

Faculty Senate Minutes #472
John Jay College of Criminal Justice

Thursday, November 2, 2017

1:40 PM

Moot Court NB

Present (35): Chevy Alford, Mark Alpert, Andrea Balis, Elton Beckett, Ellen Belcher, Ned Benton, Michael Brownstein, James Cauthen, Sven Dietrich, DeeDee Falkenbach, Lisa Farrington, Joel Freiser, Heath Grant, Jonathan Gray, Jill Grose-Fifer, Veronica Hendrick, Karen Kaplowitz, Erica King-Toler, Maria Kiriakova, Anru Lee, Johanna Lessinger, Vince Maiorino, Xerxes Malki, Peter Mameli, Aida Martinez-Gomez, Brian Montes, Frank Pezzella, Joseph Rebello, Belinda Rincon, Lauren Shapiro, Francis Sheehan, Charles Stone, Dante Tawfeeq, Hung-Lung Wei, Rebecca Weiss

Absent (10): Rosemary Barberet, Kashka Celinska, Katie Gentile, Maria Grewe, Maki Habermeld, Louis Kontos, Yue Ma, Mickey Melendez, Stephen Russell, Guoqi Zhang

Invited Guest: Interim Provost Anne Lopes

Agenda

1. Adoption of the Agenda
2. Adoption of Minutes #471 of the October 18, 2017, Faculty Senate meeting
3. Election of Faculty Members for the Provost Search Committee
4. Election of an Alternate Faculty Member of the College Council
5. Proposed Amendment to the College's Bylaws
6. Invited Guest: Interim Provost Anne Lopes
7. John Jay Response to CUNY Change in Sabbatical Funding
8. New Business

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

2. **Adoption of Minutes #4711 of the October 18, 2017, Faculty Senate meeting.**

The minutes were adopted without dissent.

3. **Election of Faculty Member for the Provost Search Committee**

Senators cast ballots for five faculty members from a slate of 9. (Karen Kaplowitz withdrew her self-nomination.) All had submitted election statements of a maximum of 300 words, which had been sent to the Senator members prior to the meeting. By secret, written ballot, the Senate

elected: Amy Adamczyk (Sociology); Rosemary Barberet (Sociology); Angela Crossman (Psychology); Jonathan Gray (English); and Nathan Lents (Sciences).

4. Election of an Alternate Faculty Member of the College Council

Professor Thurai Kugan (Mathematics & CIS) was elected to serve as an alternate faculty member of the College Council by unanimous vote.

5. Proposed Amendment to the College's Bylaws

The College's Budget Planning Committee has two subcommittees, which usually meet together as the memberships of the two are almost the same: the Fiscal Planning Subcommittee and the Strategic Planning Subcommittee. Currently, the Fiscal Planning Subcommittee is chaired by the VP for Finance and Administration and the Strategic Planning Subcommittee is chaired by the Associate Provost for Institutional Effectiveness, whose portfolio has been changed now that a new person will be filling the position beginning in December. The proposal is to have the Strategic Planning Subcommittee chaired by the Provost and Vice President for Academic Affairs. In this way, the two subcommittees would have parallel leadership structures. The Council of Chairs supports the Faculty Senate's proposal and has asked to join the Senate in proposing the amendment. The proposed amendment was approved by a vote of 34-0-1 and thus passed without dissent. It will be sent to the College Council for its action. Amendments to the Bylaws require approval by the College Council at two consecutive regularly scheduled meetings.

6. Invited Guest: Interim Provost Anne Lopes

Interim Provost Anne Lopes was welcomed. Senator James Cauthen asked for an update on the new Associate Provost for Institutional Effectiveness. Provost Lopes said that Dr. Erez Lenchner, who will begin the second week in December, has extensive data systems experience. He will be able to tie together IT things with CUNYFirst to get us the data we need for decision making for improving student success and other of our goals. She explained that the search committee and she looked for someone with more faculty experience. Some of the responsibilities that Jim Llana had, when he held the position, will be taken up by her.

Senator Cauthen noted that when President Mason met with the Senate, she had said her number one goal is promoting student success and she has reiterated this at her meetings with academic departments. He asked how this will be implemented. Provost Lopes explained that President Mason is focusing on undergraduate student success and by that the President means improving graduation and retention. We have a holistic approach: grades, skills, retention, and academic momentum. The research shows that students who take more credits tend to do better academically. President Mason wants to improve our graduation and retention rates. These are also goals of the CUNY Strategic Framework. Fundraising is very important to help us achieve these goals. Students disappear at 90 credits. One thing they plan to use is the Nudge to Success Project whereby students receive frequent messages through social media. We received a \$30,000 grant to start this and President Mason is looking for more money to expand

it. John Jay ranks third in the nation in upward mobility. Many students get jobs when they reach 90 credits and they leave and we want to address that. There are many other initiatives out of the office of the undergraduate dean.

But, Provost Lopes said, the biggest way of improving student success is increasing the number of our full-time faculty because it is our full-time faculty who work with students. Therefore, we are lobbying for faculty lines by arguing and showing that student success is based on students' relationships with full-time faculty.

Provost Lopes said that another initiative is adjunct professional development. More than 60 percent of our instruction is by adjuncts and it might be higher than that. We are running the data now for this year and we'll know on Monday [November 6]. She said she is worried about this. She wants to help our adjunct faculty do better and she wants to support them. But, she added, student success is dependent upon full-time faculty.

Senator Mark Alpert said he has been an adjunct at John Jay for many years and that conditions for the adjuncts have deteriorated and professional development opportunities have decreased. Provost Lopes said that conditionals for adjuncts are terrible at CUNY. She said she was surprised to learn that adjuncts often do not know they are being hired and have no choices about the courses they will teach. We are a resource starved environment, she said. In some departments, there is consultation with adjuncts but in some there is none. She said she plans to speak with the chairs at next Provost Advisory Council meeting about this. She is looking to see what can be done. Everybody deserves to be treated well.

Senator Francis Sheehan said that one issue is increased pressure to maximum the number of filled seats in a course. This results in sudden needs to add section and as a result adjuncts are hired at the last minute. Provost Lopes said she started as an adjunct and understands.

Senator Veronica Hendricks asked about lecturer lines that were once offered as adjunct conversion lines. Senator Karen Kaplowitz explained that this predated Provost Lopes' tenure at John Jay and had been offered by an agreement between the PSC and the CUNY Central Administration for one year only. Provost Lopes explained that departments decide what level lines they want to fill, whether lecturer or assistant professor or associate professor, etc.

Senator Erica King-Toler asked the Provost whether she has lines to assign now. The answer was no. There is no money for new lines and so she has to wait to know who will retire and wait until those people finish their Travia Leave and actually separate from the college before she can allocate those lines.

Senator Lauren Shapiro asked about reducing faculty workload. Provost Lopes said workload is an issue near and dear to her heart. She wants to get a 3-3 load for all. There is no question in her mind that we have to do this. She said she hadn't been comfortable with the previous provost's workload mitigation plan because it didn't benefit everyone. She said we would be shocked how complex this is. Lots of reassigned time is given for service. Smaller amount goes

other things but she is still not sure to what. She is investigating this. She is trying to come up a plan without reducing what we give for service. She is also looking at what will it cost to get to 3-3. Is \$200k enough? Is there reallocation that could happen? Her plan is to bring information to the faculty in December. Every year John Jay receives budget cuts. She has been at John Jay for eight years and every one of those years we have had a budget cut. CUNY has just threatened a 30 percent reduction to our OTPS [Other Than Personnel Services]. And she just learned earlier today that CUNY refused to approve our Financial Plan because they do not think our fiscal assumptions are realistic.

Senator Shapiro asked whether there is any way to salvage the work done last year by the provost toward workload. Provost Lopes replied that Provost Bowers had budgeted for the workload plan, Provost Bowers' plan, which is now in effect. But she is working on a different approach, which is how to get everyone to a 3-3 teaching load by analyzing the cost to do that and by exploring where we can get the money for that. We are a very research active college and so we are out of step with regard to our teaching load.

Senator Ellen Belcher noted that a way to pay for workload is to keep faculty lines open and using the money saved by doing that. The five lines being kept open in her department, the Library, are paying for faculty workload reduction in other departments, she said. Provost Lopes said there's a 5-year plan for filling lines based on headcount and that Provost Bowers had held only two lines open for workload mitigation. We are filling 17 faculty lines this year. We gained 3 lines because we increased enrollment. She gave one line to a department because the department has only one full-time faculty member and so now it has two full-time faculty members. There are limited levers. We are grossly underfunded as a college. One of our departments has 19 full-time faculty members and 4,000 majors.

Senator Jonathan Gray noted that every transfer student and every freshman is given a default major of Criminal Justice. They are first generation college students and think they can't change their majors. Even if only 5% are under this misapprehension that is a lot of students being derailed. Provost Lopes said we've been having this battle for 8 years. It's an enrollment management issue. There's no "Undecided" category in CUNY's admissions application though that may have changed. There is a "Liberal Arts" category which many colleges assign students to but we don't have such a major. All our freshman are now advised so they can be refocused. But there are financial aid issues. Students must be in some major and have a degree plan or they won't get federal financial aid. That's the underlying issue.

Senator Lisa Farrington noted the provost said it might cost \$200k to get us to a 3-3 teaching load. Shouldn't our development office be raising enough money to provide \$200k for this top priority? Provost Lopes said the development office is woefully understaffed. The college has not tapped those sources until now. President Mason is working very hard to raise money and wants to raise a \$150 million endowment for faculty and student support. This would mean more reassigned time, more travel money to conferences, more full-time faculty lines. She is looking to raise money from rich New Yorkers and other and seems much more eager and experienced in that kind of fundraising. She is on the board of trustees of the University of

North Carolina and she gets tapped all the time and knows what it's like to be on the other side. She sees that our college doesn't have enough money.

Provost Lopes said she would also like to report about a number of things. First, she has been working very hard to increase faculty diversity and has had some preliminary success. We are doing a lot of outreach to historically black institutions and the responses have been very positive. As for the PSC Settlement Agreement, it is not clear if we'll get an extension for another year, which we really need; the department chairs can't wait to hear because the Settlement Agreement has made scheduling very difficult. Senator Cauthen asked whose court is it in. Provost Lopes said either the PSC's or CUNY's. Another unknown is whether we will have North Hall next year. She said she was just at a CUNY meeting of all the provosts and was about to complain about our lack of space when one provost said two to three faculty members share offices at their college and another said they use their classrooms on a 24-hour clock. That having been said, we do desperately need space. Senator Kaplowitz asked whether the sharing of offices by several faculty involves only full-time faculty or also adjunct faculty; Provost Lopes said she did not know.

Provost Lopes asked whether the faculty would like more frequent communication from her, such as emails every two weeks reporting on developments and initiatives and other news. Senator Kaplowitz said yes, that having information is always better than not having it.

7. John Jay Response to CUNY Change in Sabbatical Funding

President Benton reported that CUNY plans to change its method of allocating funds for sabbatical leaves. Until now, colleges approved sabbaticals and CUNY funded the colleges. Now CUNY will provide each college with a set amount before the decisions are made and if colleges exceed that amount by approving more sabbaticals than they received funding for, the colleges will have to use their operating budget to make up the difference. He circulated a letter sent to the Vice Chancellor for Finance from the University Faculty Senate Budget Advisory Committee, on which he serves. He said if CUNY does not reverse its decision, we need to decide how to deal with this at John Jay. We don't want deserving faculty to be turned down on their sabbatical request because of a funding issue and we may need to make a statement to this effect.

The meeting was adjourned at 2:45 pm.

Submitted by Karen Kaplowitz

