ms. Mary Marquez Bell
Mr. Lionel Chitty	Dr. Patrick O'Sullivan
Mr. Len Davis	Ms. Mona Rankin
Dr. Wayne Edwards	Mr. Usama Shaikh
Dr. Julio Gonzalez	Dr. Kathleen Velsor
Dr. Barbara Hillery	

### **I. Welcome and Meeting Opening**

Dr. Wadler opened the meeting at 10:45 am and asked the Council to approve the minutes of the December 12, 2014 and February 27, 2015 meetings. The minutes were approved without dissent. As there was no outstanding old business, Dr. Wadler introduced Dr. Butts.

### **II. President's Report on the College**

Dr. Butts began his report by first addressing the issue of the state budget. State funding for SUNY campuses increased by just \$15 million. This reflects \$18 million for the investment and performance fund. Dr. Butts asked Mr. Davis for any comments.

Mr. Davis mentioned that we are still receiving the same amount of funding as in the previous year, but purchasing power has decreased. Most disappointing is that there is funding only to maintain facilities; there is no money for new capital planning projects.

Dr. Butts went on to say that SUNY did not fare well in this budget, but this is nothing new for the College where we've been battling against difficult budgets for years, and have done very well. He saluted Mr. Davis for managing our budget carefully. However, because we didn't receive the increase we had hoped for, we were hit hard, especially in the ability to attract new faculty and staff, as our competitors offer higher salaries. He asked Dr. O'Sullivan to comment.

Dr. O'Sullivan mentioned that we have significant salary compression among Associate Professors who have been tenured within the last 5 or 6 years. The issue is, that in order to replace retiring faculty as well as hire additional faculty we have to compete in the marketplace. Those that we are hiring are being hired at salaries at the same level as Associate Professors and sometimes higher, which can bring about demoralization. In addition to the salary challenge, we lack up-to-date science equipment, individual lab space and start-up funds. Additionally, there is the issue of housing. Once candidates from other parts of the country learn about the cost of living on Long Island, they lose interest. Therefore, we focus more regionally in order to attract candidates.

Dr. Butts mentioned that we are currently revisiting our discussions on building faculty housing on campus, preferably in the area of Academic Village, which for the most part has been demolished. Utilizing private developers along with additional state or local funding would help to take some of the sting out of attracting

new faculty, because we could provide housing. While there are a number of political issues connected to such a venture, which we may or may not be able to overcome, he feels it's worth a try.

By our continued and increased efforts in cooperation with Farmingdale and Nassau Community College it is hoped that we can find economies of scale that will help us to achieve our goals.

Dr. Mignone discussed similar challenges regarding salaries at Stony Brook.

Dr. Butts spoke about SUNY Day in Washington, DC, where he saw Congressmen Paul Tonko and Charles Rangel, and Senators Schumer and Gillibrand, who are very supportive of Old Westbury. Also, while at SUNY Day, Dr. Butts saw SUNY Provost Alex Cartwright who doesn't see any challenges to our proposed new academic programs being approved by SUNY, however approval by the State Education Department poses a challenge because of a backlog and understaffing. Dr. Butts plans to meet with Regent Roger Tilles and Chancellor of the Board of Regents Merryl Tisch to talk about how the process can be moved along, since they are in charge of State Ed.

Another challenge we face, in addition to hiring faculty, is that we often don't have programs available that students are looking for, but we're trying to get those programs here. Dr. Butts met with the presidents of Farmingdale and Stony Brook and there are no significant challenges to our programs. In fact, Farmingdale is working very closely with us so that the programs will be available to students here at Old Westbury and at Farmingdale. President Stanley of Stony Brook also encouraged us to proceed.

Vice President for Enrollment Services, Ms. Mary Marquez Bell reported:

- We are one of the few SUNY colleges to grow in the past few years. We've grown 3% and are the only liberal arts college in the entire system to have done so. Much of that growth, however, came from STEM, and that presents a problem. Because STEM programs require the faculty and space that we don't have, we won't be able to grow at past rates. Therefore our enrollment growth projections for the next several years bring us to a population of just over 5,000 by the year 2020. This is an average growth rate of a little over 2% per year, which is, when looking at the demographics, really over 3% growth because there is a 1% decline in high school freshmen. We are projecting to continue to grow slightly in a variety of ways, but primarily through the Graduate Division. There we have both available faculty and classroom space, since most programs are part time, and usually can be offered in the later afternoon and possibly evening hours. Therefore it is our Graduate School which will catapult our growth over the next five years.

Dr. Butts commented that even though we could increase enrollment by dropping to category 5, we want to keep our enrollment requirements in categories 1 to 3. We have some unique challenges, but Enrollment Services has been out in the field, open houses have been successful as have radio announcements. There is growth. We'd like to see it move faster, but some of the restrictions discussed earlier are preventing this.

Dr. Butts then proceeded to the topic of SUNY Excels and the College's Strategic Plan. The creation of the SUNY Investment and Performance Fund means that SUNY will need to codify its SUNY Excels initiative. SUNY Excels is the performance system which SUNY has been developing. SUNY has not gotten as far as it had expected to in developing the metrics by which it will measure the individual schools, but with the budget out of the way, it's expected this will happen.

Ms. Mona Rankin, Chief of Staff reported:

- We are presently preparing a Presidential Report (last done in 2011) on the status of the College and the President. Its purpose is to talk about our challenges, strengths and support needed from SUNY. The report gives the Chancellor a sense of where we are now, how we expect to grow, and resources needed for 2018 and 2020. Our biggest challenge is capital. Some Council members will be receiving an evaluation on the President, which we ask them to complete and return to SUNY. Dr. Butts will meet one on one with the Chancellor in June to discuss the report.

Dr. Butts continued his report mentioning that at SUNY Day he presented on the area of Engagement. Our Community Action Learning and Leadership (CALL) Program involves our students with the communities around us at the beginning of their college careers. They work with not-for-profits of many types.

The Governor wants SUNY and CUNY students to have experiential learning, and we meet that requirement very well.

Both Dr. Butts and Mr. Kimmins discussed Start-Up New York:

The state has spent \$53 million on Start-up New York and has created 76 jobs. Initially SUNY campuses were limited to using campus property, even though CUNY schools could utilize off-campus land. SUNY and Empire State Development have recently reinterpreted the statute which will allow the downstate Colleges to participate in the program via an affiliation agreement with someone who has off campus space. We are currently discussing this with LIFT. A bigger hurdle, beyond space and land, is finding an attractive partner. Any group that we affiliate with must support our mission. Mr. Chitty offered to reach out to his contacts for an appropriate partner.

Dr. Butts mentioned the College's 50<sup>th</sup> Anniversary Celebration, including a great Eddie Palmieri concert which he attended the previous evening, and which attracted a solid crowd. The Polo Match is expected to take place on June 27<sup>th</sup>.

Mr. Len Davis, Senior Vice President for Business and Finance & CFO reported:

- We are embarking on quite a few projects to help in the student financial service area.
- We are trying to place a great deal of emphasis on managing debt
- Our 3 year cohort default rate is now 7.6%. Three years ago it was 18%. This is the chief measure of a loan's creditworthiness and whether or not a school is eligible for federal funding. We've come a long way, and much credit can be given to the literacy tools we have in place emphasizing to students the seriousness of taking out student loans and the importance of using funds judiciously. The FLOW program (Financial Literacy at Old Westbury) incorporates outreach throughout the campus.
- We're moving to online direct deposit of student refunds.
- We're completing our work on financial aid packages in order to get them to students much earlier and to allow financial aid counselors to spend more time on specific inquiries.
- In the Information Technology area discussions are taking place re getting iPads for students.
- Plans are being made to improve wi-fi locally, including in the residence halls.
- Also in the information technology area, we are looking at the possibility of offering Cisco, Apple, Microsoft, etc. professional certificate programs.

Vice President for Student Affairs, Dr. Wayne Edwards reported:

- He informally has asked students how to connect with them, and they've said it has to be through social media...particularly Instagram.
- Regarding the Faculty Engagement in the Residence Halls program, it's been determined that students who engage with faculty outside the classroom do better, and it is best if students drive the conversation. RD's and RA's have been canvassing the students who have shown concerns ranging from social justice and police brutality issues to the question of what students can do with their degrees after college.
- There are currently searches being conducted for 3 key positions in the division: Dean of Students, Director of Residential Life, and full time OSSD Director. If all goes well, the positions will be filled by fall. The Dean of Students will oversee the areas of Student Activities and Student Conduct.
- Counseling and Psychological Wellness Services are currently being realigned.

Dr. Butts asked Ms. Marquez Bell about last Sunday's Open House:

- We had a very successful event. Over 700 potential candidates attended, which is comparable to last year. There was a diverse split between New York City, Nassau County and Suffolk County.
- Staff is getting used to the new document scanning process and 14 file cabinets have been eliminated thus far.
- We are slightly ahead in acceptances by approximately 300 freshmen; we are flat in terms of applications, however, we are significantly ahead in transfer applications, which is unusual, as SUNY is down in terms of transfer applications.
- We are still actively out in the field recruiting students, many in New Jersey, Nassau and Suffolk, and have nearly completed our international recruitment that has been in traditional markets. We are looking now to see our yield rates in New Jersey and then will begin to target our next objective...Connecticut or the metropolitan area outside of Philadelphia.

- We are following up with our open house contacts and conducting a phone-a-thon in which our student ambassadors make welcome calls to our accepted students as well as contact those students who have not completed the process.
- Regarding study abroad this summer, we have at least six students going to Spain with Dr. Zenaida Madurka and six students going to three different areas of France with Professor Catherine Bernard of the Visual Arts Department. We are also waiting to confirm our program to China with our partner Wu Yi outside of Guangzhou in southern China with side trips to Beijing and Macau.
- We are looking to offer our program to Cuba which did not run last year, but which we want to offer next spring.
- Two SUNY diversity scholarships were awarded to our students for their study abroad participation this year. We had one Gilman scholarship, and with 12 applications for these scholarships we're hoping for more than one next year.

Dr. Butts ended his report by stating that in his opinion we are in good shape. We have challenges due to limited funds, but are in a strategic location in terms of attracting students. We are in a difficult location in terms of attracting faculty due to the cost of living. He's hoping that our strategic partnerships with Farmingdale and Stony Brook, and our ability to work more effectively with SUNY in getting program approval will position us in programs that will help our enrollment. Our students continue to be engaged in the community around us, and our faculty members are dedicated, hardworking and sacrificial, and Dr. Butts applauds them. As we employ younger faculty he thinks more of them will be engaged. SUNY engages a lobbying organization called The Ickes and Enright Group. Harold Ickes was Deputy Chief of Staff under President Clinton. His partner, Janice Enright, graduated from Old Westbury. They should be able to help our faculty obtain more research grants. Senator Gillibrand will be our speaker at the 9:00 am commencement ceremony. Sen. Schumer is a big supporter of Old Westbury. The Republicans are also friends. We need faculty to submit more requests for grants.

Dr. Wadler asked how our marketing efforts are doing, and Dr. Butts said they are doing very well. He likes our new brand, and in his presentation in Washington he put forth "Own Your Future", and everyone was very engaged. This is the beginning. Mike Kinane has plans for advertising in the fall. Mr. Reich mentioned that he heard Dr. Butts' radio announcement.

### **III. New Business**

Since there was no new business to be introduced, Dr. Wadler asked for reports from the Faculty Senate Chair, Alumni Association President, SGA President and Deans.

Dr. Kathleen Velsor, Chair, Faculty Senate reported:

- Dr. Edwards has been invited to a Full Faculty meeting to discuss the Faculty/Residence Hall program.
- In response to Dr. Wadler's question as to what the turnover in faculty has been in the last ten years, Dr. Velsor said that she has been here 23 years, but many have been here longer. She said they have trouble finding qualified faculty for the School of Education, where a faculty member needs to be certified as a teacher, have experience as a teacher and then give up a good salary to come to higher education. That's been a challenge for the School of Education. She mentioned that we have some exciting new faculty who are engaged, want to be part of governance and bring forth some good ideas, including new ideas about technology.
- In response to Dr. Wadler's question about the impact of the New Academic Building on the perception of the students and faculty, Dr. Velsor commented that the new building is filled with faculty all of the time, the community rooms are filled with students on the internet or doing homework, and there are groups of students and faculty sitting together in ways never seen here before. She remarked that it's exciting...things are happening both during the day and evening, and faculty feel as though they have a place...even decorating their offices individually. A group of prospective Ph.D. candidates from Stony Brook who are considering professions in higher education visited and their response to our new building was that this is a wonderful campus.

Mr. Lionel Chitty, President of the Alumni Association reported:

- He and some members of the association will be meeting with Mike Kinane in the Office of Advancement to review some of the events/activities they would like to have, including an education

series with Liberty Mutual, one of the association's sponsors, financial literacy, defensive driving, a boat trip, a trip to the east end vineyards and a networking event.

- The Alumni Dinner will be Wednesday, April 29<sup>th</sup>. There is typically a very good turnout for the dinner.

Mr. Frank Ilozue, President of the SGA reported:

- The SGA is preparing for end of the year events. He then announced the dates of a number of social events as well as activities related to graduation.
- Mr. Ilozue then announced the results of the annual SGA elections for the 2015-2016 academic year. These students will assume office on May 1<sup>st</sup>.

Mr. Anthony Barbera, Dean of the School of Business updated the Council on a couple of items previously reported on:

- One of the cooperation agreements we have with Stony Brook and Farmingdale involves a \$100,000 "High Needs Grant" which SUNY awarded to us jointly to train accounting and finance faculty in online courses. As a result, this fall the College will be offering its first two graduate business courses online. We have also jointly submitted a renewal request for an additional \$100,000 for this state-of-the-art training of faculty provided by personnel at Stony Brook.
- Dean Barbera also reported that the School of Business, with SUNY's approval, is developing three new Master's Degree programs in:
  - Forensic Accounting
  - Health Care Management
  - Entrepreneurial Leadership and Small Business Management

We are in the process of writing the proposals and have submitted lists of potential external reviewers, of which two have been agreed to by SUNY.

Dr. Barbara Hillery, Dean of the School of Arts and Sciences reported:

- In terms of degrees in progress...where letters of intent have been approved...the School of Arts and Sciences is working on proposals for an MS in Data Analytics and an MS in Social Science Research. It is hoped these will be submitted by summer.
- Two new undergraduate degrees are being worked on:
  - Interdisciplinary Environmental Studies
  - BS in Economics, Economic Policy (exact title TBD)Hopefully proposals will be submitted by summer for these programs as well.
- This year, for the first time, Old Westbury fielded a student team for the model United Nations program. It was run by a new faculty member from the PEL Department (Politics, Economics and Law), and received Honorable Mention. There are big plans for the future regarding this program.
- The annual student Research Day will take place next Tuesday. The theme this year is "Culture and Community". Undergraduate students will be giving oral presentations on their research and Peggy Shepard, Executive Director of the West Harlem Environmental Action Group will be the keynote speaker.

Dr. Julio Gonzalez, Interim Dean of the School of Education mentioned the following:

- The five year Bachelor's and Master's degree programs' letters of intent are in Albany.
- The Literacy and Education program proposal should be ready by the beginning of summer.
- We have three accepted offers for excellent faculty members in Exceptional Education and Bilingual Education.
- Dr. Sanja Cale who heads the New York State Regional Center for Autism Spectrum Disorders at Old Westbury and students are planning a conference on campus on May 15<sup>th</sup>.
- During the course of preparing for their annual spring assessment retreat, members of the School of Education discovered data indicating that a School of Education student who starts as a freshman fares much better on the New York State certification exam than if he or she transferred from another school. Old Westbury's English and math classes are preparing these students well to pass the certification exams.

Dr. Wadler then called on Mr. Usama Shaikh, Assistant Vice President of Student Affairs and Acting Dean of Students, to report:

- There are two new honor societies on campus, a chapter of the Order of Omega, for members of fraternities and sororities, and Omicron Delta Kappa, a national leadership honor society which, in addition to students, recognizes faculty, staff and alumni.
- This semester our Building Respect Intercultural Diversity and Group Enrichment program (BRIDGE) had over 140 participants. The program consists of 10 sessions led by faculty members from various disciplines, and many students attended multiple sessions.
- Next week the LEAD program, (Leadership, Exploration and Development) conference will take place during which faculty and staff will present to students ways of creating the leadership brand here at the College as well as how to make an impact after leaving Old Westbury.
- Mr. Shaikh then detailed the many ways in which the College is addressing students' futures, including a graduate school fair, career fair, a mock interview day, visits to local businesses, a career expo, etc.
- Orientation is in full swing. We now have an online Orientation Registration form. It's been found that once a student commits to the orientation program their decision to attend Old Westbury is 95% or more assured.
- Commuter Appreciation week took place with a number of events attended by over 500 students.
- The bookstore is scheduled for a six to eight week renovation this summer.

#### **IV. Open Meeting**

Dr. Wadler asked for any comments or questions.

Dr. Butts added several comments to his earlier report as follows:

- Dr. Nancy Brown will be starting in the fall as the new Dean of the School of Education. Dr. Butts thanked Dr. Gonzalez for his excellent service as Interim Dean, and also thanked Mr. Barbera and Dr. Hillery who co-chaired the search.
- He will be meeting with Mayor de Blasio and with Police Commissioner Bratton shortly thereafter regarding his deep concerns about law enforcement's approach in dealing with young black and brown men and mass incarceration.
- Congressman John Lewis and Bill Moyers will participate at an event at our Fiftieth Anniversary Celebration. Both are icons of social justice and civil rights, in line with our mission.

Dr. Wadler asked the group to applaud Dr. Butts' leadership. Hearing no further comments or questions he adjourned the meeting at 12:10 pm.

Submitted by,

Irene Cotton  
Administrative Assistant to the President