

Faculty Senate Minutes #384

February 23, 2012

1:40 PM

Room 630 Haaren

Present (39): Jana Arsovska, Andrea Balis, Elton Beckett, Erica Burleigh, James Cauthen, Demi Chen, Virginia Diaz-Mendoza, James DiGiovanna, Mathieu Dufour, Jennifer Dysart, Janice Dunham, Terry Furst, Jay Gates, Lior Gideon, Demis Glasford, Laura Greenberg, Maki Haberfeld, Tim Horohoe, Charles Jennings, Shaobai Kan, Karen Kaplowitz, Anru Lee, Richard Li, Yu Ma, Vincent Maiorino, Evan Mandery, Roger McDonald, Sara McDougall, Mickey Melendez, Brian Montes, Catherine Mulder, David Munns, Richard Ocejo, Rick Richardson, Raul Rubio, Francis Sheehan, Staci Strobl, Denise Thompson, Pat Tovar

Absent (9): Michael Alperstein, Kathleen Collins, Lyell Davies, Beverly Frazier, Devin Harner, Richard Haw, Veronica Hendrick, Kwando Kinshasa, Manouska Saint Gilles

Invited Guest: Dean Anne Lopes

Agenda

1. Adoption of the agenda
2. Announcements & Reports
3. Adoption of Minutes #383 of the February 8, 2012, meeting
4. Report & proposal from the Senate Ad Hoc Committee on the Faculty Personnel Process
5. Proposal to create a Faculty Senate Committee on Security
6. Review of the agenda of the February 27 College Council meeting
7. Proposal on workload at John Jay
8. Update on the Pathways 30-credit general education curriculum and implementation
9. Invited guest: Dean Anne Lopes
10. Proposal from the Senate Ad Hoc Committee on Student Veterans

1. Adoption of the agenda. Approved.

2. Announcement & Reports [Attachment A-1, A-2]

President Kaplowitz also reported that the College administration has just decided to terminate our contract with GSI, our new food service vendor, and that the Auxiliary Services Corporation Board, comprised of faculty, students, and administrators, is meeting the following day to determine the next course of action. Asked who the faculty members on the Board are, she named Professors Carmen Solis, Susan Wills, and Liza Yukins.

President Kaplowitz reviewed a document that had just been issued by Provost Jane Bowers, "Justification of and Protocol for Line Requests" [Attachment A-1]. She suggested that the process described in the memo would provide for a more transparent process.

She also reviewed a document that Vice President for Student Affairs Berenecea Eanes has just sent her, outlining VP Eanes' plans to meet the needs of our students who are military veterans [Attachment A-2]

3. Adoption of Minutes # 383 of the February 8, 2012, meeting. Approved.

4. Report and proposal from the Senate Ad Hoc Committee on the Faculty Personnel Process: Senators Erica Burleigh, James Cauthen, Beverly Frazier, Demis Glasford, Evan Mandery, Sara McDougall, Mickey Melendez, David Munns, Staci Strobl [Attachment B]

Senator Erica Burleigh presented a proposal [Attachment B] that the Faculty Senate sponsor two open forums at which faculty members and, especially, those who are untenured and recently-tenured, can talk about how they would like to see the P process be improved. The members of the Senate's Ad Hoc Committee will also take comments via email and will keep them confidential. After the open forums, the Ad Hoc Committee will meet to abstract and consolidate faculty views and to plan the next steps in making recommendations to the Faculty Senate.

Senator Burleigh also reported that the Ad Hoc Committee had discussed a number of ideas for reform, such as the possibility of adding an elected, non-voting member of the Faculty Personnel Committee to act as an advocate for faculty; amending the P guidelines to reflect the way the Committee actually makes its decisions; developing a P website that would include successful Form Cs and a clear statement of the P guidelines; and looking into how other CUNY colleges structure their P process.

The Senate approved the proposal to organize two forums at which faculty members will be invited to discuss the faculty personnel process and possible ways to improve it and thanked the members of this ad hoc committee for its work.

5. Proposal to create a Faculty Senate Committee on Security: Senators Mathieu Dufour, Staci Strobl, and James Di Giovanna [Attachment C]

The Senate was presented with a proposal [Attachment C] to form a Senate Committee on Security, which would have the charge of bringing issues to the Faculty Senate for the Senate's comments and, action, when appropriate and to then forward those positions to the faculty members on the Campus Safety Advisory Committee.

It was explained that the proposal is to create a Senate committee on public safety to support the work of our faculty representatives on the Campus Safety Advisory Committee (CSAC),

which is mandated by NYS Education Law to review and advise about campus policies which touch upon: educating the campus community about safety issues, reporting assaults and dealing with victims and investigations, referring complaints to the appropriate authorities, counseling victims and responding to inquiries from concerned persons.

In order to continue the conversation on broader issues of public safety at the Faculty Senate level, and to support the work of the faculty representatives on CSAC, the Senate committee could research and review issues which may or may not be on the agenda of CSAC, but are the specific concern of our body. This would allow the Faculty Senate to have the relevant working body to support specific resolutions the Senate may wish to make regarding public safety in the future as a faculty-representative body.

It was explained that, therefore, the Senate committee would, therefore, solicit concerns from the Faculty Senate on issues relating to public safety and would draw from our Senate discussions, and would research and review public safety issues of most concern to Senators, including, but not limited to, the following issues that have already been raised: the lack of third party oversight of investigative procedure of public safety incidents involving faculty members; the role of CUNY Peace Officers in enforcement of public safety; the use of pepper spray and other tools by Peace Officers; and concerns about appropriate policy with regard to our College's student population and its diversity with regard to race, ethnicity, gender, and relationship to authority. Upon review of such discussions, and incorporating Senate input, the committee would present potential responses to the Senate for discussion and vote.

The Senate decided that this should be a standing committee of the Faculty Senate rather than an ad hoc committee and that it could also focus on quality of life issues as well. The Senate voted to establish the committee and to include as members faculty members who are not on the Senate who wish to serve as well as Senate members, as provided in the Senate's Constitution. The Committee elected Senator Staci Strobl as the chair and Senators Brian Montes and Tim Horohoe. Additional members may be elected at subsequent Senate meetings.

6. Review of the agenda of the February 27 College Council meeting [Attachment D]

The senate discussed a Proposal to establish a College-wide Committee on Academic Integrity [Attachment D] which is on the agenda of the February 27 meeting of the College Council. President Kaplowitz reported that Provost Bowers plans to announce, after this proposal is approved, that Kevin Nesbitt will be the new Academic Integrity Officer. Senators discussed the adherence of the faculty to this policy and the consequences should a faculty member not comply with this policy. The Provost plans to direct the Academic Integrity Officer to widely publicize the CUNY Policy on Academic Integrity to the entire John Jay community so that faculty and students and administrators will be clear about the expectations of CUNY.

Senators James Cauthen, Evan Mandery, and Roger McDonald all identified serious and substantive problems with both the CUNY policy and the proposal that is on the College Council agenda.

Senators discussed concerns about the Academic Integrity Officer being the sole decision maker in determining whether the case will move to the Faculty-Student Disciplinary Committee for sanctions. One Senator pointed out that the proposal to create an Academic Integrity Committee seemingly prevents cases adjudicated by the committee from being referred to the Student-Faculty Disciplinary Committee which is the only entity authorized to give non-grade penalties, such as suspension and expulsion. It was suggested that the proposal be amended at the College Council by adding the following language to address this concern: "The Committee shall also make a determination as to whether to forward the case to the Student-Faculty Disciplinary Committee"; but others then noted that the CUNY policy does not permit the Committee to take any action other than engage in fact finding when a faculty member accuses a student of academic dishonesty and the student denies guilt.

A Senator also noted that the current referral form asks what further action the faculty member recommends and the proposed faculty reporting form does not include this question and that it should. So the Senate approved the addition of the following question to the faculty reporting form: "Further Proceedings: What additional action, if any, do you recommend and please give your reasons."

Senators noted that under the CUNY Policy on Academic Integrity, no matter how serious the alleged act of academic dishonesty, if a student admits guilt then no penalty may be imposed beyond a lowered or failing course grade.

President Kaplowitz said she would meet with Dean Lopes the following morning, prior to the meeting of UCASC. She said that she would make amendments at the College Council according to the changes approved by the Senate today. But if both Dean Lopes and UCASC say that these proposed changes are not permissible, she will ask that the item be withdrawn from the College Council agenda. The Senate authorized her to take these actions.

7. Proposal on workload at John Jay: Senators Lior Gideon and Yue Ma [Attachment E]

Senator Yue Ma discussed a proposal that he and Senator Lior Gideon put forward which calls for a reduction for all faculty members from the current 4-3 teaching workload to a 3-3 workload. He explained that the increased emphasis on research and publishing motivated him and Senator Gideon to make this proposal and because of their initial belief that all the CUNY senior college faculty actually have a 3-3 teaching load. He explained that President Kaplowitz had written to him and Senator Gideon asking them to please ascertain whether a 3-3 teaching load is indeed the reality at all the other senior colleges or whether it is a misperception and, indeed, she had listed some of the CUNY senior colleges where the teaching load is 4-3. Senator Ma said he is very, very appreciative of having received the email from Karen because this is a truly important factual question and important for framing the

resolution. Senator Staci Strobl said that she had assisted by contacting the provost's offices at 10 CUNY senior colleges and learned that the faculty at Queens, Hunter, and Brooklyn have a 3-3 teaching load and that the other senior colleges have a 4-3 load except for New York College of Technology which has a 4-4 load.

A Senator asked whether there are different contracts for different colleges. President Kaplowitz said no, that all faculty at all of the senior colleges have a 4-3 contractual teaching load (except for New York City College of Technology). Each college receives an allocation for the adjunct faculty that they need, based on a 4-3 teaching load to teach the number of students they have based on the number of their full-time faculty. But colleges may choose to supplement their adjunct budget with non-tax levy monies, which are monies from private donations and from revenues from the food service and bookstore contracts and from renting out College spaces and from other such revenue generating activities.

President Kaplowitz suggested that the proposal be amended in two ways: that the proposal be for a reduction of one course a year without reference to 4-3 or 3-3 teaching load and that the need for sufficient time to do class preparations and to expeditiously grade tests and papers be the rationale as well as the need for sufficient time to engage in research and publishing. Students need immediate and frequent feedback but the heavy teaching load and other faculty obligations mitigate against this.

One Senator said that she completely agrees with the suggestion that the demands of teaching be added to the resolution, saying that when she teaches her 3-course semester she is able to serve her students as she wants and as they need but when she teaches her 4-course semester she is simply unable to because there are too many students – more than 160 in those 4-course semesters – and too little time to do them all justice. Others agreed.

Senators agreed with the wisdom of changing the proposal to request a one course reduction each year rather than specifying the teaching load.

Other Senators complained about the heavy service requirements they face in their departments because so many faculty members simply do not do any service at all. The question was raised whether the Senate should propose a one course reduction for faculty members who do no service and perhaps who also do not publish.

Senators suggested that an analysis should be done of the cost of this proposal. It was acknowledged that Hunter, Brooklyn, and Queens undoubtedly have larger non-tax levy revenues than John Jay.

President Kaplowitz said that another problem is that the Chancellor instituted a PMP (Performance Management Process) when he became chancellor a decade ago and one of the annual measures that he takes very seriously is the percentage of course sections taught by full-time faculty. We have scored very poorly in this measure compared to the other senior colleges and this proposal, if implemented, would decrease our percentage of sections taught

by full-time faculty because all the released courses would be taught by adjuncts unless we want to have much larger class sizes.

Senators further discussed concerns about the current process for granting reassigned time and about the need for transparent information about this aspect of the budget. Senators discussed how the quality of teaching and student engagement could improve if the work load were reduced.

Senators suggested that the transparency of the budget and of the budget process is an important College issue that the Senate should investigate further. Senators suggested that the budget that is available is not communicated in a comprehensive manner for faculty to understand.

At Senator Ma's request, this item was put over to a subsequent Senate meeting so that there could be more time to find answers to the questions and issues that have been identified.

8. Update on the final Pathways 30-credit general education curriculum and implementation [Attachment F1, F2, F3, F4]. Noted.

9. Invited guest: Dean Anne Lopes

Dean Anne Lopes thanked the Senate for inviting her to come to discuss the College's assessment of prior learning, an issue that she understands to have come to the Senate's attention because of issues raised by students who are veterans of the military. She explained that John Jay really does not have a process for prior learning assessment and that this is a serious lack. She noted that as we recruit adult learners we must be able to properly and fairly assess the learning they achieved in their careers. This is different from transfer credit. This is, she explained, the assessment of other than college course work. She again acknowledged the Senate's immediate interest in the topic because of the students who are veterans who spoke with the Senate about the paucity of credits – four credits – they receive for often sophisticated and deep learning while in the military. She said she has hired a consultant, Dr. Kesiah Scully, who is an expert in prior learning assessment. Dr. Scully developed the system used by New York University, by SUNY/Empire, and by other colleges and universities. Dr. Scully knows the best practices and will make recommendations for a prior learning assessment process at John Jay.

Dean Lopes said she will share Dr. Scully's report to her with the Senate when it is completed. In the meantime, she suggested that Dr. Scully be invited to meet with the Faculty Senate's Ad Hoc Committee on Veterans Issues. The Senate discussed the current process for assessing the number of credits that firefighters, police officers, and corrections officers receive. Dean Lopes explained that John Jay will give credit for what students have learned but will not give credit just for what they have done. A Senator introduced a concern about the corollary issue of what he characterized as a weakness in the transfer credits evaluation at the College.

Dean Lopes was thanked for accepting the Senate's invitation and for addressing the prior learning assessment needs at the College.

10. Proposal from the Senate Ad Hoc Committee on Student Veterans: Senators Erica Burleigh, Devin Harner, Karen Kaplowitz, Kwando Kinshasa, Mickey Melendez, Francis Sheehan

The ad hoc committee has met and is requesting that the Senate authorize the committee to draft a letter for consideration by the Senate; this letter would be sent by the Senate to the entire faculty with the goal of educating the faculty about many of the issues that the student veterans educated the Senate about at its December 9 meeting. A draft of the letter would be reviewed by the Senate and revised according to comments and suggestions and would only be sent to the faculty following formal approval by the Senate. A motion to so authorize the ad hoc committee to draft a letter was adopted by unanimous vote.

The meeting was adjourned at 3:50 pm.

Submitted by

Virginia Diaz-Mendoza
Recording Secretary