

## Faculty Senate Minutes #311

Friday, May 11, 2007

9:30 AM

Room 630 T

**Present (26):** Teresa Booker, Marvie Brooks, Orlanda Brugnola, Bettina Carbonell, Edward Davenport, Robert DeLucia, Virginia Diaz, Kirk Dombrowski, Janice Dunham, Jennifer Dysart, Marcia Esparza, P. J. Gibson, Amy Green, Karen Kaplowitz, Tom Litwack, James Malone, Evan Mandery, John Matteson, Dagoberto Orrantia, Nicholas Petraco, Valli Rajah, Peter Romaniuk, Francis Sheehan, Liliana Soto-Fernandez, Robin Whitney, Agnes Wieschenberg

**Absent (11):** Dara Byrne, Troy Coleman, Roddrick Colvin, DeeDee Falkenbach, Konstantinos Georgatos, Yi He, Jane Katz, Richard Kempter, Brian Onieal, Edward Paulino, Thalia Vrachopoulos

**Guest:** Professor Ned Benton

**Invited Guests:** Distinguished Professor Gerald Markowitz, President Jeremy Travis, Provost Mike Steinman, VP Robert Pignatello, Financial Director Pat Ketterer, Financial Planning Coordinator Gina Galligan

### Agenda

1. **Announcements**
2. **Approval of Minutes #310 of the April 25, 2007, meeting**
3. **Honorary Degree candidates proposed by the Committee on Honorary Degrees**
4. **Administration=s initiative to redress faculty salary inequities**
5. **Proposed Revision of the Faculty Senate/Council of Chairs Personnel Process Guidelines**
6. **Invited guest: President Jeremy Travis**
7. **New Business**

#### 1. **Announcements**

The Senate discussed the shutting down of "The Week Of" in light of the fact that two vice presidents have now said that the College does not have enough money to keep faculty regularly informed about events at the college. It was suggested that we should tell President Travis when he comes to the Senate today, that turnout at many college events is low and will probably continue to be low because faculty simply do not know about events, either in advance, in order to plan ahead, or even on the day of the event, in order to learn the venue.

2. **Adoption of Minutes #310 of the April 25, 2007, meeting.** Approved.

3. **Honorary Degree candidates proposed by the Committee on Honorary Degrees**

For consideration and secret ballot vote by the Faculty Senate: Invited Guest: Distinguished Professor Gerald Markowitz, Chair, Committee on Honorary Degrees

The Senate considered each candidate in closed session and voted by secret ballot. The following candidates were approved by the Senate by the requisite 75% affirmative vote of those Senators present and voting: Paul Farmer, David Levering Lewis, Janet Reno, Ellen Wolf Schrecker, Gary L. Wells.

4. **Administration's initiative to redress faculty salary inequities [Attachment A]**

Senator Evan Mandery's draft letter to President Travis about the College's attempt to remedy salary inequities [Attachment A] was reviewed. Senator Malone spoke for many when he said that determining what salaries are fair is extremely difficult and contentious.

Senator Amy Green said she has long been on her department P&B Committee and has never known what salaries were offered to the faculty hired for her department. President Kaplowitz agreed, saying that salary negotiations have always been a private matter between the applicant and the Provost. Senator Green said that the process as currently envisioned is potentially totally personality driven.

Senator Mandery asked whether the PSC should be involved in deciding these issues, adding that he thinks the proposed practices are potentially grievable. He said he believes that the contract requires a special compensation committee to be set up whenever special compensation levels for faculty are considered.

Senator Esparza and others spoke about the importance of transparency in these matters. Senator P.J. Gibson asked at what point should large supplemental bonuses to faculty "superstars" be considered egregious.

Senator Malone said these decisions should go through the department P&B and also go through the college P&B because although the president can hire whomever he wants at whatever level he wants, he should at least be aware of faculty sentiment about his choices. VP Sheehan raised the question whether this attempt to adjust salary inequities is not directly in conflict with the collective bargaining agreement. This new process is talking about raises for reasons other than seniority, whereas the union looks at seniority as the sole reason except for promotions and the special compensation committees already described.

Senator Litwack said that contrary to what some have said about the need for transparency about salaries, he is not sure that every faculty member would want his or her salary to be

public information. He added that salary equity in most professions is decided by the market, and he thinks we should let the market operate on our salaries or we will never be the greatest college we can be.

Senator Mandery spoke emphatically about the method proposed by the administration being a ludicrous method for rectifying inequities. He said that his draft letter merely asks for a more specific proposal for a method of proceeding.

President Kaplowitz said that budget requests are due today in the Provost's office from department chairs requesting salary increases, but the chairs have not yet received the data they need to make these requests.

Senator Bettina Carbonell added that we are asking for a systematic and fair process and supports the draft letter.

Senator Green said that perhaps the Executive Committee should be responsible for re-writing the letter and distributing the finished document via e-mail.

Senator Mandery understands that there will never be consensus on a written document such as the letter and that there should be a finite debate on what parts of the letter should be changed. The letter will never include the concerns of all.

President Kaplowitz said that a letter is better than no letter. The letter will provide a paper trail and added that she does not think that the union has taken a stance on this particular issue. She and Senator Green gave some suggestions about how the wording should read.

A series of suggested changes in the letter was agreed to. Senator Green called the question and Senator John Matteson seconded.

The letter, as corrected, was approved by a vote of 18-3 -2.

#### **5. Proposed Revision of the Faculty Senate/Council of Chairs Personnel Process Guidelines**

The proposed revision was approved by unanimous vote.

#### **6. Invited guest: President Jeremy Travis [Attachment B]**

President Travis spoke about the memo he sent to the community suggesting methods for restructuring departments [Attachment B].

President Travis suggested that the memo can serve to assist departments in making their decisions about restructuring without this being unduly difficult or time consuming. He also spoke about space in the neighborhood that may be available to be rented sometime during the fall semester; this is important because of the hiring of large numbers of new faculty who

will need offices and the limited space available now.

VP Pignatello spoke about the budget and five key goals which include consolidating all funds, linking resources and allocations to the college=s goals, expanding consultation, starting the financial planning process early before the start of the fiscal year, and beginning to grapple with short and long term financial issues. On the revenue side, he mentioned the impact of enrollment decisions, the end of the associate degree program, and the loss of the car garage. He announced the spring budget call timeline and the proposed 2% decrease in spending asked of all college-wide departments.

Senator Litwack asked whether VP Pignatello expects that the budget will have to be balanced in such a short period of time. VP Pignatello said it most certainly will have to be. President Travis suggested that a month is plenty of time and he is confident that it will be enough time.

VP Pignatello spoke about two new sources of revenue: the CUNY Compact and the Investment Plan for John Jay approved by the University. City College is the best funded college in the university and John Jay is the least well funded, Senator Litwack said, adding that if we were funded like City College, we would not have any deficit.

Senator Green asked how private funding works. He spoke a few efforts at private fund raising and anticipates great things will happen.

President Travis stated that there seems to now be an understanding at 80<sup>th</sup> Street about John Jay's past funding and past budget allocations. Instead, he would like to focus on where we are now, where we want to be, and the Investment Plan for us. The conversation should move away from our being historically underfunded and move toward what the special appeal will be that will motivate the University=s investing in John Jay.

Senator Teresa Brooks asked what President Travis thinks the appeal should be. President Travis sees increased graduate rates as the proper focus including developing the freshman year initiative, attention to interventions, and supporting special programs.

Professor Ned Benton asked about the facility plan. Pres Travis spoke about assessment of the real estate needs of the College of the future.

Senator Francis Sheehan asked whether we are moving too quickly in terms of our terminating the associate degree program given our budgetary needs. President Travis foresees our enrollment meeting our budgetary expectations.

Senator P.J. Gibson asked about "The Week Of" being discontinued. President Travis suggested the intranet can serve the purpose that the publication had served.

Senator John Matteson asked for words of wisdom for faculty about striking a balance between academic standards versus retention. President Travis says we need to help students

understand why they are here and help them stay here.

Senator Litwack said we need to have regular meetings as part of the budget process. President Kaplowitz said a good model is CUNY Budget Director Ernesto Malave's monthly meetings with the University Faculty Senate budget committee. Senator Malone says that we should start to base our revenue requests not on enrollment but on what we are doing. President Travis said that we are currently growing enrollment at the community colleges rather than here, and we can request support based on what we are doing for the university community.

Senator Booker spoke about ways to save money on waste, such as heat which is wasted by venting out the front doors and by electricity that's not turned off. VP Pignatello said that energy costs are funded by the University and are not part of our base budget.

Senator Booker also spoke about the money wasted by recycling not being carried out and the presence of recycling bins which are not being used. VP Pignatello said he had supported recycling when he was a mayor of a city in New Jersey and he supports it here, although he admits that the College does a terrible job of it.

Senator Green asked whether today's budget presentation could truly be considered consultation when there is so much to digest that we are only part way through the budget document. VP Pignatello said that if the Senate wants him to come back to discuss the rest of the budget, he would be happy to do so.

Senator Green said that the budget call did not go out to the faculty or the Faculty Senate, but only to departments. VP Pignatello said the budget call went out to the whole College and repeated his contention that the 2% budget reduction process is only an exercise--not yet an actual cutting of budgets.

Vice President Pignatello said yes to Senator Litwack's question as to whether the Senate was included in the budget call and that if the Senate Executive Committee sends him proposals by next week they would be considered.

The VP referred to the Tax Levy Financial Plan speaking about the money that we have in reserve and how the funds are spent. He mentioned the revenue policy that affects our budget and the expectation of the University increasing our allocation. He suggested that we think about how we can increase our revenue target based on our offerings as a College.

## **7. New Business**

The Senate authorized its Executive Committee and its Fiscal Advisory Committee to submit budget proposals, which are due by May 15, to the administration on behalf of the Faculty Senate.

Professor Ned Benton commended the administration on including the college community in

the budget process yet found their reluctance to report about the spending is of concern. He would like more participation in the decision making process because of the implications these decisions have on our deficit.

The meeting ended at 5:00 PM.

Submitted by Edward Davenport  
Recording Secretary