

## Faculty Senate Minutes #383

February 8, 2012

1:40 PM

Room L.61 NB

**Present (42):** Michael Alperstein, Jana Arsovska, Andrea Balis, Elton Beckett, Erica Burleigh, Demi Chen, Kathleen Collins, Lyell Davies, James DiGiovanna, Mathieu Dufour, Jennifer Dysart, Janice Dunham, Beverly Frazier, Terry Furst, Jay Gates, Lior Gideon, Demis Glasford, Maki Haberfeld, Devin Harner, Richard Haw, Veronica Hendrick, Charles Jennings, Shaobai Kan, Karen Kaplowitz, Kwando Kinshasa, Anru Lee, Richard Li, Yu Ma, Vincent Maiorino, Evan Mandery, Roger McDonald, Mickey Melendez, Brian Montes, Catherine Mulder, David Munns, Richard Oejo, Raul Rubio, Manouska Saint Gilles, Francis Sheehan, Staci Strobl, Denise Thompson, Pat Tovar

**Absent (6):** James Cauthen, Virginia Diaz-Mendoza, Laura Greenberg, Tim Horohoe, Sara McDougall, Rick Richardson

### Agenda

1. **Adoption of the agenda**
2. **Announcements & Reports**
3. **Adoption of Minutes #382 of the December 9, meeting**
4. **Selection of a faculty member to serve on the Student/Faculty Disciplinary Committee**
5. **Administrators' expectations of faculty members**
6. **Follow up discussion on the Faculty Senate's meeting with students who are veterans**
7. **Update on Pathways 30-credit general education curriculum and implementation**

1. **Adoption of the agenda.** Approved.

2. **Announcements & Reports** [Attachment A, B]

President Kaplowitz reported that Chancellor Goldstein, the other vice chancellors, and Benno Schmidt, the Chair of the CUNY Board of Trustees, agree with our Faculty Senate's recommendation about the advisability of changing CUNY's policy on sexual harassment from the current one, which recommends that faculty and staff refrain from having sexual relationships with students, to a prohibition of such relations, as our Senate has proposed. She reported that the CUNY Vice Chancellor for Legal Affairs has told her that the proposed policy change will be on the calendar of the Board's June meeting. She thanked Senator Staci Strobl for her work as the chair of the Senate's ad hoc committee. The other members were also thanked: Senators Veronica Hendrick, Karen Kaplowitz, David Munns, Francis Sheehan, and

Denise Thompson.

The Faculty Senate's proposal to the University Faculty Senate (UFS) to endorse the pending legislation in Albany to create a commission to recommend individuals for appointment as CUNY trustees, and to lobby for passage of the bill, has received the unanimous support of the UFS Executive Committee and has been placed on the agenda of the February 28 UFS Plenary meeting. Senator Sara McDougall was thanked for her work as the chair of this ad hoc Senate task force. The other members were also thanked the other members: Veronica Hendrick, Karen Kaplowitz, and Staci Strobl.

Two days earlier, on February 6, a CUNY Board of Trustees committee approved the naming of the atrium of John Jay's New Building the "Kroll Atrium," in recognition of a \$2 million gift Mr. Kroll has just given the College. The CUNY Board of Trustees will vote on the naming on February 27. Mr. Kroll is also the Chair of the Board of the John Jay College Foundation, a position he has held since 2005.

The Senate had asked for the protocol for pepper-spray use by peace officers; the protocol [Attachment B] was distributed as part of the agenda packet.

**3. Adoption of Minutes #382 of the December 9, meeting.** Approved.

**4. Selection of a faculty member to serve on the Student/Faculty Disciplinary Committee**

Professor Richard Culp, who passed away in December, was a member of the faculty panel of the Faculty-Student Disciplinary Committee; the Executive Committee of the Senate nominated Professor Peggy Escher (English) to fill the vacant position. The Senate unanimously approved the nomination which will now go to the College Council for its approval.

**5. Follow up discussion on the Faculty Senate's December 9, 2011, meeting with students who are military veterans**

At the conclusion of the Senate's meeting in December with the seven students who are veterans of the military, Senators made several suggestions for further action and exploration but had to do so briefly, because the Senate did not want to keep the Provost waiting any longer. Preliminary suggestions included developing a list of faculty members with military experience who are willing to serve as mentors; developing a list of faculty members who self identify as professors willing to accommodate the obstacles, such as continued required military service, of students who are still in the military; writing a letter to the faculty outlining the issues and concerns raised by the students; working with our legislative representative in an effort to correct problems with the GI Bill as identified by the students.

The Executive Committee proposed that the Senate form an ad hoc taskforce on this topic of students who are veterans of military service and that the task force recommend to the Senate

about which projects the Senate should direct its efforts; the taskforce would bring its proposals to the Faculty Senate for its approval and authorization.

One Senator recommended that other task forces be created to address issues important to other constituencies and it was agreed that the Executive Committee will review this idea. It was agreed that non-Senators may serve on the task force and that the task force will consult with the student veterans and with the Veterans Association faculty advisor, Adjunct Professor Marianne Giordani.

By unanimous vote, the Senate approved the proposal to create a Senate task force. The following Senators volunteered to serve: Erica Burleigh, Devin Harner, Karen Kaplowitz, Kwando Kinshasa, Mickey Melendez, and Frances Sheehan. Senator Burleigh offered to be the convener.

#### **6. Administrators' expectations of the faculty: Senator Evan Mandery [Attachment C]**

Senator Evan Mandery moved adoption of a resolution [Attachment C] and said that the Senate should respond to the assumption by administrators that junior faculty members will do uncompensated labor when asked. This, he said, is part of a pattern of a lack of respect to faculty members, especially to junior faculty members. He added that the Senate needs to make a formal statement to administrators and said it is for this reason that he is presenting his resolution as a resolution for the Senate to place on the agenda of the College Council. He identified assessment as an example of uncompensated work and suggested we should think about all the uncompensated work we are asked to do and the little or no thanks we receive for doing it.

President Kaplowitz asked Senator Mandery in what way uncompensated work is different from service, noting that the CUNY Bylaws and the collective bargaining agreement both require service of faculty members. Senator Mandery explained that by uncompensated work he is not necessarily referring to monetary compensation; department chairs receive reassigned time from teaching but, he added, they need permission from the Provost if they wish to share some of their reassigned with their faculty. He noted that service such as committee work is in our contract but what we are asked to do is often beyond anything that is reasonable.

Another Senator said that many administrators are disrespectful to faculty members and that some dump work that they should be doing themselves on faculty members. Another Senator said that such behavior is an endangering of our academic freedom.

Another Senator said that every member of the faculty should be asked to do the work of the College and not just a group of regulars who are always asked to serve; in other words, the burden should be distributed more equally. Another Senator noted that those faculty members who served on the Pathways committees were paid money by the University and, thus, those faculty members were clearly compensated. Another said that there is no respect

for the time put in, for example on assessment conducted by faculty members, who are asked to donate their time.

President Kaplowitz asked whether the problem is the amount of work requested or the lack of compensation. Many Senators replied that monetary compensation is less important than acknowledgement of the work done and reassigned time.

Several Senators said they feel pressured by administrators to do various jobs even if the administration will not acknowledge that they apply pressure. Another said that we have a huge teaching load so what we need is time to do our research which we need for tenure and promotion. Another said that this is an issue for the whole faculty and not just for untenured faculty. Several Senators said that we have a larger teaching load than faculty at other CUNY senior colleges which interferes with what we are trying to do as a teaching and research institution and which compromises our own work.

A Senator pointed out that the situation is even more difficult for small departments which have fewer faculty members among whom to distribute the work. Another said that administrators are extremely well paid and yet it is the faculty who do the work. Another said that some of the things that faculty members are asked to do really does not need to be done, that the administration fails to prioritize. Several Senators said that service does not receive a sufficiently high enough value in the personnel process.

President Kaplowitz reported that the Provost has created three taskforces comprised of FPC faculty members: they are on service, research, and teaching; the taskforces will be reporting their recommendations to the FPC soon. She also said it may be time that to argue for a lower teaching load. She also said that the issue of some faculty doing all the work and others doing none could be addressed by department chairs who have the great leverage of their sole authority to decide teaching schedules – what courses each department member is assigned and the days and periods that each member is given; she said that some faculty members who refuse to serve on any committees or refuse to help conduct assessment or refuse to be a citizen of the department in other ways may be motivated by their teaching assignments. She noted that the CUNY Bylaws give the chair, and only the chair, this authority. President Kaplowitz also says that she insists on personally asking faculty members to serve on search committees so they can say no to her, if they wish, rather than having the administrators do the asking; she said the Senate could make a proposal following this example about requests for other types of service.

Several Senators spoke about how uncomfortable they feel at the College Council when they vote against something the administration favors; they said they receive sharp glares and feel intimidated into not doing so again, which is very unfortunate and unhealthy.

A Senator said that at a meeting of a select group of Chairs that he and Karen Kaplowitz attended with President Travis, the faculty members articulated to President Travis that there is

insufficient faculty input as to what the College does and that the faculty are not being treated with respect.

President Kaplowitz suggested an amendment, a deletion of part of the first proposal which would have required those asking faculty to perform uncompensated work to first consult with the leadership of the union and of the Faculty Senate, to which Senator Mandery agreed. She then suggested that a preamble be added to the resolution so that the non-faculty members on the College Council can understand that the issue is not faculty members' lack of interest in teaching. It was agreed that Senators Mandery, Kaplowitz and the Executive Committee will write a preamble that frames the argument of the proposed resolution.

A motion to call the question passed by a vote of 36-3-0. The motion to transmit the Resolution, with a prefatory statement [Attachment C], to the College Council for adoption by that body, carried by a vote of 28-1-2.

**7. Update on the final Pathways 30-credit general education curriculum and implementation [Attachment D1, D2, D3].** Noted.

The meeting was adjourned at 3:40 PM.

Submitted by

Andrea Balis  
Co-Recording Secretary