

College Council Meeting November 17, 2016

Present: President Christian, Mr. Abt, Dr. Venables, Mr. Basch, Mr. DiCarlo, Mr. Law (phone), Dr. Balant (faculty representative), Mr. Dunefsky (alumni representative), Ms. Reynoso (Student Association president), Provost Arnold, Vice Presidents Eaton, Halstead, Marks, and Interim Vice President Brumfield. Guests: John Shupe, Assistant Vice President, Facilities Management

The meeting was called to order at 3:03 p.m. The minutes of the April 18, 2016, meeting were approved by voice vote.

Chairman's Report: Mr. Abt opened the meeting with a welcome to the College's new provost, Dr. Lorin Basden Arnold, and Interim Vice President for Student Affairs, Dr. W. Wayne Brumfield. He then asked President Christian to provide an update to the Council.

President's Report: President Christian began with an introduction of the new administrative team. Before arriving at New Paltz last July, Provost Arnold served as dean of the College of Communication and Creative Arts at Rowan University in Glassboro, N.J. Prior to becoming dean of the College of Communication in 2010, which became the College of Communication and Creative Arts in 2012, the provost served as interim dean of the College for 18 months. She also served as chair of the communication studies department at Rowan and earned the rank of full professor there in 2007. Dr. W. Wayne Brumfield joined the College last summer through the Registry for College and University Presidents, a national organization that places interim administrative leadership at colleges and universities. Previously, he served as vice president for student affairs at the University of Louisiana at Monroe from 2002 until his retirement in fall 2014. Dr. Brumfield has a rich background in student affairs, recruitment, retention, and admissions and will lead the Student Affairs Division until July 2017, following a national search for a vice president.

President Christian shared the opening to his most recent faculty report with the Council, noting the outcome of the presidential election.

I wish to open this month's report, coming on the heels of a historic presidential election, by acknowledging that the outcome has generated mixed reaction among members of our community — uncertainty and concern among some, satisfaction for others. Our campus is a diverse array of different races, religions, national origins, sexual and gender orientations/identities, ages, physical abilities, intellectual interests and viewpoints. This is a time when our ability to live with ambiguity and change will be fully tested, and as college president, I urge patience and tolerance with each other. In the midst of this national transition, the College will remain true to our values of providing access to high-quality educational opportunity for all. Know that I am committed to our educational mission and the academic and human values at the core of our work. As educators, we must seize this opportunity to help our students understand and be mindful of the historic, cultural, social and psychological elements at play at this time in our nation through our coursework, our conversations and our treatment of each other.

The president informed the Council that this statement was shared with the broader campus community – students, faculty and alumni – following an incident of hateful graffiti that University Police is investigating fully and aggressively. The president sent a follow-up message underscoring his previous comments that condemned hate speech and bias acts, recognizing that anytime they occur they harm the entire community. The president said he received mixed reaction to his messages with some applauding his balanced view, some wishing he condemned the outcome of the election, and others wishing he had celebrated it. President Christian emphasized that he needs to pay attention to the views of all members of the campus community even though as president, he remains politically neutral.

President Christian provided an update about the campus's mumps outbreak. The College has 16 confirmed cases of mumps, mostly among students on the men's and women's swim teams, and including one athletics staff member. While we continue to take precautions to reduce spread of the disease, it is possible additional cases will occur. We've learned that mumps immunizations are not 100% effective (all the affected individuals had been immunized), and that immunity is often compromised in settings such as a college or the military, where many people live together in close quarters. We are not the first SUNY campus in recent months to experience mumps. We immediately notified students and faculty when the Student Health Service discovered the first two suspected cases of mumps, even before test results confirmed the diagnosis. We immediately contacted the local and state health departments for guidance. We've continually updated the campus and health department as additional cases have been confirmed.

Per health law and campus protocol, the president said that the College sent home 20 students who have not been vaccinated for mumps. They will not be able to return to campus until the disease subsides here. Student Affairs has been in regular contact with these students' faculty to ensure that their education does not suffer unduly.

While health agencies have indicated there is a low risk of transmission, we have barred swimmers from the Elting Pool until after Thanksgiving, and canceled campus events where small children would be at risk of exposure, such as trick or treating in the residence halls and kids sports night in the Athletic and Wellness Center. We have allowed other events, such as the Saturday Arts Lab, to take place, with the added steps that organizers of these events notify parents that they should not come to campus if their children have not been immunized and should not allow any students affected with mumps to participate in the events. We received very positive feedback from participants about our full and open communication about the mumps in the days before our Oct. 29 Open House.

Student athletes and residential students and staff, in particular, have had special educational sessions about mumps and precautions to reduce its spread. Cleaning has been enhanced in residence halls and the gym and pool where affected students have been identified, even though surface contact is regarded as a low-likelihood mode of transmission.

President Christian said that the College is initiating a new organizational structure that draws human resources, diversity, and inclusion work together, under Tanhena Pacheco Dunn's leadership as Associate Vice President. This move is responsive to several identified trends in human resource management in higher education. One is a recognized need for an expanded role

for human resources in building an environment of inclusiveness and enhancing institutional culture, alongside or on top of traditional human resources services such as appointments, benefits, employee relations, time and attendance.

Another is a cutting-edge trend to more fully integrate human resources, diversity, affirmative action, Title IX, and employee professional development. The connecting theme of these functions is to support and develop the people who form our organization, while abiding by SUNY, state, and federal policies and best practices. Some professionals forecast that such integrated systems will become a new standard for higher education in the next few years. The president said he has spoken and written several times about the detriments that organizational “silos” present to our best purposes, and is very excited about this model and what it will bring to New Paltz.

President Christian noted that this change comes at a time that Michele Halstead, Vice President for Administration and Finance, to whom Human Resources has reported in the past, takes on the significant new responsibility for Campus Auxiliary Services, and continues to guide our physical plant needs and our budget and financial planning in an era of continuing significant financial constraints.

The president noted that final figures for fall semester show undergraduate enrollment slightly higher than last year. Our incoming first-year and transfer undergraduate student populations have the highest percentage and number of students from historically underrepresented groups in our institution’s history. Additionally, both the first-year and transfer applicant pools were academically very competitive and thus we were able to enroll one of the largest groups of new students while maintaining our selective admissions standards. Graduate enrollment is down appreciably through drops in several programs. Plans are in development to reverse graduate enrollment trends as much as possible and as soon as possible.

The president said that we are entering the third year of our major gift initiative that aimed to double our previous annual averages of private fund-raising, to \$10 million over three years. We are on pace to achieve that goal, as we expand our engagement with alumni, friends and donors. Last month, the College hosted its alumni reunion, which was an outstanding success in all ways. Attendance was better than double last year’s, and included alumni from 55 different class years spanning several generations.

The College’s draft Diversity, Equity, and Inclusion Plan was submitted for SUNY review by the Nov. 1 deadline. The initial draft is ambitious, and builds on the many ongoing initiatives, strengths, and values of New Paltz that are so apparent in our work. The plan recognizes the clear distinctions that must be drawn between “diversity” and “inclusion,” and emphasizes inclusion as one primary value.

Mr. DiCarlo said that he received a call following the election from two friends with daughters who attend the College. One friend noted that his daughter and her boyfriend were fearful for their safety, verbally assaulted and chased around campus because they supported President-Elect Trump and were wearing campaign apparel. Mr. DiCarlo asked what, if anything, the administration is doing to protect students against hate speech from other students and professors who did not support the president-elect. He also wanted to know more about the hateful graffiti that appeared on campus.

President Christian replied that the College cannot investigate allegations of harassment against students if students do not report them. When reported, the College pursues allegations of hate speech as fully as possible. As he shared at a recent faculty meeting, the president also reiterated that the College will not tolerate hate speech and bias acts against the entire campus community, including those with diverse political positions. President Christian said that faculty have a responsibility to create classrooms that are open to viewpoint diversity. Finally, the president noted that in the College's recently submitted diversity and inclusion plan, viewpoint diversity is a critical element that we value and want to grow on the campus.

Mr. DiCarlo asked if a professor openly opposes President-Elect Trump in the classroom, could that have a stifling impact on students who supported the president-elect and are afraid to voice their opinion for fear of retribution and the lowering of grades. The president said he does not dispute the legitimacy of those students' fears, thinks those fears are wrong, and believes our work on the College's diversity and inclusion plan and free speech initiatives are examples of how we can better connect to these students.

Ms. Reynoso said that she identifies as a liberal student but is upset that the students Mr. DiCarlo spoke about were targeted for their views and felt like a silent minority. She also said that the student-driven rally on campus last week was not an anti-Trump gathering, but an opportunity to stand up against hate speech and acts, including the recent graffiti found on campus. Ms. Reynoso added that she is a firm believer in free speech, especially on the campus, and would like to speak with the students in question as their elected student representative.

Mr. DiCarlo said that the unprotected students on campus are those who disagree, philosophically, with the majority of professors and other students in the community. He said he is upset with the number of colleges that oppose free speech for everybody. Ms. Reynoso replied that she would not tolerate hate speech against any group of students. She gave her word that if students come forward to report incidents of harassment or intimidation for their conservative or right-leaning political views, she would be the first person to address their concerns. Interim Vice President Brumfield emphasized that the College is investigating reported complaints and encouraging students to attend campus events as educational opportunities to better understand the election and viewpoint diversity.

Vice President Eaton said that there are lots of students attending the College who come from counties in the state where the majority voted for the President-Elect and may be on the right side of the political spectrum. The vice president added that students attended recent free speech and post-election events in large numbers, comported themselves very well, and were from both sides of the political aisle. All those who spoke advocated inclusivity and these events were open to anyone, pro- and anti-Trump and those opposed to both presidential candidates.

Budget Update: See attached PowerPoint slides. Vice President Halstead said that the College was short in its tuition collection last year but underspent its budget for operations, resulting in a net deposit of \$273,000 into campus reserves. For the year ahead, the vice president noted that the College increased its tuition target, expecting increased graduate school enrollment, and lowered its budget forecast for state support.

Vice President Halstead said that the College increased its expenditures due, in part, to federal and state mandates (e.g., minimum wage adjustment, hiring of chief diversity officer and support

staff). The College also invested in faculty to support the growing mechanical engineering program and had to absorb the operational costs for the College's tutoring center, which lost a federal grant.

The vice president said that the net impact of budgeted revenue and expenditure increases results in a \$1.9 million structural deficit this year. In addition, the College did not meet its tuition target for fall enrollment. The College is actively exploring ways to increase revenue and reduce expenditures to mitigate the budget imbalance.

Mr. Abt asked if the enrollment shortfall for the fall was for undergraduate or graduate programs. Vice President Halstead replied that we met and exceeded our undergraduate target, but fell short in graduate enrollment.

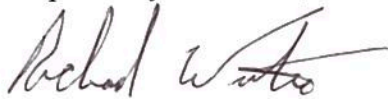
Ms. Reynoso asked if there are any new graduate programs on the horizon. Provost Arnold said that a number of potential programs are being explored, including in education, engineering, creative writing, and five-year combined programs.

Construction Update: See attached PowerPoint slides. Assistant Vice President John Shupe said that the College's Facilities Master Plan, issued in 2008, governs much of the construction activity taking place at New Paltz. The assistant vice president walked the Council through a number of current and recently completed new construction and renovation projects, including Sojourner Truth Library, Wooster Hall, Service Building, the campus radio station, Bevier Residence Hall, electrical and LED lighting upgrades, among others. This spring/summer, the College will have a ceremonial ribbon cutting for Science Hall and break ground on the Engineering Innovation Hub. In sum, the assistant vice president said that Facilities Management is working on about \$100 million worth of active construction projects on campus.

Wrap-Up: Given the length of the meeting, Mr. Abt suggested that the Council tour Science Hall at a later date and the other members agreed.

The meeting adjourned at 5:30 p.m.

Respectfully submitted,



Richard Winters
Director of Community and Government Relations

College Council

November 17, 2016

FY 15-16 Status of Core Instructional Budget Final

REVENUE

	<u>Budget</u>	<u>Actual</u>	<u>over/under</u>
Fall Tuition & Fees	\$ 26,305,800	\$ 26,496,537	\$ 190,737
Spring Tuition & Fees	\$ 27,212,600	\$ 26,583,784	\$ (628,816)
Total Funds Generated by Campus Activities	\$ 53,518,400	\$ 53,080,321	\$ (438,079)

State Support

Total Revenue

\$ 16,125,200	\$ 16,125,200	\$ -
\$ 69,643,600	\$ 69,205,521	\$ (438,079)

Revenue shortage covered with previous year overflow cash

EXPENDITURES

	<u>Initial Budget</u>	<u>Actual</u>	<u>Over/under</u>
Personal Service	\$ 54,739,617	\$ 53,112,599	\$ 1,627,018
Temporary Service	\$ 3,991,306	\$ 5,105,887	\$ (1,114,581)
Utilities	\$ 2,684,100	\$ 2,047,847	\$ 636,253
Supplies, Travel, Contracts & Equipment	\$ 4,753,173	\$ 4,991,521	\$ (238,348)
Tuition Scholarship	\$ 3,475,404	\$ 3,674,170	\$ (198,766)
Total Expenditures	\$ 69,643,600	\$ 68,932,023	\$ 711,577

Amount of under-expenditure will go into "stabilization" reserves

Net Impact on campus reserves: \$ 273,497.64

**Budget-to-Budget
Last Year to This Year**

<u>REVENUE</u>	<u>15-16</u>	<u>16-17</u>	<u>Increase/Decrease</u>
Fall Tuition & Fees	\$ 26,305,800	\$ 26,963,598	\$ 657,798
Spring Tuition & Fees	\$ 27,212,600	\$ 27,065,403	\$ (147,198)
Total Funds Generated by Campus Activities	\$ 53,518,400	\$ 54,029,000	\$ 510,600
State Support	\$ 16,125,200	\$ 15,994,300	\$ (130,900)
Total Revenue	\$ 69,643,600	\$ 70,023,300	\$ 379,700
<u>EXPENDITURES</u>			
Personal Service	\$ 54,739,617	\$ 56,296,336	\$ 1,556,719
Temporary Service	\$ 3,991,306	\$ 4,415,538	\$ 424,232
Utilities	\$ 2,684,100	\$ 2,784,100	\$ 100,000
Supplies, Travel, Contracts & Equipment	\$ 4,753,173	\$ 4,711,613	\$ (41,560)
Tuition Scholarship	\$ 3,475,404	\$ 3,706,453	\$ 231,049
Total Expenditures	\$ 69,643,600	\$ 71,914,040	\$ 2,270,440
Budgeted Deficit - to be covered by reserves		\$ (1,890,740)	\$ (1,890,740)

Tuition: Budget vs Actual – Fall 2016

Current tuition shortfall: (\$848,846)

Undergraduate: (\$135,910)

Graduate: (\$684,206)

MBA: (\$ 28,730)

Note: even though we exceeded our undergraduate admissions target, the in-state/out-of-state mix of students changed, causing the revenue to fall short slightly

Summary of Budgeted Expenditure Changes (why did our base change?)

Increased Personnel Costs

Personal Service + \$1,556,719

- Mechanical Engineering Faculty
- Psychology Faculty/IDMH
- Course Availability Additions - Lecturers
- Learning Resource Center
- Chief Diversity Officer & staff
- Provost office staff
- Custodial line for New Science Building

Temporary Service + \$424,232

- Course Availability Additions – Adjunct Faculty
- Minimum Wage Increase

Non-personnel costs:

Supplies, Travel, Contracts & Equipment + \$58,440

- SUNY Recharges
- Additional Funding for new EOP students
- Software expense
- Utilities for the New Science Building & Wooster Hall

Scholarships + \$231,049

- Recruitment
- GATA

Budget Process for 2017-18

Unknowns:

- Reinstatement of Rational Tuition
- Maintenance of Effort – vulnerable to cuts
- Contract negotiations – salary increases
- Capital Funding
- FLSA impacts
- *Enrollment!*

Needs:

- Another half-year of utilities and personnel costs for New Science Building

Process:

- Timeline
- One time funds available



New Paltz

STATE UNIVERSITY OF NEW YORK

SUNY New Paltz Capital Construction Projects

College Council

November 17, 2016

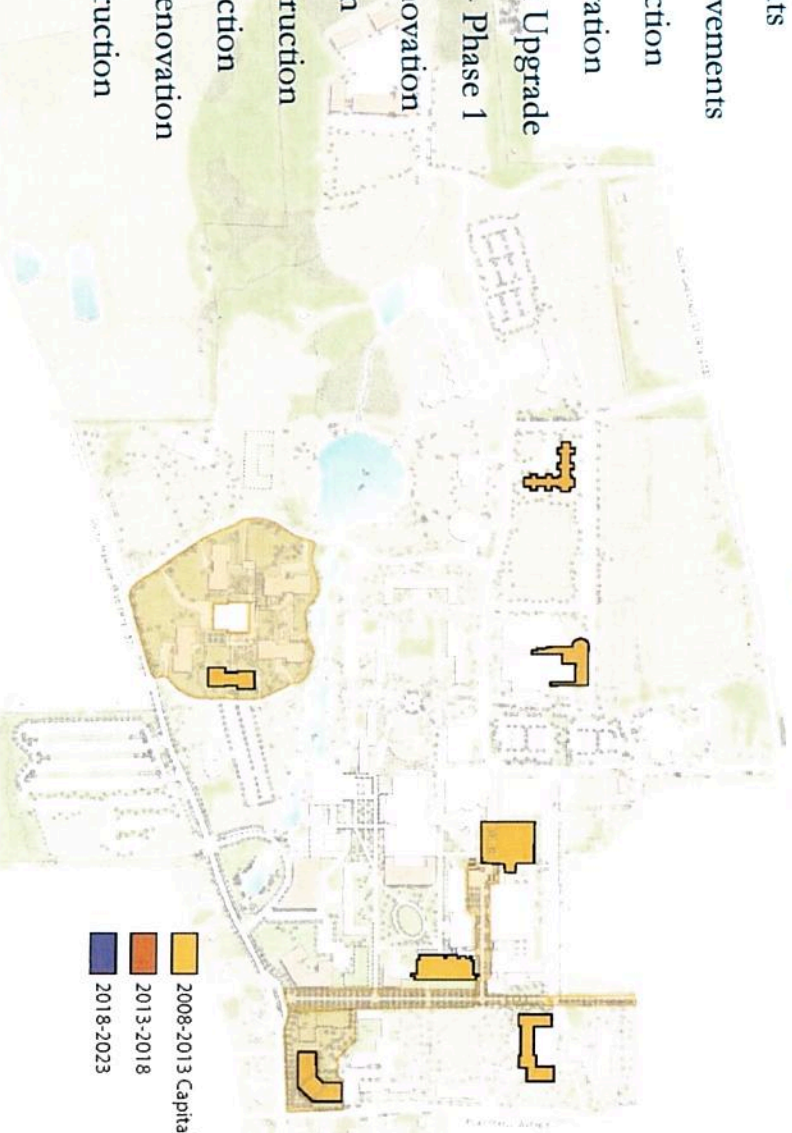


New Paltz

STATE UNIVERSITY OF NEW YORK

- Student Union Atrium
- Old Main Building Renovation
- Crispell Hall Renovation
- Concourse Site Improvements
- Hasbrouck Quad Site Improvements
- Mohonk Walk East Construction
- Central Heating Plant Renovation
- Energy Management System Upgrade
- Electrical System Upgrades - Phase 1
- Sojourner Truth Library Renovation
- Wooster Building Renovation
- New Science Building Construction
- Mohonk Walk West Construction
- Elting Gym Locker Room Renovation
- Route 32 Parking Lot Construction
- Transit Hub Construction
- New Residence Hall - Ridgeview Hall
- LeFevre Hall Renovation

Facilities Master Plan 2008-2013 Capital Projects



- 2008-2013 Capital Plan
- 2013-2018
- 2018-2023



Sojourner Truth Library Renovation

\$14,315,000

complete Spring 2016





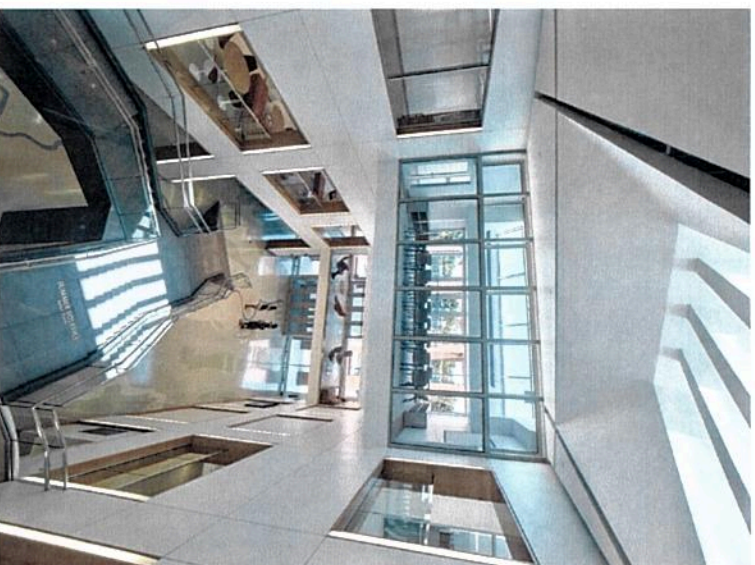
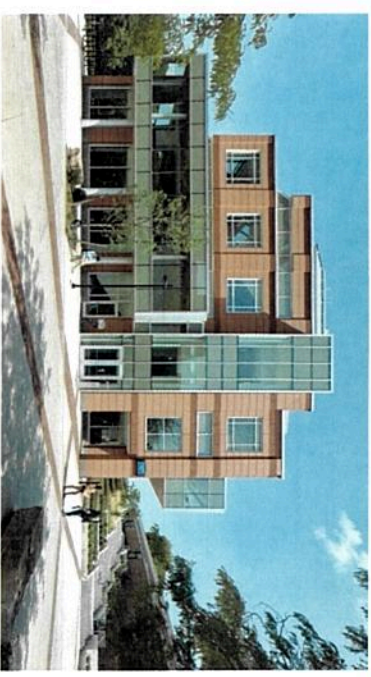
New Paltz

STATE UNIVERSITY OF NEW YORK



Wooster Hall

\$ 36,745,000
complete Fall 2016



Anthropology

Café

Engineering Labs

Psychology



Academic Advising

Records & Registration

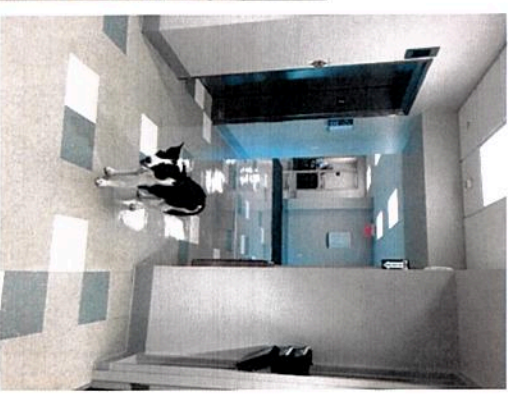
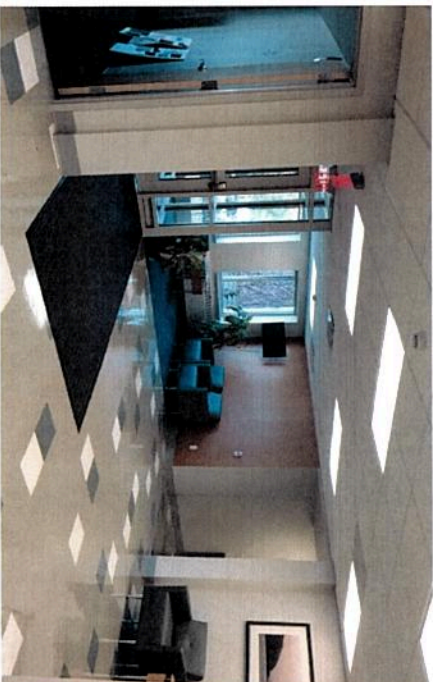
Financial Aid

Student Accounts

Service Building Renovation

Facilities Management
Facilities Operations and Maintenance
Facilities Design & Construction
Campus Sustainability & Energy Management
University Police
Environmental Health & Safety

\$ 5,350,000
complete Spring 2016



Recently completed projects include...

Heat @ Resnick North Stair - \$20,000

Mechanical Seals @CHP - \$189,000

Campus Wide Card Access - \$6,000,000

Lecture Center 3 Renovation - \$57,000

New Bridge @ Student Union - \$7,500

SUB 411 Radio Station - \$32,000

Fine Arts Building Wood Floor Repair- \$300,000

Starbucks at Parker Theatre - \$500,000

3D Printing Lab - \$275,000



Currently in Design...

Roof Replacements - Student Union, van den Berg, CHP, SCB, Esopus and vdBerg Annex - \$6,750,000

Smiley Arts & McKenna Interior Hallways Upgrades, JFT Odd Floors- \$1,250,000

Window Replacement at JFT and vdBerg Annex- \$2,350,000

Lecture Center Lobby, HVAC & Tunnel Renovation- \$6,600,000

Interior Updates to SUB 2nd floor Lobby/Storefront- \$1,000,000

Fire Alarm @ Children's Center, Resnick & Hopfer – \$850,000

Replace Storefronts at CSB, HAB, SUB and JFT- \$850,000

Old Library Boiler and New Front Door- \$550,000

LC 100 Active Learning Modifications- \$90,000

Exterior Court Resurfacing Athletics- \$280,000

Smiley Art Lockers Renovation- \$350,000

Route 32 Parking Expansion/Crosswalk - \$3,000,000

Fine Arts Building Elevator Upgrades- \$500,000

Speech Language & Hearing Center Renovation - \$1,200,000

Renovation to Hasbrouck Dining for New Bakery- \$6,000,000

Old Main Stained Glass Restoration- \$220,000

Summer Residence Hall 2017- Bliss, Capen, Dubois, Deyo- \$1,000,000

Chiller Upgrades - Dorsky HVAC and CSB Chiller- \$5,000,000

Renovate Records & Registration for EOP- \$250,000



Engineering Innovation Hub \$13,000,000



Construction Spring 2017 to Fall 2019



... and in Construction

Replace Plaza Deck at HAB - \$1,900,000

Hasbrouck Renovation #3- Bevier Hall - \$20,000,000

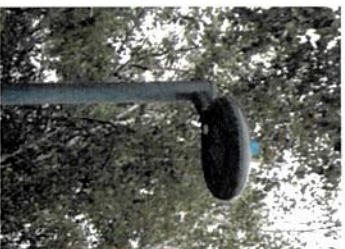
Electrical Upgrade Campus Wide Phase 2 - \$6,000,000

LED Lighting Campus Wide Phase 2 - \$260,000



Fine Arts Building Roof Replacement - \$1,000,000

217KW Photovoltaic Array with Battery Storage - \$1,300,000

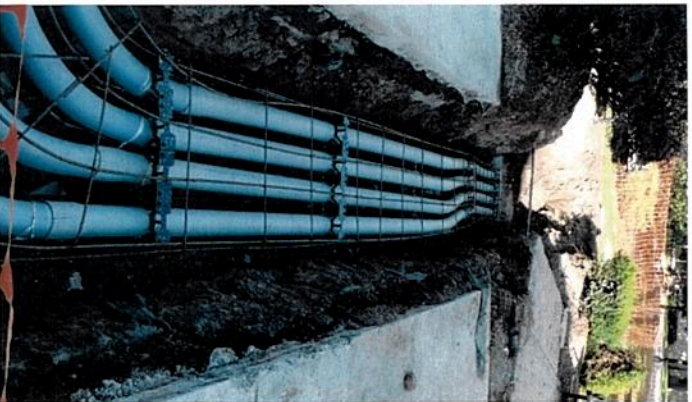


Lenape Hall Elevator - \$500,000

Replace Bridge Railings - \$200,000

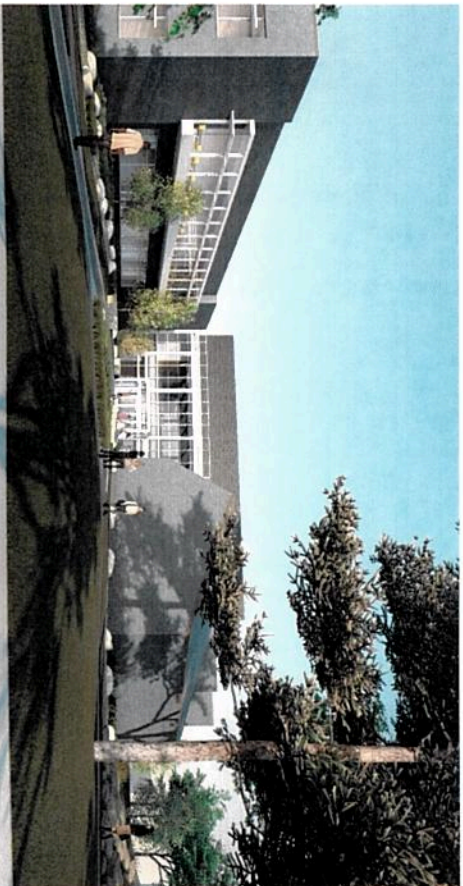
Generator #3 Renovation - \$750,000

Elting Gym Locker Rooms - \$5,000,000





New Science Building



Computer Science Geography
Geology Mathematics Physics



\$48,026,000
complete
Fall 2016



Campus Sustainability & Energy Management

6 LEED Buildings
Net Zero Energy Study
Active Building Scheduling for HVAC
Winter Session Setback
Exterior LED Lighting
Demand Response



**SUSTAINABILITY
AMBASSADORS**



2016 Innovative Energy Project of the Year Award – 217 KW of New Solar + Battery Storage

**TAKE A SUSTAINABILITY
GE COURSE!**

**Become a Sustainability
Faculty Fellow**

**SUSTAINABILITY
MAJOR & MINOR
INFO SESSION**

Leadership in Energy and Environmental Design

Old Main Building Renovation ~ LEED Silver

Crispell Hall Renovation ~ LEED Gold

LeFevre Hall Renovation ~ LEED Gold

Wooster Building Renovation ~ LEED Gold (target)

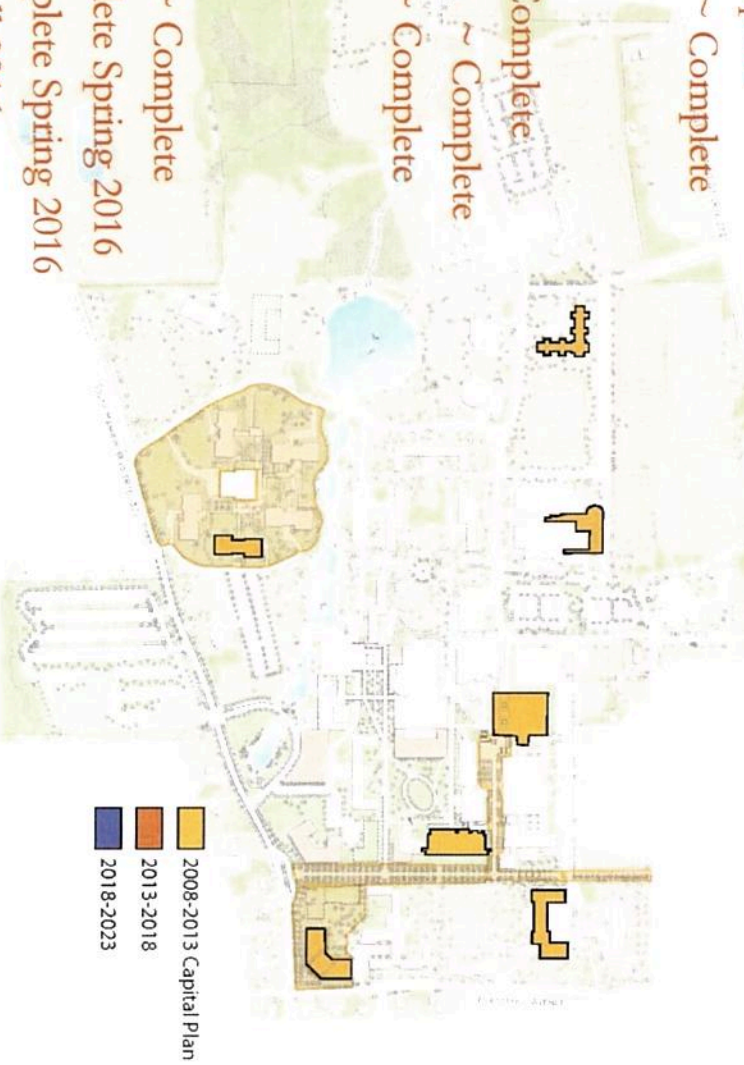
Ridgeview Hall ~ LEED Silver (target)

New Science Building ~ LEED Gold (target)



- Student Union Atrium ~ Complete
- Old Main Renovation ~ Complete
- Crispell Hall Renovation ~ Complete
- Concourse Site Improvements ~ Complete
- Hasbrouck Quad Site Improvements ~ Complete
- Mohonk Walk East ~ Complete
- Route 32 Parking ~ Complete
- Central Heating Plant Renovation ~ Complete
- Upgrade Energy Management System ~ Complete
- Electrical System Upgrades Phase 1 ~ Complete
- Lefevre Hall Renovation ~ Complete
- New Residence Hall ~ Complete
- Mohonk Walk West ~ Complete
- Sojourner Truth Library Renovation ~ Complete
- Service Building Renovation ~ Complete Spring 2016
- Wooster Building Renovation ~ Complete Spring 2016
- New Science Building ~ Complete Fall 2016
- Elting Gym Locker Room Renovation ~ Construction Spring 2016

Facilities Master Plan 2008-2013 Capital Projects \$250 million





New Paltz

STATE UNIVERSITY OF NEW YORK

- Engineering Innovation Hub
- Electrical System Upgrade - Phase 2
- Roof Repairs/Replacement ~ Plaza Deck, Fine Arts Building, van den Berg, CHP, SCB, Annex
- **Hasbrouck Quad Residence Hall Renovations ~ Bevier Hall**
- New Academic Building
- Elting Gym Renovation
- Haggerty Medium Renovation
- Hasbrouck Dining Hall Renovation
- Arts and Science Quad Renovation
- Central Heating Plant Upgrades
- ACM Abatement and ADA Improvements
- Parking Lots and Roadways Route 32 Crossing/Lot Expansion
- Health/Safety Initiatives
- Utility Upgrades Phase 1 – Water, Sewer, Storm and IT

Facilities Master Plan

2015-2019 Capital Project Request

\$150 million

