

from Albert Romano to Host (privately): 1:05 PM

How long is the lease at 333 and the possibility of renegotiating it to save money. Many tenants have done so since Covid-19.

from Griselda Gonzalez to All Panelists: 1:05 PM

Has there been any indication when FIT would know whether or not we will receive the 20% of funding being withheld?

from Anna Blume to Host (privately): 1:06 PM

Does the hiring freeze preclude FIT from replacing crucially needed full time faculty who have left the college due to retirement, death, or other causes?

from Isabella Bertoletti to Host (privately): 1:07 PM

Have you attempted to renegotiate the lease of 333 7 Ave as many businesses have?

from Janet Linville to All Panelists: 1:07 PM

is there a timeline for when you implement phase 1, phase 2 and phase 3

from eric Ramirez to Host (privately): 1:08 PM

Since we are working remotely, has there been any cost savings on FIT's electric and telephone bill?

from Albert Romano to All Panelists: 1:08 PM

How long is the lease at 333 and the possibility of renegotiating it to save money. Many tenants have done so since Covid-19.

from Isabella Bertoletti to All Panelists: 1:08 PM

Have you attempted to renegotiate the lease of 333 7 Ave as many businesses have?

from Patrick Watson to Host (privately): 1:08 PM

Good Afternoon,

from Griselda Gonzalez to All Panelists: 1:09 PM

Regarding the Level Two Option - has there been any thought to continue the remote work option, beyond the pandemic period, in order to reduce the need for office space, thus reducing the cost of space? I would imagine that this could not only reduce the cost of rent, but also maintenance and any other related expenses.

from EMRE OZSOZ to Host (privately): 1:09 PM

I have a question regarding the 138 m debt and the restructuring we are planning to do. Can you please account for the current \$138 Million debt? How did we accrue such a large debt and over what period of time? Have we done these types of restructuring in the past? And how did you choose to defer the existing bond payments for three years as opposed to 5 or 1?

from DINO RODRIGUEZ to All Panelists: 1:09 PM

How will decisions be made regarding "Targeted or across the board: salary reductions and/or furloughs".

from Patrick Watson to Host (privately): 1:10 PM

Is the college considering offering early retirement incentives?

from Sondra Graff to Host (privately): 1:10 PM

Will you be sharing a breakdown of salaries (administrative, faculty and support staff) with us?

from Anna Blume to Host (privately): 1:11 PM

What plans does FIT have to increase the non-degree student population, a clear untapped source of potential revenue? Currently our website portal for non-degree students is an obstacle course that most definitely sends potential students elsewhere.

from Tabitha Hanslick to Host (privately): 1:13 PM

What would be the process to begin those discussions?

from Stephenie Futch to All Panelists: 1:13 PM

When does our lease expire at 333, 236, and the other additional office space that we have agreements with?

from Jeri Zulli to Host (privately): 1:13 PM

Speaking of reducing maintenance costs: 1. Has there been any assessment of savings due to remote teaching (water, electric, paper goods--anything) thus far? Certainly expenses must have been less, since March, even if the amount is not significant.

2. Could access to academic buildings be limited rather than eliminated to help reduce costs, and could consolidation be encouraged to further save expenses?

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from Patrick Watson to All Panelists: 1:13 PM

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from Carolyn Comiskey to All Panelists: 1:13 PM

Are retirement buyouts an option, or is that too costly?

from JAMES HILL to All Attendees: 1:14 PM

Please send all questions to All Panelists in the chat Thanks

from Anna Blume to All Panelists: 1:14 PM

Does the hiring freeze preclude FIT from replacing crucially needed full time faculty who have left the college due to retirement, death, or other causes?

from Tabitha Hanslick to All Panelists: 1:14 PM

What would be the process to begin those discussions regarding leveled options?

from Helena Minerva to All Panelists: 1:14 PM

Hi all, thank you for doing this. I can appreciate the protections in place for bargaining employees and the need for negotiations in the event personnel changes must be considered, however does this suggest that non-bargaining employees are at higher risk with less protection?

from Barry Fischer to Host (privately): 1:14 PM

What are the chances that our health insurance will be diminished?

from Jeri Zulli to All Panelists: 1:15 PM

Sorry sent to just host first, which is default.

Speaking of reducing maintenance costs: 1. Has there been any assessment of savings due to remote teaching (water, electric, paper goods--anything) thus far? Certainly expenses must have been less, since March, even if the amount is not significant.

2. Could access to academic buildings be limited rather than eliminated to help reduce costs, and could consolidation be encouraged to further save expenses?

from angelo toteda to JAMES HILL (privately): 1:15 PM

What are the major cuts that will happen if I joined late

from eric Ramirez to All Panelists: 1:15 PM

Since we are working remotely, has there been any cost savings on FIT's electric and telephone bill?

from Anna Blume to All Panelists: 1:15 PM

Can you please account for the current \$138 Million debt? How did we accrue such a large debt and over what period of time? In addition to your spoken response today, can the FIT Budget Office provide the community with a detailed written account for this debt?

from Shelley E. Kohan to Host (privately): 1:16 PM

Are we looking at revenue generating ideas like offering online classes, upskilling classes, adult learning, etc? And marketing the existing programs and new online classes available to reduce the gap in tuition revenue?

from JAMES HILL to angelo toteda (privately): 1:16 PM

no they are going through all the info. Please ask a question to all panelists

from Norma Stary to All Panelists: 1:16 PM

I heard "payroll lag" in the budget presentation and didn't really understand what it meant.

from Jane Werner to Host & Presenter: 1:16 PM

It was mentioned that FIT could sell IP addresses and possibly receive \$1m for them. What does this mean?

Can you give an example of who would buy one/them? Thank you

from JAMES HILL to All Attendees: 1:16 PM

Please send all questions to All Panelists in the chat. Thanks

from KAREN SCHEETZ to Host (privately): 1:17 PM

Will it be possible to see a more specific breakdown of more specifics with the pie chart costs you presented yesterday? So that we can have a better understanding of how the college thinks about spending its funds in the future.

from EMRE OZSOZ to All Panelists: 1:17 PM

I have a question regarding the \$138 m debt and the restructuring we are planning to do. How did we accrue such a large debt and over what period of time? Have we done these types of debt restructurings in the past? And how did you choose to defer the existing bond payments for three years as opposed to 5 or 1?

from JAMES HILL to All Attendees: 1:17 PM

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from Barry Fischer to All Panelists: 1:17 PM

What are the chances that our health insurance will be diminished?

from Tuyet Tran to All Panelists: 1:18 PM

If the Governor comes through with the funding, will you use that funding to mitigate laying off people?

from Dan Levinson Wilk to Host (privately): 1:18 PM

What can we do to increase the non-degree population and bring back the evening/weekend course revenue stream? Many proposals have been floated, including 8-week classes, better publicity, a better website interface for non-degree students, but so far no action.

from JAMES HILL to All Panelists: 1:18 PM

from Dan Levinson Wilk to Host (privately): 1:18 PM

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from Janet Linville to All Panelists: 1:18 PM

I don't exactly remember the wording on this, but I did not understand the 'reimbursement' for furloughed people- something about getting \$ when they left... When they permanently left? When they started a furlough... I'm sorry I'm being vague- I should have written it down

from JAMES HILL to All Attendees: 1:20 PM

Please send questions to All Panelists in the chat. Thanks

from KAREN SCHEETZ to All Panelists: 1:20 PM

Will it be possible to see a more specific breakdown of the pie charts that were presented yesterday, so that we have a clearer idea of how FIT spends it's funds?

from Tabitha Hanslick to All Panelists: 1:20 PM

Thank you for that response.

from Joseph Massa to All Panelists: 1:21 PM

We have been in a budget shortfall for several years now. How much of this current situation carryover from that vs. Covid?

from Norma Stary to All Panelists: 1:21 PM

I know this is speculative, but is there any sense of how long it could take to get back to "normal?"

from Palma Genovese to All Panelists: 1:21 PM

Some hotels are recreating their rooms as satellite offices similar to 'WeWork' type spaces for revenue. Is that something we could look into for Kaufman Hall?

from Tuyet Tran to JAMES HILL (privately): 1:21 PM

why are all the participants hidden?

from Joseph Massa to All Panelists: 1:21 PM

additionally where were we prior to Covid

from JAMES HILL to All Attendees: 1:22 PM

Please send questions to All Panelists in the chat. Thanks

from Jane Werner to All Panelists: 1:22 PM

It was mentioned that FIT could sell IP addresses and possibly receive \$1m for them. What does this mean?

Can you give an example of who would buy one/them? Thank you

from JAMES HILL to Tuyet Tran (privately): 1:22 PM

That is the events platform setup in this format

from Rena Silverman to Host (privately): 1:23 PM

Thank you for acknowledging the importance of the Faculty and staff.

from Dan Levinson Wilk to All Panelists: 1:23 PM

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from JAMES HILL to All Panelists: 1:23 PM

from Rena Silverman to Host (privately): 1:23 PM

Thank you for acknowledging the importance of the Faculty and staff.

from Felicia Reid to All Panelists: 1:24 PM

Is repurposing/repositioning talent within the college an option since new hires are not permitted at this time? Would that be an option before eliminating a position aka laying off an employee?

from eric Ramirez to All Panelists: 1:24 PM

Thank you.

from JAMES HILL to All Attendees: 1:25 PM

Please send questions to All Panelists in the chat. Thanks

from Louise Horgan to All Panelists: 1:25 PM

declining resources can produce destructive internal competition for budget allocations - is there any chance that instead of 'across the board' cuts there could be strategic reallocation to areas crucial for our vitality?

from Stephan Kanlian to Host (privately): 1:26 PM

Are we also achieving healthcare cost savings, so many folks are home and not going/not even able to go for medical appointments? are they significant? would hope so.

from JAMES HILL to All Panelists: 1:26 PM

from Stephan Kanlian to Host (privately): 1:26 PM

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from Elinor Dei Tos Pironti to Host (privately): 1:27 PM

Have any of the grants that FIT receives been reduced or lost?

from JAMES HILL to All Attendees: 1:27 PM

Please send questions to All Panelists in the chat. Thanks

from JAMES HILL to All Panelists: 1:27 PM

from Elinor Dei Tos Pironti to Host (privately): 1:27 PM

Have any of the grants that FIT receives been reduced or lost?

from JEAN MARC REJAUD to All Panelists: 1:28 PM

How can we more aggressively work with Alumni to help us via large scale fund raising as CUNY baruch does?

Baruch has a 220+ M endowment fund

from Wendy Anderson to All Panelists: 1:28 PM

Are you considering partial reduction in work hours of Administration and Full-Time Staff ? By reducing 5 hours per week per person - Full-Time status will be maintained at a 30 hour work week, allowing individuals to maintain Full-Time benefits.

from Vernon Goodman-Keating to All Panelists: 1:29 PM

Running from competing meetings. Apologies if this has already been covered. Can you cover what a lag payroll structure would look like if we get to that stage in the plan?

from angelo toteda to JAMES HILL (privately): 1:30 PM

When closing the meeting can you summarize the most important factors of the budget.

from JAMES HILL to angelo toteda (privately): 1:32 PM

Please send that to the all panelist in the chat. They have that info. I'm just running the webex session. sorry I can't help more

from Anna Blume to All Panelists: 1:32 PM

What plans do FIT have to increase the non-degree student population, a clear untapped source of potential revenue? Currently our website portal for non-degree students is an obstacle course that most definitely sends potential students elsewhere.

from Shelley E. Kohan to All Panelists: 1:32 PM

Are we looking at revenue generating ideas like offering online classes, upskilling classes, adult learning, etc? And marketing the existing programs and new online classes available to reduce the gap in tuition revenue?

from Joseph Anderson to All Panelists: 1:34 PM

Is there any possibility that student housing could temporarily be used for other purposes while empty during covid (ie. the city is currently using empty hotels for temporary housing)?

from Jane Werner to All Panelists: 1:34 PM

Plus Interest?

from Janet Linville to All Panelists: 1:34 PM

Would this lag be applicable to all employees or just full time employees

from Richard Turnbull to All Panelists: 1:34 PM

Does lag payroll include adjustments for inflation?

from Dan Levinson Wilk to All Panelists: 1:35 PM

Could we work the lagged pay roll differently? Get paid back after a few years rather than on retirement? Or a voluntary, slightly incentivized lagged pay roll?

from Jean Amato to All Panelists: 1:35 PM

Can you explain a bit more how the lag pay program affect adjunct faculty in particular?

from Stephenie Futch to All Panelists: 1:36 PM

When can we expect answers to questions that were asked that the answer was - we don't have that on-hand, but we will get that to you - and how will that information be delivered?

from Marissa Hairston to All Panelists: 1:37 PM

In addition to the hiring freeze, has FIT has considered taking a page from other institutions and cutting the salaries of its highest-earning administrators/executives?

from angelo toteda to All Panelists: 1:37 PM

can we summarize the major points of the budget at the end of the meeting

from Carolyn Comiskey to All Panelists: 1:38 PM

Thank you for sharing this information. It has helped me FIT's situation much better.

from Stephenie Futch to All Panelists: 1:40 PM

Does the hiring freeze also include the hiring of consultants? Does FIT currently have any consultants that we are working with, and on what projects/assignments?

from pacifico Silano to Host (privately): 1:42 PM

In what order would the proposals for cuts for employees go in from tier 2? Would there be multiple cuts done at the same time?

from Rita Cammarata to All Panelists: 1:42 PM

hi- would we see a savings if we increased cap sizes and offered less courses?

from JAMES HILL to All Panelists: 1:42 PM

from pacifico Silano to Host (privately): 1:42 PM

In what order would the proposals for cuts for employees go in from tier 2? Would there be multiple cuts done at the same time?

from BILL HOKIEN to Host (privately): 1:43 PM

me too!

from JENNIFER PETERS to All Panelists: 1:43 PM

Are we projecting enrollment to be at the same level in Spring 2021 as it is this semester? I know that some students are finding being remote, very challenging.

from JAMES HILL to All Attendees: 1:43 PM

Please send questions to All Panelists in the chat. Thanks

from JAMES HILL to All Attendees: 1:44 PM

Please send questions/comments to All Panelist in the chat. Thanks

from Vernon Goodman-Keating to All Panelists: 1:50 PM

I heard it. Thanks so much

from Anna Blume to All Panelists: 1:50 PM

Last question, is faculty considered "revenue" producers since we teach the classes that bring in tuition...could we make the argument that full time faculty in certain areas and under certain circumstances are vital revenue producers..to my mind all faculty are revenue producers and essential workers in a college.

from Richard Turnbull to All Panelists: 1:51 PM

If lag payroll was adopted, would there be adjustments for inflation and cost of living when the pay was finally received?

from Jane Werner to All Panelists: 1:51 PM

Would that lag pay be paid back with interest?

from Andrea Kleine to All Panelists: 1:51 PM

Could you request the lag pay before leaving the college for emergency reasons?

from Travis Torres to All Panelists: 1:51 PM

Would there be a portal for viewing how many days have been lagged over time?

from Shawn Carter to Host (privately): 1:52 PM

With inflation costs, the lag pay is not economically prudent long term? Even with payout at the salary, how would this be viable with inflation costs?

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from JAMES HILL to All Attendees: 1:53 PM

Please send questions/comments to All Panelist in the chat. Thanks

from Janet Linville to All Panelists: 1:54 PM

I work in a certificate program. Would I get my lag pay if the program is terminated - not that I left, but that the program in which I teach 'leaves'

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from Joseph Lucca to All Panelists: 1:54 PM

Would the lag be taken pre-tax or post-tax?

from Am Stewart to All Panelists: 1:56 PM

Will this be available to view later on?

from Louise Horgan to All Panelists: 1:56 PM

Who is representing AA and or the Deans of the colleges on this panel?

from Mary Tsujimoto to Host (privately): 1:57 PM

How would lag payments be taxed?

from Shawn Carter to Host (privately): 1:57 PM

Could we partner with faculty Chairs in student admissions recruitment to increase student demand for Fall 2020 with the expectation that we're returning to campus?

from Mary Tsujimoto to All Panelists: 1:58 PM

How would lag payments be taxed? As salary? or bonus?

from Katharine Dorny to All Panelists: 1:59 PM

Apologies if this has been answered, but at what point would the decision be made to start talking seriously about which options we should enact? Is there a metric we are waiting to hit?

from Stephenie Futch to All Panelists: 1:59 PM

Just want to ask this one last time: When can we expect answers to questions that were asked that the answer was - we don't have that on-hand, but we will get that to you - and how will that information be delivered?

from Carolyn Comiskey to All Panelists: 1:59 PM

Thanks again!!

from Emile Franco to All Panelists: 2:00 PM

Thank you for your time and the information shared.

from Herbert Walton to All Panelists: 2:00 PM

Would any of the bargaining proposals be considered an addendum to the current contract or a fast track to a new contract? I cannot recall if our current contract is expired or not.

from Sondra Graff to All Panelists: 2:00 PM

Can we continue to send questions to you?

from Louise Horgan to All Panelists: 2:00 PM

academic affairs

from Vernon Goodman-Keating to All Panelists: 2:00 PM

Thank you for this information. It was extremely helpful

from Joseph Massa to All Panelists: 2:01 PM

Can you share, at a later date, more detailed enrollment history?

from Rebecca Perrington to All Panelists: 2:01 PM

Can you hold another q&a panel later this week or early next week as there are many questions still to be asked and transparency across the whole community vs responding individually would be appreciated

from Rosa Maria Smith to Host (privately): 2:02 PM

Why is it taking so long to agree on the Union Contract. Other Unions have signed and received the funds from their contracts. Why are we always so behind. When will our new contract be finalized. I am not sure if you spoke about this issue at the beginning.

from eileen flannigan to Host (privately): 2:02 PM

Thank you!

from Colleen Hill to All Panelists: 2:02 PM

Thank you for your time!

from Stephan Kanlian to Host (privately): 2:02 PM

Thank you for the opportunity to review and ask questions.

from Chenise Marine Rice to All Panelists: 2:02 PM

Thank you

from Norma Stary to All Panelists: 2:02 PM

Thanks, everybody!

from Leslie Preston to All Panelists: 2:02 PM

Thank you

from Francine Post to Host (privately): 2:03 PM

thanks you so much

from Madeleine Kaplan to All Panelists: 2:03 PM

Thank you

from Joseph Massa to All Panelists: 2:03 PM

Thank you