

Faculty Senate Minutes #310

Wednesday, April 25, 2007

3:20 PM

Room 630 T

Present (26): Teresa Booker, Marvie Brooks, Bettina Carbonell, Troy Coleman, Roddrick Colvin, Edward Davenport, Robert DeLucia, Virginia Diaz, Kirk Dombrowski, Janice Dunham, Marcia Esparza, DeeDee Falkenbach, Konstantinos Georgatos, P. J. Gibson, Yi He, Karen Kaplowitz, Tom Litwack, James Malone, Evan Mandery, John Matteson, Dagoberto Orrantia, Valli Rajah, Francis Sheehan, Liliana Soto-Fernandez, Thalia Vrachopoulos, Agnes Wieschenberg

Absent (11): Orlanda Brugnola, Dara Byrne, Jennifer Dysart, Amy Green, Jane Katz, Richard Kempter, Brian Onieal, Edward Paulino, Nicholas Petraco, Peter Romaniuk, Robin Whitney

Guest: Professor Rick Richardson

Invited Guest: Provost Mike Steinman

Agenda

1. Announcements
2. Approval of Minutes #309 of the April 12, 2007, meeting
3. Ratification of an election slate for the Committee on Honorary Degrees
4. Election to the Senate Fiscal Advisory Committee
5. Proposed governance approval process for the P Guidelines
6. Proposed protocol for choosing faculty to serve on search committees
7. Discussion about an initiative to redress John Jay faculty salary inequities
8. Budget report
9. Invited guest: Provost Mike Steinman

1. Announcements & Reports [Attachment A]

John Jay's Chapter of the PSC is holding a meeting tomorrow at 3:15 pm in Room 203T about the reorganization of departments. On May 10 at 3:15 pm in Room 610T, the Faculty Senate, the PSC Chapter of John Jay, and JJ's Gender Studies Program is holding a panel discussion on child care issues at the College.

A report on office space needs [Attachment A] has been prepared by VP Pignatello and was distributed to the Comprehensive Planning Committee earlier this month.

2. Adoption of Minutes #309 of the April 12, 2007, meeting. Approved.

3. Ratification of an election slate for the Committee on Honorary Degrees

The Senate authorized the Senate's Executive Committee to develop a slate of candidates for the vacant seats on the Committee on Honorary Degrees and to mail the ballots to the full-time faculty, given the exigency of time constraints.

[The Senate Executive Committee subsequently approved the following slate: Professors Valerie Allen (English); Dolores Jones-Brown (Law, Police Science & CJA); Richard Lovely (Sociology); and Peter Mameli (Public Management).

4. Election to the Senate Fiscal Advisory Committee

Senator James Malone was elected to the Faculty Senate Fiscal Advisory Committee, joining Tom Litwack (Chair), Kirk Dombrowski, and Karen Kaplowitz.

5. Proposed governance approval process for the P Guidelines

The Executive Committee proposed that the Faculty Senate endorse the Council of Chairs April 11, 2007, Resolution that the Personnel Guidelines must be approved by vote of the Faculty Senate, of the Council of Chairs, of the College Personnel Committee, and then by vote of the College Council. This motion was approved by unanimous vote.

6. Proposed protocol for choosing faculty to serve on search committees

Provisions of a draft document proposed by President Travis were reviewed and consensus was achieved about the positions of the Faculty Senate that President Kaplowitz shall communicate to President Travis.

7. Discussion about an initiative to redress John Jay faculty salary inequities

There being no meeting time to discuss this issue, Senator Evan Mandery asked that the implementation of the salary inequity initiative be placed on the agenda of the next Senate meeting and he volunteered to write a draft letter addressed to the Provost for consideration by the Senate at that next Senate meeting. This was agreed to and Senator Mandery was thanked.

8. Budget report: Senator Tom Litwack

Senator Litwack handed out the FY 2007-2008 Tax Levy Financial Plan: Mid-Year Projections which he received from Budget Director Pat Ketterer. He said that an analysis of this document shows we would have a deficit of \$3 million dollars.

9. Invited guest: Provost Mike Steinman

Provost Steinman reported about the 5-year plans he had asked each of the 20 academic department chairs to submit to him have been received and they have been shared with all the chairs. President Kaplowitz said she would email the Faculty Senate the entire document comprising all 20 plans. Some Senators said they had no knowledge of such plans and had neither been consulted in their development nor shown the document before or since it had been submitted to the Provost.

Provost Steinman was asked about the administration's decision to shut down "The Week Of" and the resulting lack of communication to and among faculty. President Kaplowitz said she has been communicating with VP Tova Friedler about the importance of "The Week Of" and she asked whether the publication might come out of the Provost's office. Provost Steinman said that if the Faculty Senate had some money to spare he would hire someone to continue the production of "The Week Of." President Kaplowitz suggested that perhaps there could be an electronic version available on the webpage. Senator Dombrowski stated that turning over the design of the website to an outside consultant might leave room for things to be missed. Senator Coleman suggested that in a pinch we could use Blackboard while the website is under construction. Provost Steinman offered to discuss the issue with President Travis.

President Kaplowitz asked Provost Steinman to report about the administration's new initiative to redress salary inequities caused by discrimination because of race, ethnicity, gender, or due to salary inversions. Provost Steinman reported that he had asked the department chairs to recommend to him faculty members who in their judgment should receive salary increases to redress such inequities as long as the inequity was based on race, ethnicity, gender, or salary inversion, but not on merit. President Kaplowitz praised the intent of the initiative but said that all faculty should know about it and should have access to salary information so that each faculty member can determine whether to petition her or his chair for a salary increase and also that it should be the department P&B's that make such recommendations to the College P&B, as required by the Charter. Provost Steinman asked that the record show that this issue was raised by Karen Kaplowitz and not by him.

Senator Evan Mandery agreed with Karen Kaplowitz that this is a wonderful initiative and also agreed that all faculty have to be informed about it and also that it should not be the chair, alone, who makes the determination and recommendation; he said that not all chairs can make unbiased decisions and there is the issue of both real and perceived inequities that could result from the method that the Provost is using to implement this initiative. Senator Mandery also said that there should be a college-wide analysis of salaries and salary inequities before the initiative is implemented.

President Kaplowitz said that chairs do not necessarily know the race or ethnicity of faculty members and that, furthermore, candidates hired with different credentials may have appropriately received different salaries upon being hired (the salary inversions) and that a more nuanced approach is necessary. She said the last thing we need is a backlash as a result of

an important and praiseworthy goal.

Provost Steinman repeated the fact that Karen Kaplowitz had raised this issue and not he and said that CUNY Vice Chancellor for Faculty and Staff Brenda Malone had praised this initiative when he and President Travis spoke with her about it.

Senator Mandery said that the initiative is praiseworthy but not the way it is currently being implemented. The Provost explained that he had extended an invitation to chairs to make recommendations for salary increases but that he does not wish members of the Senate to go back to their chairs asking for an increase in salary. He reminded the Senate that based on the information Senator Litwack had been presenting about the budget when arrived at today's Senate meeting, there may not be money available for many salary increases.

Senator Mandery said there is a gross disparity as to how information is dispersed at the College and that if he were not a member of the Faculty Senate he would not know that this initiative was happening. Provost Steinman stated that he has to honor the role of the chairs and that it is their responsibility to disseminate this information to their department.

Senator Litwack asked who will make the decisions, the department P&B or the chair. The Provost explained that the budget requests have to come from the department chairs and added that each department was asked to volunteer 2% of their budget to alleviate some of the budgetary constraints. He also said that some chairs are choosing to not avail themselves of his invitation to recommend faculty to receive a salary adjustment. Senators P. J. Gibson and Teresa Booker also raised concerns about the way this initiative is being implemented.

The meeting was adjourned at 5 PM.

Submitted by Edward Davenport
Recording Secretary