

College Council Meeting
September 6, 2018

Present: President Christian, Mr. Basch, Dr. Venables, Mr. DiCarlo, Mr. Catalinotto, Mr. Cozzolino (phone), Mr. Law (phone), Ms. Seque (Student Association president), Dr. Balant (faculty representative), Ms. Cohen-La Valle (alumni representative), Provost Arnold, Vice Presidents Halstead, Wright, and Blaisdell. Guests: Tanhena Pacheco Dunn, Associate Vice President, Human Resources, Diversity and Inclusion, and Co-Chair, Diversity and Inclusion Council; Reynolds Scott-Childress, Assistant Professor, Department of History, and Co-Chair, Diversity and Inclusion Council.

The meeting was called to order at 3:05 p.m.

Interim Chairman's Report: Mr. Basch welcomed the Council back to campus for the new academic year and recognized a new member, Ms. Seque, who joins the group as Student Association president. Ms. Seque introduced herself, noting that she is a senior majoring in sociology with a concentration in human services. She resides in the Bronx and her family is originally from West Africa.

Mr. Basch asked all Council members to introduce themselves and then proposed adoption of the minutes of the April 26, 2018, meeting. Dr. Venables moved to accept the minutes, Mr. DiCarlo seconded the motion, and they were approved by voice vote.

President's Report: President Christian extended condolences to Mr. Law on the loss of his mother and wished him the best for tomorrow's memorial service.

The president noted that the Council had an opportunity to review his State of the College address, and he would not repeat in detail all that he spoke about in that speech. But he would touch on a few highlights that may be important for the body to know about.

President Christian said that the College's progress continues to be guided by its strategic plan. The priorities and essential initiatives we identified in our 2012-13 planning process are the broad areas that continue to require the most careful attention – even as specific parts of the plan continue to evolve as demands and opportunities shift. Last year, the College integrated strategic planning and assessment, to help us better identify areas where we are succeeding or falling short and feed that understanding directly into further planning and action. The president said he is pleased with the great progress we've been making on advancing priorities of the strategic plan.

President Christian shared in his address that the College's enrollments this fall are strong. The last three years we've seen the highest undergraduate enrollments in our entire history. Our numbers this year are almost exactly on par with last year. We have a healthy mix of new first-year students and transfer students, as we sustain our relationships with Hudson Valley community colleges. The president said that the academic preparation of our incoming class is outstanding and that we have not lowered our admission standards. The class is diverse, with about 45% of incoming first-year students from historically underrepresented groups. It's also impressive that our incoming students are interested in lots of different majors and fields.

The president said that the College's graduate enrollments are more than 20% higher than last year. We hope this will be a lasting reversal of several years of declining graduate numbers, as healthy graduate enrollments are critical to our economy.

President Christian noted that the College has been developing new programs that we believe will help us continue attracting students and meeting the educational needs of the Hudson Valley and of New York. This fall, we launched a business analytics major, the first undergraduate program in this field within SUNY and only the second in New York State. We're developing an autism studies program. We've gained approval for a multidisciplinary MFA in studio art and a revived MFA concentration in photography that complements our already highly regarded MFA program and our popular BFA program in photography. We are also finalizing a proposed graduate program in digital design and fabrication that builds on our 3D printing initiative at the graduate level. Our mechanical engineering program continues to attract students and we just learned that this program has gained initial accreditation from the major national accrediting body for engineering and technology.

When you drove in today, the president said that the Council may have seen the progress on our new Engineering Innovation Hub. This building will house mechanical engineering and the Hudson Valley Advanced Manufacturing Center, home of our 3D printing initiative, and will include space for industry partners. We expect the building to open in 2019.

The president said that he spoke in State of the College about our six-year graduation rate of 72%. Our initial assessment is that the 2018 rate may be about 76%. That compares with a national average of about 60%. As we graduate students at higher rates, we also have to bring new first-year and transfer students in at higher rates to sustain enrollment levels. That increases our recruitment challenges, but the president noted that's a good problem to have.

Finally, President Christian said that he spent considerable time in State of the College outlining the Hasbrouck Building Complex naming review. He provided brief background on that issue and described the thoughtful analysis and review by the Diversity and Inclusion Council (hereafter, D&I Council) and their recommendation that the names of the original Huguenot patentees on those buildings be removed and replaced. He also shared the position he came to both after careful review and consideration of the whole process and the D&I Council's report and his own reading and studying that the names should be removed and replaced. He emphasized that he had been explicit in all of his communication that this decision is not within the authority of the campus president, but rests with the Council and subsequently the SUNY Board of Trustees, and that the outcome is not predetermined.

The president said that the matter is now in the hands of the Council, unless the body needed him to do something formal in the way of presenting the recommendation.

Hasbrouck Building Names: Mr. Basch said that everyone [Council members] received the D&I Council's report and recommendation on the Hasbrouck Building Complex naming review (hereafter, the report). He said that it is a terrific study historically and sociologically, and captures a sense of the community sentiment, including the student body, faculty, local community and all those who would be interested in the process and the names themselves. Mr. Basch noted that the report is almost textbook for study and that it provided him with some information that he was unaware of. The in-depth study gives the Council the information it

needs to make a decision in this matter. He also congratulated the D&I Council co-chairs, Ms. Pacheco Dunn and Mr. Scott-Childress, for their work and offered praise for the full group's thoughtful research, active listening, and efforts throughout the process.

Mr. Basch proposed a motion to discuss the report. Mr. Law moved to accept the motion, Mr. DiCarlo seconded, and Mr. Basch opened the floor for discussion.

Mr. Catalinotto commended President Christian for his introductory letter that accompanied the report.

Mr. DiCarlo asked President Christian how long ago the question of renaming the Hasbrouck Building Complex names was brought to his attention. President Christian responded that he's aware of articles in the campus newspaper in 1997 that raised questions about whether it was right and appropriate to have the Huguenot names on those complex buildings. The president said the issue had also been raised periodically by students both during his presidency and his predecessor's, President Steve Poskanzer. The matter had been lingering in President Christian's mind since he became president. The president also said that discussions on campuses across the country about how to deal with legacies of slavery and the national discourse and conversation since the incident on University of Virginia's campus in August 2017 prompted him to initiate a campus dialogue and process last year.

In response, Mr. DiCarlo said that the issue came to the president's attention most recently, as it was never brought to the Council prior to last August. Vice President Wright noted that the issue was raised in the last five years during student protests about the health of the black studies program. Mr. DiCarlo asked that the College confirm that the issue was brought to the Council's attention for the first time last August. President Christian confirmed.

The president said that the timing of the Hasbrouck Building Complex naming review coincided with an online petition that was started following the death of a longtime dining hall employee. A petition that garnered about 2,500 signatures called for renaming Hasbrouck Dining Hall to the employee's name. The petition was not presented to President Christian, but he was aware of its existence and noted publicly that honorific name changes are not consistent with SUNY policy.

Mr. DiCarlo asked President Christian how many students met with him a year ago to request changing the Hasbrouck Building Complex names. The president said that the process was not prompted by specific student action, but that he has had conversations with students throughout his presidency about these names.

Mr. DiCarlo asked if the Hasbrouck Building Complex was named after the original Huguenot patentees or the families/descendants. Mr. Basch responded that the names are for the individual, original patentees, per the D&I Council's report. Mr. DiCarlo asked if all of the original patentees owned slaves and where he could find that evidence. Co-Chair Scott-Childress confirmed that all of the original patentees owned enslaved people and that he could provide more detailed research for Mr. DiCarlo at a later date. Mr. DiCarlo said he is concerned that the College have evidence to support the claim that each one of the original patentees owned slaves. He also asked for evidence that the buildings were in fact named after the patentees and not the families. Vice President Wright said that she had located past Council minutes and campus archives that stated as much. She shared the campus dedication program for College Hall, which

served as an original residence complex. It stated that the names of the original patentees were first put on the wings of that building. College Council minutes from the late 1960s also show that the names of those patentees were then transferred from College Hall to the Hasbrouck Building Complex. Mr. DiCarlo said that he would like to see documentation that all of the original patentees owned slaves before the Council votes on the recommendation to change the Hasbrouck Building Complex names. Mr. Basch acknowledged the request and said that this is a great opportunity to get additional information about the subject. He said he didn't anticipate the issue being voted on today.

Mr. Catalinotto said that the original patentees founded the New Paltz community and that the Hasbrouck Building Complex is named to memorialize them as original builders of the community. He noted that the Council is the conduit between the College community and outside community and asked what efforts were made to canvass the outside community about changing the complex building names. Co-Chair Pacheco Dunn responded that the D&I Council was able to connect to the outside community, in part, through engagement with Historic Huguenot Street (HHS). The organization maintains contacts and relationships with Huguenot descendants and families, including those who still live and work in the local community. She also said that the College held open, town hall-style forums during the day and evening to accommodate campus and outside community interest and scheduling. The local community, including Huguenot family descendants, attended each forum and expressed their thoughts and feelings on the issue.

Mr. Catalinotto asked if the College had a record or transcript from the open forums. Vice President Wright said that each forum was video-recorded in full, including the comments made by members of the campus and local community. Co-Chair Scott-Childress recommended that the Council watch the recordings. He shared an example of a moment from the first forum that he said is worth considering. One of the members of the local community came initially with his mind made up that the Hasbrouck Building Complex names should not be changed. But in the process of the discussion, a female student of color shared her opinion about what it would mean for a person of color to live in a building that was named for a former slaveholder. Her story changed the local community member's stance on the issue, as he came to understand that there was something more at stake than just the honorific element of building names. It was a question of the living, breathing people who live or eat in those places.

President Christian acknowledged Mr. Catalinotto's point about considering the sentiments of members of the local community and shared a few reactions. He has had experiences during his time as president where members of the local community thought that they should be involved with designing interior spaces of new academic buildings. He has also had experiences with members of the community who thought they should have a say in the College's admission and enrollment planning and management. The president said that while he supports input and guidance from the local community, it would be very difficult to try to manage the College well if the local community drove institutional decision making.

Mr. Cozzolino asked about the purpose of the present conversation among Council members. Mr. Basch responded that the Council is currently discussing the D&I Council's report and recommendation to change the names on the Hasbrouck Building Complex. There is no motion on the floor to vote on the name change issue and that vote may not occur today, as it may take more time to digest and consider the information.

Mr. DiCarlo, in referring to the D&I Council report, said that 40% of students participating in the report's poll said that the Hasbrouck Building Complex names should be changed. He added that 60% of students wanted to keep the names or had no opinion. Co-Chair Scott-Childress disputed that assessment, noting that more than 30% of students had no opinion on the matter. Mr. Basch said that a plurality of student-respondents wanted to change the names and Mr. DiCarlo said a majority were for keeping the names or did not care about the issue. Mr. Basch responded that we cannot know what those students' thoughts were who had no opinion. Mr. DiCarlo emphasized that a minority of student-respondents wanted the names removed and Co-Chair Scott-Childress said that a plurality wanted the names removed.

Mr. DiCarlo asked if the polls included information beyond enslavement, including some of the good things that the founding families did for the community. Mr. Basch said that it did not, as the name change issue refers to the original patentees and not the families, some of whom contributed positively to New Paltz.

Mr. Law proposed continuing the discussion on this subject at a later date and time, as he would like to be present for the conversation. Mr. Catalinotto said that as he understood it, today's meeting was for discussion and not to determine an outcome on the matter.

Mr. Catalinotto asked if information could be shared ahead of the next Council meeting about the historical context of naming the Hasbrouck Building Complex at the time of the buildings' design and construction. Vice President Wright said that she could share archival copies of Council minutes and distributed them at that moment. Mr. Catalinotto suggested that the remainder of the meeting focus on requests for further information rather than argument about the issue. The latter could occur at a subsequent meeting.

Mr. DiCarlo said he understands that some students take issue with the current Hasbrouck Building Complex names. But he wants there to be equitable treatment of the issue. He cited Esopus and Lenape halls, named after local indigenous tribes, as an example. Mr. DiCarlo asked if any background was done on those tribes and some of the atrocities they may have committed prior to naming the residence halls. He asked the Council to research the Esopus wars and noted that atrocities occur on all sides.

Co-Chair Scott-Childress called the Council's attention to an excerpt in the D&I Council's report and one of the difficult problems when looking back in history. No one in history is spotless and nearly everyone did something wrong that future generations would not admire. However, the D&I Council laid out criteria for making decisions along these lines. He said that if the College is naming a building after an individual or group of people with a complicated nature, the institution must carefully consider the counterweight of any redeeming principles or historical significance they signify. Co-Chair Scott-Childress agreed with Mr. DiCarlo's point that everyone has a problematic part of their backstory, but that the D&I Council laid criteria here by which to try and make this decision carefully.

Mr. DiCarlo asked about process and the Council's intentions for taking action on this issue at the next meeting. Mr. Basch said that this is a topic that should be discussed in depth. If a motion were to come before the Council to implement the D&I Council and the president's recommendations, there will be additional discussion and a vote. He cannot gauge, exactly, where the conversation is going, but will continue to manage it in a thoughtful and polite way.

Mr. Catalinotto said, procedurally, someone will make a motion to leave the current names on the Hasbrouck Building Complex or to remove and replace them.

Mr. DiCarlo asked about the SUNY Board of Trustees purview over the issue, particularly if the Council were to vote to change the names. President Christian said that if the Council supports the recommendation that the D&I Council and he made to change the Hasbrouck Building Complex names, it is also up to the Council to determine what the replacement names would be and approve that recommendation. If and when that outcome is reached, the matter would go to the Board of Trustees, primarily for affirmation. Mr. DiCarlo also raised a question about whether the Board of Trustees and Council's role in this process is consistent with current Education Law. Vice President Wright offered to ask SUNY legal counsel to clarify this question before the Council's next meeting.

Ms. Seque shared a few reflections on the conversation by her Council colleagues. She said that while the original patentees may have supported the local community, the fact that they were slave owners is why the renaming issue is being raised. She also added that not everyone is comfortable living in buildings named after people who enslaved others. In addition, she spoke about student demographics and the increasing number of students from historically underrepresented groups. She stated that these current students' opinions should be taken into consideration and balanced against the history, especially when students are sleeping and eating in these places. She finds it to be uncomfortable.

As the Council closed its discussion on the issue, President Christian noted that he saw the value of empathy throughout the naming review process. He tried to put himself in the mind and shoes of a student who has had very different life experiences than he has as a white person. He heard the views that Ms. Seque expressed from students of color who have keen senses of continuing racial issues and inequities in America. Those inequities, for the president, underline a core value that the College needs to keep pursuing here. As the Council continues to consider this matter, the president said that he hoped they could bring in that perspective of empathy as well.

Mr. Basch concluded that the issue will continue to be discussed at the next meeting.

Budget Update: See attached PowerPoint slides. Vice President Halstead opened with a summary of the core operational budget. She said that there are two components to the revenue portion of the budget, tuition and fees (last year: \$52.1 million) and state taxpayer support (Last year: nearly \$16 million). Total budget \$68.1 million. The vice president then described the budget expenditure line-items including, personal services, temporary service, utilities, other than personal service and tuition scholarships. In the beginning of last year, the vice president said that the College had expenditures that outweighed projected income, resulting in a budgeted deficit of \$1.8 million. Throughout the year, the College implemented a series of one-time and recurring expenditure reductions. These actions lowered the deficit for the full fiscal year to a little less than \$500,000.

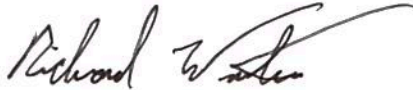
This year, Vice President Halstead said that state taxpayer support stayed flat and a modest tuition increase drove a projected revenue increase from the tuition and fees line-item. The total projected revenue is \$64.5 million. The projected expenditures, including the cost of negotiated salary increases between the faculty union and the state, results in expenditures of about \$69.5 million and a \$5 million projected deficit. Mr. DiCarlo asked what percentage salary increase

union members would receive. The vice president said it is two percent per year compounded, plus retroactive monies.

Mr. DiCarlo asked how many students are registered for the Excelsior Scholarship program. The vice president said about 500 students and the College gets reimbursed at the 2016 tuition rate for that group.

Wrap-Up: Mr. Basch adjourned the meeting at 4:56 p.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Richard Winters", with a long, sweeping horizontal line extending from the end of the signature.

Richard Winters
Director of Community and Government Relations

College Council Budget Update

September 6, 2018

FY 17-18 Status of Core Instructional Budget End of Year

REVENUE

	<u>Budget</u>	<u>End of Year</u> <u>Total</u>	<u>Over/under</u>
Fall Tuition & Fees	\$ 26,033,507	\$ 26,257,207	\$ 223,700
Spring Tuition & Fees	\$ 26,094,293	\$ 25,580,651	\$ (513,642)
Total Funds Generated by Campus Activities	\$ 52,127,800	\$ 51,837,858	\$ (289,942)

State Support	\$ 15,994,300	\$ 15,994,300	\$ -
Total Revenue	\$ 68,122,100	\$ 67,832,158	\$ (289,942)

EXPENDITURES

	<u>Initial Budget</u>	<u>Projected End</u> <u>of Year Total</u>	<u>Over/under</u>
Personal Service	\$ 54,790,127	\$ 53,184,199	\$ 1,605,928
Temporary Service	\$ 4,294,796	\$ 4,446,012	\$ (151,216)
Utilities	\$ 2,584,100	\$ 2,402,386	\$ 181,714
Supplies, Travel, Contracts & Equipment	\$ 4,013,699	\$ 4,249,608	\$ (235,909)
Tuition Scholarship	\$ 4,241,959	\$ 4,047,948	\$ 194,011
Total Expenditures	\$ 69,924,681	\$ 68,330,154	\$ 1,594,527

Total Revenue Less Expense (Use of Reserve) \$ (1,802,581) \$ (497,996)



Change in Accounting Practice - SUNY Wide
Remove Scholarships from Revenue and Expense

REVENUE

	Remove <u>17-18 Budget</u>	Scholarship <u>Adjusted</u>	<u>17-18 Budget</u>
Fall Tuition & Fees	\$ 26,033,507	\$(2,120,980)	\$ 23,912,528
Spring Tuition & Fees	\$ 26,094,293	\$(2,120,980)	\$ 23,973,314
Total Funds Generated by Campus Activities	\$ 52,127,800	\$(4,241,959)	\$ 47,885,841

State Support	<u>\$ 15,994,300</u>	<u>\$ 15,994,300</u>
Total Revenue	\$ 68,122,100	\$ 63,880,141

EXPENDITURES

	<u>Initial Budget</u>	<u>Initial Budget</u>
Personal Service	\$ 54,790,127	\$ 54,790,127
Temporary Service	\$ 4,294,796	\$ 4,294,796
Utilities	\$ 2,584,100	\$ 2,584,100
Supplies, Travel, Contracts & Equipment	\$ 4,013,699	\$ 4,013,699
Tuition Scholarship	\$ 4,241,959	\$(4,241,959)
Total Expenditures	\$ 69,924,681	\$ 65,682,722

Use of Reserve	\$ (1,802,581)	\$ (1,802,581)
-----------------------	-----------------------	-----------------------

**Core Instructional Budget
Compare 17-18 to 18-19
Budget to Budget**

<u>REVENUE</u>	<u>17-18 Adjusted</u>	<u>18-19 Budget</u>
Fall Tuition & Fees	\$ 23,912,528	\$ 24,520,172
Spring Tuition & Fees	\$ 23,973,314	\$ 23,995,828
Total Funds Generated by Campus Activities	\$ 47,885,841	\$ 48,516,000
State Support	\$ 15,994,300	\$ 15,994,300
Total Revenue	\$ 63,880,141	\$ 64,510,300
<u>EXPENDITURES</u>		
Personal Service	<u>Initial Budget</u> \$ 54,790,127	<u>Initial Budget</u> \$ 58,644,914
Temporary Service	\$ 4,294,796	\$ 4,510,993
Utilities	\$ 2,584,100	\$ 2,584,100
Supplies, Travel, Contracts & Equipment	\$ 4,013,699	\$ 3,791,314
Tuition Scholarship		
Total Expenditures	\$ 65,682,722	\$ 69,531,321
Use of Reserve	\$ (1,802,581)	\$ (5,021,021)

How Did We Get Here?

Revenue:

- SUNY 2020 tuition sunset in 2015-16
- No tuition increases in 2016-17 (approximate impact on current year \$1.5M)
- Smaller tuition increases in the past two fiscal years (\$200/yr vs \$300/yr)
- Declining Graduate Enrollments (which appear to be rebounding now)

Expenditure:

- New buildings (utilities/maintenance)
- Compliance mandates (Chief Diversity Officer, MWBE, etc.)
- Inflation (large contracts for building systems, payment gateways and Library Subscriptions/Services are increasing rapidly)
- Minimum wage increases (students)
- Negotiated Salary increases (\$4.5M impact this fiscal year)

The bottom line: Revenue increases are not keeping pace with Expenditure increases

What Steps Are We Taking?

Multi-Year Endeavor

Revenue:

- Developing new programs
- Increasing graduate recruitment efforts
- Looking at capacity to increase undergraduate enrollments
- Increasing efforts in philanthropic endeavors

Expenditure:

- Continue to hold positions vacant for 90 days before search
- Strategic Recruitment
- Travel curtailment
- Analyze all contracts (particularly software) to assess ongoing need
- Reduce all other non-personnel expenditures

The Bottom Line

Revenue increases are not keeping pace with Expenditure increases:

	ACTUAL <u>2015-16</u>	ACTUAL <u>2016-17</u>	ACTUAL* <u>2017-18</u>	BUDGET** <u>2018-19</u>
Tuition & Fees	\$53,080,321	\$51,711,492	\$51,837,858	\$48,516,000
State Support	\$16,125,200	\$15,994,300	\$15,994,300	\$15,994,300
Total Revenue	\$69,205,521	\$67,705,792	\$67,832,158	\$64,510,300
Total Expenditure	\$68,932,023	\$69,970,332	\$68,330,154	\$69,531,321
Impact on Reserves	\$273,498	(\$2,264,540)	(\$497,996)	(\$5,021,021)

*2017-18 actuals include scholarships

**2018-19 budget do NOT include scholarships

What If We Had No Gap in Tuition Increases?

	ACTUAL <u>2015-16</u>	ACTUAL <u>2016-17</u>	ACTUAL* <u>2017-18</u>	BUDGET** <u>2018-19</u>
Tuition & Fees	\$53,080,321	\$51,711,492	\$51,837,858	\$48,516,000
Additional Tuition Revenue		\$1,597,885	\$1,555,136	\$1,455,480
State Support	\$16,125,200	\$15,994,300	\$15,994,300	\$15,994,300
Total Revenue	\$69,205,521	\$69,303,677	\$69,387,294	\$65,965,780
Total Expenditure	\$68,932,023	\$69,970,332	\$68,330,154	\$69,531,321
Impact on Reserves	\$273,498	(\$666,655)	\$1,057,140	(\$3,565,541)

We would still have a budget shortfall, but would have more in reserve (\$4.6M)

*2017-18 actuals include scholarships

**2018-19 budget do NOT include scholarships