



BOARD OF TRUSTEES MEETING

THURSDAY, SEPTEMBER 18, 2025

PROPOSED RESOLUTION

Consent Agenda

RESOLVED that the materials presented as part of the Consent Agenda, to include:

1. Minutes of the Board of Trustees meeting held on May 9, 2025
2. Personnel Actions Presented for Board Review

be and hereby are approved as previously circulated.



State University of New York
College of Environmental Science and Forestry
Board of Trustees Meeting
May 9, 2025 – 9:00 a.m.
24 Marshall Hall & Livestream

MINUTES

Voting Members in Attendance:

Chair John Bartow, Vice Chair Rick Fedrizzi, Trustee Linda Brown-Robinson, Trustee Emme Christie, Trustee Vita DeMarchi, Trustee Bill Fisher, Trustee Daniel Fitts, Trustee Stephen Sloan (virtual).

Absent: None

Non-Voting Members in Attendance:

Adriana Espinoza, Eden Gardner.

College Personnel/Students in Attendance:

Joanne Mahoney (*President*), Mark Lichtenstein (*Secretary to the Board*), Kelly Berger, Tyler Dorholt, Nichole Dougherty, Mark Driscoll, Brenda Greenfield, Mark Hill, Kitty McCarthy, Matt Millea, Lindi Quackenbush, Kevin Reynolds, Aaron Rounds, Jennifer Webb, Ruth Yanai, Emily Friden, Daniel Vera. Representing UUP: Matt Smith, Sarah Yurka. Representing GSEU/GSA: David Harris, Ellie Jalbuena-Cook, Chris Koudelka, John McEachern, Elizabeth McDaniel, Dilara Turkel Agacik,

1. Call to Order, Roll Call and Welcome

Chair Bartow called the meeting of the ESF Board of Trustees to order at 9:00 a.m. Secretary Lichtenstein took roll call and confirmed a quorum with seven voting trustees in attendance in person and one voting trustee participating from a location shared with the public in advance.

2. Approval of Agenda – Chair Bartow presented the meeting agenda for approval by the Board, Trustee Christie the following amendment to item 11. New Business – update from Graduate Student Presentation to Graduate Student Employee Union (GSEU) presentation. Trustee Fedrizzi motioned to approve the agenda as amended, Trustee DeMarchi seconded. All approved.

3. Consent Agenda – Chair Bartow presented the consent agenda items as follows:

- Approval of the Minutes of the February 28, 2025, Board Meeting.
- Personnel Actions Presented for Board Review.
- Candidates for Graduation Presented for Endorsement – May & August 2025

Trustee Brown-Robinson motioned to approve to consent agenda items. Trustee Fedrizzi seconded.



All approved.

4. **Chair's Report** – *Chair Bartow*

- Moment of Silence for Van Robinson, husband of Trustee Brown-Robinson.
- Congratulated Trustee Christie and Eden Gardner on graduation.
- Welcomed Daniel Vera and Emily Frida, incoming presidents of MOSA and GSA, respectively.
 - Noted that Daniel will be the voting trustee beginning at the September meeting, Emily will be invited to participate in meetings to represent GSA.
 - Board is always open to hearing from MOSA and GSA, send email or call.
- Received official resignation from Trustee McFoy, thanked him for his service.
- Board completed self-evaluations.
 - Fulfilling obligations.
 - Would like additional information on risk management strategies.

5. **Committee Reports**

Governance Committee: Committee Chair DeMarchi reported that the committee met on April 2, spent time reviewing the Bylaws. Spent a majority of time discussing the committees.

- Presented one amendment to the bylaws for review: language update (each committee will meet at a minimum of once per year).
 - Committees will meet on the same day as the full board meeting,
 - Charters (some have, some do not. May revisit committees once charters are updated.
 - Reviewed the process of submitting information and agenda items for consideration by the Board, confirmed that the information is available online.
 - Secretary Lichtenstein noted that past practice has included two readings of the Bylaws leading up to approval.
 - Chair DeMarchi recommended bylaws be reviewed and approved annually (at the September Board meeting) and that dates of last approval be added to the bylaws.
 - Chair Bartow recommended including a list of Board policies that are in place at the annual meeting.
 - Chair Bartow requested that committee chairs review charter by August 1st and send updates to Trustee DeMarchi and himself for review at the September Board meeting.

Trustee Fisher asked about a meeting of the sustainable finance committee before 6/30 to set up who will be the new chair.

6. **President's Report**

President Mahoney offered condolences to Linda Brown-Robinson.

Spring Highlights:

- Chancellor King visited ESF on February 28.
- Podcast Campus Conversations: Interdisciplinary Research this season, student leaders.
- State of the College: Committed to informing campus, asks Academic Governance what they would like administration to report on.
- Professional Development Event with OCC on March 28.
- Green Building Conference on March 26.



- Symposium on Energy in the 21st Century on April 4.
- QWL Committee: Spring Reception on April 9
- New DEC Commissioner (acting), Amanda Lefton, visited ESF. Dareth Glance, Regional Director, Dareth Glance, encouraged.
- The College Tour television program filmed and is in final draft – will be broadcast mid-June.
- Earth Week – lots of activities.
 - Hosted City of Syracuse: Launch of Sustainable Syracuse, Proclamation of Professor Emanuel Carter (Earth Day).
- SUNY Chancellor's Awards for Excellence:
 - Dr. Change Geun Yoo, Excellence in Scholarship and Creative Activities
 - Mary Thompson, Excellence in Teaching
 - Dr. Andrea Fedlpausch-Parker, Excellence in Faculty Service
 - Erin Tochello, Excellence in Professional Service
 - Jason LaTray, Excellence in Classified Service
 - David Newman, SUNY Distinguished Service Professor
 - Will serve as interim chair of Chemical Engineering
- 2025 State Budget Highlights
 - SUNY +114M direct operations support (3rd year of increase), covers some increased personnel costs but does not address the budget deficit.
 - Critical Infrastructure, decarbonization projects.
 - Environmental Protection Fund (\$425M)
 - Center for Native Peoples and the Environment - \$1.42M
 - Climate Applied Forestry Research Institute - \$1.5M
 - Timbuctoo Summer Climate & Careers Institute - \$1.25M
 - Adirondack Park Interpretive Center - \$250K

Chair Bartow noted that EPF is part of the Executive Budget, continued funding is typical.

A. Espinoza noted that the DEC is supportive of the Timbuctoo program, helped advocate for the funding.

- Federal Government
 - Canceled close to \$3B in NIH and NSF grants.
 - Litigation on some grants awarded that are being undone.

ESF Budget in Two Parts: Five Year Stab Plan & Annual Budget

Five-year goal: Balance by the end of FY '28-'29. Tom Squires helping part time.

ESF and SUNY believe we are on track for '24-'25 budget.

- Held positions vacant to save \$1.1M, have met.
- SUNY wanted us to identify specific positions, we did not, but meeting the goal will buy us latitude without a concrete plan, we can have flexibility in how we budget.
- '25-'26 budget will be flat, besides negotiated union increases.
- Following schedule for budget process.

Five Year Stability Plan Accomplishments:

- Accessory Instruction Net Savings, \$800 K
- Personnel salary savings, \$1.1 M
- Graduate school savings, \$440K



- Shared services savings, TBD.

Active Shared Services Conversations on the following:

- UPD – Upstate
- Payroll – Brockport
- Purchasing – Oswego

Trustee Fitts asked where the \$440K Grad School savings are from. Graduate students have tuition waivers (scholarship) & stipends. Graduate Students wanted increased stipends, when President Mahoney started, stipends were increased from \$16K to \$20K for master's and from \$18K to \$22K for PHDs, ESF also increased number of PHDs in a spike. More students, higher stipends, coming back to the right size for graduate assistants. 7% smaller in incoming class (than before spike). Hire fewer students, no current students' jobs will lose jobs because of budget.

Trustee Brown-Robinson: Explain Shared Services.

- Upstate/ESF: Combine police function. Current UPD officers stay ESF employees, under direction of Chief at Upstate. Through attrition, hires will be Upstate, and we would be a "precinct" Chief Dugan has been helpful. Similar to Community hospital as "remote campus" of Upstate.
 - UPD currently has several vacancies and overtime.
- Payroll: Brockport assisted when we had vacancy, nobody noticed. May combine payroll function.
- Purchasing: ESF moving to same platform as Oswego, train ESF, all talking the same language when we combine.

Stability Plan gets us to black in '28-'29. Need undergraduate enrollment of 450, not there.

SUNY wants us in black earlier than '28-29, end of next year.

Working on Revenue Generation, actively marketing MPS, do things faster.

Enrollment Update – Kitty McCarthy

Kitty McCarthy introduced herself and thanked the board for the opportunity to provide an early update on Fall 2025 enrollment.

- ESF has many partners, current students, alumni, staff, and administrators.
- Introduced Mark Hill, Director of Financial Aid and Scholarships – could not bring in undergraduates without his expertise.
- First-Year Activity:
 - Most of increase due to top 10% SUNY Initiative.
 - Federal rhetoric around environment created additional questions on job outcomes and research cuts during accepted student receptions.
 - Current 386-390 deposits, healthy for ESF, top 3 or 4 of last 25 years, but does not hit target.
 - Hard to compare to last year, FAFSA timeline was different.
 - First year out-of-state applications were down, accept numbers made up: eighty-five deposits for fall '25.
 - Out-of-state tuition increased by 5% (third year in a row with an increase).

Trustee Fedrizzi asked to clarify deposits, 301 deposits – they plan to be here. Yield is the difference between accepted and deposits.

- Top 10 Initiative: SUNY wanted to be in front of top 10%, focused on school districts with high



needs. About eight hundred districts. 9 SUNYs participated in the pilot program, accepted students were admitted to all nine.

- Top 10: 1451 admits, 2 accepts.
- W/o Top 10: 1696 admits, 299 accepts.
- Yield without top 10, closer to 15 or 16%.

Chair Bartow asked what kind of degrees top 10 students are looking for; is there an option for students to opt out if a school does not offer the degrees they are interested in as creating financial aid packages creates an expense.

- Transfer activity: Applicant pool for transfers is similar, will continue through summer. Jumps during summer every year.
- Watching:
 - Summer 2025
 - Federal Research Support
 - Federal Higher Education Plan: Concerns elimination of federal subsidized loans, change to eligibility for PELL, and College's being responsible for students who default on their loans.
 - International Student Recruitment: ESF numbers are not high, value beyond enrollment. BUCT partnership is under pressure, want to schedule meeting. 20-25 students enrolled, visited in November, ESF knew numbers would be smaller. 13 applied, all admitted. Numbers low. Concerns on political policies (against Chinese, concerns on federal research cuts).
 - Other universities ready to step in, European Universities starting partnerships.
- Going Forward
 - Student success Data Council (replaced retention), use data in bringing and keeping students here.
 - Outreach to fall '25 eligible to enroll but have not registered.
 - Starting a transitional class. All enroll in 132, become familiar with services offered by EFS. Will add one specific to undeclared.
 - Review how students change majors. Help students to make choices as early as possible.
 - Enrollment plan will be tied to: ESF Strategic Plan, SUNY Stabilization Plan and Scholarship Plan.

Secretary Lichtenstein noted that higher education is an export \$50B, equivalent to auto exports, a big loss to the United States economy.

President Mahoney noted that SUNY wants us to recruit more, is offering resources, suggested we ask for scholarship dollars.

7. University Police Department Update – Chief Dugan

Chief Dugan introduced himself, he has served as Chief since 2020, graduated in ESF in 2004. Thanked the Board, students, fellow employees for the opportunity to present.

7.1 After Action Report:

- Summary: provided the swatting definition, timeline/review, analysis, recommendations for improvement.
- Timeline



- Event 3:44 – 4:44; Law enforcement partners, Administration, and SUNY all notified through all clear issued.
- Public safety communication among agencies functioned effectively, mutual aid agreements.
- Internal communication between police and senior administration was timely and effective.
- Students, staff, and faculty complied with directives from college staff.
- Recommendations
 - Improve emergency communication and messaging – prep messages, not conflicting.
 - Steps have been taken, testing NY alert 1X/semester at a minimum, follow up with non-emergency message for why decision was made.
 - NY Alert is Opt Out system (Banner students, employee portal).
 - Removed phishing looking banner from NY alert.
 - Developed pre-planned messages (copies SU, copies ACC schools).
 - Coordinate cross-department communication. Between emergency and non-emergency channels, emails lists etc.
 - Provide emergency response training to fac staff.
 - Bi-annual training with faculty and staff, work for training with MOSA and GSA to implement student training.
 - Implement community emergency response teams (also individual responsibility, structure important)
 - Building-by-building response plan, Student Affairs developed with UPD, updated annually.
 - Comprehensive emergency training for EC etc. facilities, CNS, comms.
 - Have and will continue to engage emergency response consultants.
 - Update Emergency Response Plan annually.
 - Marshall has access control and surveillance (glass has been concern)
 - Strategic investments and capital improvements.
 - Did quick assessment of campus locking technologies.
 - Enhance ESFs security posture through strategic investments and capital improvements.

Trustee Fedrizzi: Is it possible to find where reports come from? Chief Dugan responded that UPD has an ongoing investigation. Syracuse University cleared before ESF.

D. Vera asked how the all clear was determined? Chief Dugan noted that there was no action well beyond the time of threat, ESF had elevated police presence throughout the evening.

Trustee Christie noted the need to move toward institutional standards of operation.

E. Friden asked if active shooter training is mandatory? Chief Dugan responded that it is voluntary, could change.

A. Espinoza asked if we evaluated what would happen. Follow-up and non-emergency messaging. Looked at what FSU did.

E. Gardner thanked and acknowledged meetings with students. MOSA meeting, town hall.

7.2. Ticket Fee Structure

Current since 1980s

Proposed changes:

- Language
- Student Access



- Dispute/Appeal Structure
- Immobilizations
- Fine, Late Fees, & others

Gain Compliance. Following state administrative procedures. New structure will be reviewed by all, posted for public comment, and presented to board for formal approval.

8. Student Reports – Dr. Emme Christie

8.1. Graduate Student Association – Dr. Emme Christie

- Thankful for space for students to participate in governance.
- Budget on track: ORP, Foundation, assisted with bigger events.
- GSA supported SU Grad Fee
- Provided grants and awards for travel and research.
- Research Mentoring Program: Undergrads find it very enriching.
- GSA Capstone and Writing fellowship.
- CNY Conf. on Env. Sci and Studies: 3rd year – primarily ESF and SU, not as many outside attendees.
- Reviewed resolutions passed: Graduate Students Day, Enhanced support for Graduate Program Opportunities, and recognize authority of elected senators for AY25-26 and extend the administrative powers of the outgoing senators of AY24-25.

Emily Friden introduced herself as the incoming President of GSA. She hopes to focus on safety and building community.

8.2. MOSA Report - Eden Gardner & Daniel Vera

E. Gardner introduced new President Daniel Vera, first contested election, highest turnout. Dan Introduced himself and introduced Molly, V.P.

- Updates: Events, relaunch of reusable plate program, peer advising, ad-hoc safety committee, CNY regional market and grocery van, support to graduate assistants.
- Election breakdown 39% (historic).
- Passed Student Activity Fee as mandatory.
- Board of elections chair is elected position, strengthen election codes.
- Improve transparency: admin, student body, training and onboarding, weekly guests at MOSA meetings.
- Club Collaboration: systemizing club storage, event planning and funding.
- Students first: transport and health, protect programs like LSAM and EOP, advocacy for CDO role,
- MOSA platform for campus activism.

Chair Bartow noted that he would like to attend a meeting in fall.

9. Academic Governance Report – Aaron Rounds & Ruth Yanai

- AG has been busy, advancing academic priorities:
 - Academic Affairs Committee: approve class changes and additions, all for physics approved, will save \$ ¼M.
 - Inducted the IDEA as temporary ad-hoc committee.
 - Approved two policies: Grad transfer, can transfer more credits. Credit for prior learning policy.



- Receive credit for work and learning that people already have.

Acknowledged challenges: Fiscal constraints, delays on hiring, recruitment, and retention. Graduate assistant cuts may impact research, remain optimistic. AG has open forum, Next meeting in September.

Chair Bartow noted that he will attend the September meeting.

10. Old Business: Board discussed timing of meetings. Committee meetings in the morning, afternoon Board meeting.

11. New Business:

11.1. Graduate Student Employee Union presentation – Liz McDaniel & David Harris.

Members of GSEU presented:

- Campus Consequences of Graduate Assistant (GA) lines cut: Decrease in quality of education. Faculty cannot teach existing lab sections without Gas.
- Gas assist with grading, teaching, lab support, exam prep, etc.
- Faculty Hardship
- GSEU Negotiations: Stipends funded at 4 university centers, advocating for special pay bill – contract with state that brings graduate assistant funding to additional campuses.
- GSEU requested that the BOT reject the decision to cut Gas, advocate on behalf of ESF with SUNY for paybill funding, establish campus-wide standards for GA assignments, and involve GSEU in decision-making processes,

President Mahoney noted that Academic Freedom creates challenges for standardization.

Chair Bartow noted that he has supported UUP with advocacy day and that the SUNY budget is difficult to understand and that reminders to legislators are needed.

12. Consideration of Executive Session: The meeting went into executive session at 12:20 P.M. and resumed at 1:50 P.M. Chair Bartow noted that no business or voting occurred during executive session.

13. Adjournment: Trustee Fitts motioned to adjourn. Trustee Fisher seconded. All approved. The meeting adjourned at 1:50 P.M.



BOARD OF TRUSTEES MEETING

September 18, 2025

PERSONNEL ACTIONS PRESENTED FOR BOARD ENDORSEMENT

A. Continuing Appointment (Policies of the (SUNY) Board of Trustees, Article XI, Title B)

Joshua Cousins
Associate Professor
Environmental Studies
September 1, 2025

Joshua Drew
Associate Professor
Environmental Biology
September 1, 2025

Deepak Kumar
Associate Professor
Chemical Engineering
September 1, 2025

Jamie Shinn
Associate Professor
Environmental Studies
September 1, 2025

Obste Therasme
Associate Professor
Sustainable Resources Management
September 1, 2025

Werner (Kurt) Stavenhagen
Instructor
Division of Interdisciplinary Programs – Writing Center
September 1, 2026

B. Permanent Appointment (Policies of the (SUNY) Board of Trustees, Article XI, Title C)

Kate Bailie
Instructional Support Specialist
Chemistry
September 1, 2025

C. Emeritus Status (Policies of the (SUNY) Board of Trustees, Article XV, Title D

Emanuel Carter
Associate Professor
Landscape Architecture
May 31, 2025

Deborah Storrings
Instructional Support Specialist
Landscape Architecture
January 1, 2025

D. Leaves of Absence (Policies of the (SUNY) Board of Trustees, Article XIII)

TITLE F LEAVE: (none to report)