

Faculty Senate Minutes #410

Thursday, November 7, 2013

1:40 PM

Room L.61 NB

Present (35): Chevy Alford, Andrea Balis, Dale Barleben, Adam Berlin, Claudia Calirman, James Cauthen, Kashka Celinska, Geert Dhondt, Janice Dunham, Jennifer Dysart, Peggy Escher, DeeDee Falkenbach, Terry Furst, Maria Grewe, Norman Groner, Maki Haberfeld, Shaobai Kan, Karen Kaplowitz, Tom Kucharski, Vincent Maiorino, David Munns, Hyunhee Park, Jay Pastrana, Melinda Powers, Dainius Remeza, Tanya Rodriguez, Raul Romero, Raul Rubio, Manouska Saint-Gilles, Cary Sanchez, Francis Sheehan, Carmen Solis, Charles Stone, Staci Strobl, Kathryn Wylie-Marques

Absent (13): Mark Alpert, Simon Baatz, Ned Benton, Lior Gideon, John Gutierrez, Stanley Ingber, Richard Kempter, Maria Kiriakova, Kwando Kinshasa, Anru Lee, Charles McKenzie, Richard Stripp, Fritz Umbach

Guest: Professor Nivedita Majumdar

Invited Guest: Provost Jane Bowers

AGENDA

1. Adoption of the agenda
2. Adoption of Minutes #409 of the October 23, 2013, meeting
3. Announcements & Reports
4. Approval of an additional candidate for a JJ committee
5. Report from the Ad Hoc Workload Mitigation Committee
6. Invited Guest: Provost Jane Bowers
7. President Travis' response to the Faculty Senate's position on the governance structure of the International Advisory Board
8. Report about Faculty Personnel Committee's (FPC) changes in its procedures
9. Draft CUNY Board of Trustees Policy on Expressive Activity [i.e., demonstrations] to be voted on after January by the CUNY Board of Trustees
10. Budget update

1. Adoption of the agenda. Approved
2. Adoption of Minutes #409 of the October 23, 2013, meeting. Approved.

3. Announcements & Reports. Noted

4. Approval of an additional candidate for a JJ committee

Professor Sara McDougall was elected to the newly created Student Travel Committee, which will consider applications from students for travel for academic reasons such as to do research and attend conferences and will allocate the \$70,000 from Student Activity Funds allocated for this purpose. Senator DeeDee Falkenbach said that if there is a separate application and allocation process for graduate and undergraduate students, the committee should have a second faculty member who is a member of the graduate faculty. It was agreed that this question and suggestion would be conveyed to the members of the committee.

5. Report from the Ad Hoc Workload Mitigation Committee: Senator Adam Berlin

Senator Berlin explained that Senator Simon Baatz, the Chair of the Ad Hoc Workload Mitigation Committee, is unable to attend today's meeting and that he was asked by Senator Baatz to read the following statement from the Ad Hoc Committee:

The time has come to put our need for an across-the-board workload reduction at the forefront of every Senate discussion. The Middle States report, a report the Senate worked on diligently, was very clear about two points. One: our faculty is doing an excellent job. Two: our faculty is overworked.

In the COACHE survey one point stood out among all others: our faculty feels burdened by the excessive workload.

If we are to be a serious research institution, then our workload needs to be reduced so that we have the time to work on our scholarly or creative projects. And if we want our students to get the best education possible, then we need to be fresh enough to teach them well.

A quick search of colleges around the country will reveal that most colleges, even State and City colleges, have a 3-3 workload or less. A majority have a 3-2 or a 2-2 workload. Most of these institutions provide release time so the lower workload is really a starting point and not an end point. I'm sure we all have anecdotal stories about speaking with faculty from other colleges and universities where, when we reveal our workload, the reaction is one of sympathy and surprise.

The Provost has come up with some proposals to mitigate our workload, but the proposals are a small bandage not nearly big enough to take care of the real problem. The number of faculty who will benefit from these proposals is too small, and the fact that we will have to compete for some of these few select slots of release time will open up a can of worms—of bias, of favoritism, of competitive ill-will.

We need the workload reduced for everyone, across the board, for all full-time faculty. The administration seems to be resisting a reduction in our workload for two reasons. The first is that there's a perception that college teachers do not work hard enough. We teach two days a week—how hard can that be? Unfortunately, this misconception about the work college

professors do has been around for generations. But it is precisely that—a misconception. We may not work 9-5 but really we do, and more. Prepping classes, teaching classes, correcting papers and exams, take time. Serving on committees and helping this college run smoothly takes time. And working on our professional projects, so that we can be better recognized as experts in our fields and so we can be better teachers in the classroom, takes time. If the administration perceives us as living the life of leisure their perception is misguided. Of course, there are always going to be people who take advantage of the system. Some faculty members, once tenured, check out. That's a sad reality, but it's a small reality and not representative of our faculty at John Jay, certainly not according to the Middle States report, certainly not according to the remarks made by President Travis at the last State of the College address on Monday.

The other reason, the main reason, there is resistance to workload mitigation is financial. The administration claims there is not enough money to fund a reduced workload. We understand that our institution, like all institutions across the country, is struggling financially. But it's our college's job to prioritize where funds are allocated and right now it doesn't seem like our priorities are in the right place. Our faculty and our students need to be put at the top of the list.

In the past few years, money has been funneled to places that were not necessary, certainly not as necessary as improving faculty morale and classroom teaching. The Keelings were hired for a lot of money and, ultimately, they told us nothing we didn't know and proposed nothing concrete. We spent a lot of money on branding the college. We spent a lot of money re-carpeting and re-painting the 6th floor. We seem to hire more and more administrators. But when we ask the administration to mitigate our workload, a top priority, the top priority, we are told there are no funds. We were just informed by VP Pignatello at Tuesday's Budget Planning Committee meeting that summer tuition revenue is \$3M. We know from the Provost Advisory's Council that Provost Bowers wants to give 60% of this revenue "to the departments." That's the \$1.8M we are hoping to funnel directly to workload mitigation—1.8 million dollars is enough to fund a reduced workload across the board.¹ To give the money to the departments will open another can of worms—of potential ill will and in-fighting. Instead, this money should be allocated for our number one priority—a reduced workload so that our faculty can do excellent work in and out of the classroom.

Workload mitigation has been a concern for a while now. But the process is moving far too slowly. Think about how quickly the administration worked to get Pathways through—a program that most of our faculty opposed. Think about how little time we were given to consider changes in the personnel process or a switch to online evaluations. When a cause is prioritized, there is a speedy call to action. It's time for a speedy call to action for workload mitigation. A band aid is not enough. A workaround is not enough. There are already CUNY

¹ **Errata:** After this was stated at the 11/7/13 meeting of the Senate, it was clarified that Provost Bowers does not have control, nor is seeking to distribute, \$1.8M to the departments. Rather, she has been given control over a much smaller portion of summer revenue for the departments. However, it is the recommendation of the Ad Hoc Workload Committee that the small portion of revenue in the Provost's hands should be devoted to workload reduction, as well as a much broader share of the summer revenue that is currently in the college budget.

schools where the budget is allocated in such a way that a 3-3 workload is the standard. It's time that standard apply to John Jay College.

The Senate subcommittee on workload mitigation, which is comprised of Senate members and members of our union, has come up with the following formal statement, which we hope will be approved today so that we can move forward. Based on the above we'd like to bring a motion to the floor. Here it is:

In a reconfirmation of our college-wide campaign for workload mitigation, which was supported by an overwhelming majority of full-time John Jay College faculty in a petition last academic year, we call on the College administration to make workload reduction its top priority. Based on the COACHE survey, which lauded our teaching but also acknowledged our onerous workload, we ask that the College administration devote all possible monies to this essential goal. As a first step in our campaign to identify revenue sources to fulfill this goal, we ask that all summer tuition revenue be devoted to reducing the faculty's workload.

The motion was seconded.

Senator Maki Haberfeld moved to amend the motion that any remaining money after workload mitigation that is available from summer tuition revenues be allocated to the academic departments.

The amended motion was approved without dissent.

6. Invited Guest: Provost Jane Bowers

Provost Bowers arrived at this time. The vote of the Senate was reported to her. She said that the plan was never to allocate the \$3 million in summer tuition revenues to the academic departments; rather, the proposed plan is to generate additional student enrollment in summer school and if we are successful in doing that then a portion of the net revenue that is in addition to the \$3 million revenue would be allocated. She said that the plan, if successful, would generate two thousand or, perhaps, three thousand dollars to each academic department for such things as OTPS (Other Than Personal Services) expenditures and not \$1.8 million.

The Provost also said that her top priority in any case is to hire more full-time faculty members. She noted that John Jay is at the bottom of the CUNY colleges in the percentage of course sections taught by full-time faculty. She also noted that this was the point of the Faculty Senate's excellent letter to Interim Chancellor William Kelly and the justification for asking for more funds. She said any additional revenues must be used to hire more full-time faculty.

Provost Bowers also referenced the tables she had sent for distribution to the Senate [Attachment A] which shows that comparatively few faculty actually teach a 4/3 load.

Many Senators spoke of the tremendous burden of the 4/3 teaching load they in fact do teach and also about how tired they are, how burdened they feel, and how difficult it is, given our teaching load, to conduct the quantity and quality of research they want to engage in.

7. President Travis' response to the Faculty Senate's position on the governance structure of the proposed International Advisory Board. Postponed.
8. Report about Faculty Personnel Committee's (FPC) changes in its procedures. Postponed.
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9. Draft CUNY Board of Trustees Policy on Expressive Activity [i.e., demonstrations] to be voted after January by the CUNY Board of Trustees. Postponed.
10. Budget update as of November 5. Postponed.

The meeting was adjourned at 3:00 PM.