

**FPS
Minutes
October 19, 2022**

Attendees: Mark Flower (FPS Chair), Allison Pease, Karen Kaplowitz, Jean Mills, Ajisa Dervisevic, Rulisa Galloway-Perry, Kinya Chandler, John Paul Narkunas, Cat Alves, Robert Till, Alison Orlando, Janet Winter, Maki Haberfeld, Ned Benton, Alena Ryjov (recorder).

1. Approval of Minutes for 9/20/2022: The minutes were approved unanimously.

2. 3-Year All-Funds Budget Review:

Mark started the review of the budget with HEERF update. He said that CUNY requested that all the money be spent by March 31. That's a major change since it cuts us off by 3 months compared to what we originally thought. We need to figure out a way to keep our commitment to people on payroll using HEERF funds that were supposed to be paid through the end of June, and he shared some ideas. He spoke about Lost Revenue category and how we can use it in achieving the CUNY's requirement. He mentioned that we'll have more clarity once we know how CUNY calculated our Lost Revenue. Mark did an overview of how much money the college has to spend, including OTPS and technology, public safety, faculty and professional development, academic recovery programs. All in all, we have \$23M left of the original \$48M to spend in this year. We've submitted an application for about \$1M for Q1. So, we still have a long way to go to spend the remaining \$22M, we are working diligently to make sure that we spend everything by the end of the year. Cat A. asked about the professional development for staff using HEERF funds. Ajisa responded that this is not a qualified expense. Mark then presented the modified financial plan which incorporated enrollment changes. The actual enrollment ended up higher than the projected one, resulting in additional \$5M, so we were able to do better towards the revenue target. Overall, he said that we're going to end the year in a positive stance, and we'll be able to carry over those funds going forward. It looks like in 2025 we'll be \$1.2M in the black in CUTRA balance. Mark then segued into the 4-Year Budget and walked the committee through the categories and where things are with Aux Corp, Foundation, etc. He talked about the Foundation spending policy and 4% return allowance. Ned B. noted that our investment is doing better than CUNY's pool. Rulisa asked about increases for employees. Mark shared the college's plan on addressing this issue. John N. asked if there's enough funding to support all the new hires. Mark said yes, there's support in state funding for 44 new faculty lines.

3. Staffing Levels and Budgeting:

Mark turned the discussion to explaining how the budget office does the projections for staffing and staffing costs. He detailed all components that go into projections and overall expense. Ned asked if we are all set with hiring through 2024 and 2025 or if there are any other positions planned be hired. Mark said that, as of right now, no more hiring is planned. Mark then said that a larger conversation needs to happen about alignment of hiring and strategic needs, and the FPS can definitely play a role in it. He also explained the challenges with benchmarking and job descriptions. Ned suggested to consider the staff allocation, reallocations and budgeting process at the AES committee. Kim suggested to look at staffing

models across campus and come up with an equitable and uniformed way that works for everyone. Ned shared a presentation on CUNY campus comparisons on managing faculty lines. He highlighted that JJ had a 10.8% gain in faculty hiring which is higher than other senior campuses. He said that JJ is the best among senior colleges at investing \$53M for hiring faculty and praised the college for effectively managing and achieving this goal. Kim added that this success should be attributed to conversations and commitments made in 2018 by the college's leadership, and the cross-office teamwork.