

**Faculty Senate Minutes #495  
John Jay College of Criminal Justice**

**Tuesday, April 30, 2019**

**1:40 PM**

**Moot Court NB**

**Present (29):** Chevy Alford, Valerie Allen, Andrea Balis, Rosemary Barberet, Elton Beckett, Ned Benton, Michael Brownstein, Ronald Calvosa, James Cauthen, Marta Concheiro-Guisan, Silvia Dapia, Lissette Delgado-Cruzata, Artem Domashevskiy, Jonathan Epstein, Joel Freiser, Amy Green, Karen Kaplowitz, Erica King-Toler, Mickey Melendez, Brian Montes, Karen Okamoto, Jose Olivo, Vijay Sampath, Francis Sheehan, Charles Stone, Marta-Laura Suska, Thalia Vrachopoulos, Rebecca Weiss, Guoqi Zhang

**Absent (14):** Sven Dietrich, Heath Grant, Maki Haberfeld, Veronica Hendrick, Sheeba John, Hunter Johnson, Louis Kontos, Thomas Kubic, Yue Ma, Vincent Maiorino, Josh Mason, Frank Pezzella, Charlotte Walker-Said, Hung-Lung Wei

**Agenda**

- 1. Adoption of the Agenda**
- 2. Announcements**
- 3. Adoption of Minutes #494 of the April 4, 2019, meeting**
- 4. Review of the agenda of the May College Council meeting**
- 5. Election additional at-large members of the 2019-20 Faculty Senate**
- 6. Faculty Personnel Guidelines Amendments: Senator James Cauthen**
- 7. Discussion of Senate Attendance and Meetings**

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

**2. Announcements.**

President Karol Mason will be our invited guest at our Friday, May 10, Senate meeting.

**3. Adoption of Minutes #494 of the April 4, 2019, meeting.** Approved.

**4. Review of the agenda of the May College Council meeting**

An item on the College Council agenda has to do with reducing the re-admission requirements in one of our forgiveness policies in order to match our other forgiveness policy. Some are questioning why we are not raising the re-admission requirements of one policy in order to match the other. Our all-day May 10 meeting is prior to the College Council meeting and so we will be able to discuss the proposal then. This is a heads-up that we will be taking this question up in preparation for the College Council meeting.

## **5. Election of additional at-large members of the 2019-20 Faculty Senate**

The following additional faculty were elected to represent the full-time faculty on the 2019-20 Faculty Senate and College Council:

Jane Katz – Health & Physical Education  
Catherine Mulder – Economics

## **6. Faculty Personnel Guidelines Amendments: Senator James Cauthen**

Senator Jim Cauthen said he has been a member of the Faculty Personnel Committee for the past six years but will not be a member next year. He has a proposal for improving the appeals panel. Currently, a positive vote from one of the four review committees goes directly to the college president; a negative vote from a review committee goes to the appeals committee, if the candidate chooses to appeal. The members of the review committee who voted on the candidate are precluded from sitting on the appeals committee. Because there are four different review committees and because candidates voted on by any of these review committees may appeal, there are four different appeals committees. He called this and the fact that each appeals committee has about 30 members problematic. He called the size too big; this should be a deliberative body but it is too big to be deliberative. In fact, he said, it is less deliberative than any of the four review committees, each of which is between 7-9 members.

He explained he had been asked to look at the systems at other campuses and most appeals committee have between 5-10 members.

Senator Cauthen proposed that instead of dividing the 30-member FPC into four review committees, we divide it into five review committees: the four disciplinary review committees and an appeals committee. We could take two members from each of the four review committees and constitute those eight as the appeals committee and, thus, have members of the four disciplinary areas on the appeals committee. The appeals members would not hear any cases in the fall and would be active only in the spring. He said he is proposing no other changes: the candidates would still appear before the appeals committee. In this way the appeals committee would be more focused, more deliberative, provide a consistency by hearing all appeals; also, because the external review letters can be seen only by visiting the provost's office, the appeals members could all be expected to do so. The vote of the appeals committee would

go to the president as it does now. He said he also thinks at-large FPC members should be elected to two-year terms and perhaps only those in their second year of service should be permitted to sit on the appeals committee. He added that we could also increase the number of at-large members.

Senator Amy Green said she is concerned about the possible lack of engagement of the appeals members under this proposed revision. Senator Cauthen acknowledged this as a potential problem. Senator Valerie Allen asked whether Jim Cauthen's proposed revision could retain the current practice whereby the candidate's chair is brought in by a review committee and by the appeal committee on a consultant basis; Senator Cauthen said absolutely.

A sense of the Senate vote on Senator Cauthen's proposal that at-large members of the FPC be elected for two-year terms was supported by a vote of 13 yes/3 no/8 abstentions. A sense of the Senate vote on his proposal to reorganize the FPC into five review committees of approximately equal size, with the fifth review committee being an appeals committee, was supported by a vote of 21 yes/0 no/3 abstentions.

Senator Cauthen said when he was a junior faculty member, the FPC felt like a star chamber; now he sees the FPC as a dedicated group that does a lot of good work. One problem that has continued has been a lack of transparency.

Senator Chevy Alford said that a faculty mentor system is really needed. She said candidates have no idea why they received a negative vote and, therefore, have no idea how to frame their oral statement for their appeal. She said sometimes a chair does not like a candidate and then the candidate is given no guidance whatsoever. Senator Cauthen said he agrees completely with Senator Alford; every candidate going up for appeal must know why they got a negative vote. He said the FPC and review committees have not done as good a job as they might; he compared it to the telephone game, with each relay of information distorting the message. Even if a candidate receives a positive vote, the candidate should know the reasons, which is not now the case.

Senator Lissette Delgado-Cruzata said that we should be discussing this crucial issue that Chevy and Jim have raised about communications. She said that even if the chair likes the candidate, the chair might be a poor communicator. President Benton said we are running out of time today but we will put this on the agenda of our all-day May 10 meeting.

Senator Green said perhaps the chair of each review committee can summarize the issues in writing. Senator Cauthen said the University opposes the writing of anything having to do with the personnel processes. VP Kaplowitz said our new chancellor starts on May 1 and has been the president of Hostos and of Queens; perhaps we could petition him to improve the process; she added that the (relatively) new vice chancellor for faculty and staff relations had spoken of wanting to improve the system. Maybe we should issue a letter to or testify before the CUNY Board of Trustees.

President Benton said the Hostos personnel guidelines are much more explicit than we were permitted ours to be. VP Kaplowitz said we should ascertain whether the Hostos guidelines were developed and issued when the new chancellor was president of Hostos.

## **7. Discussion of Senate Attendance and Meetings**

President Benton distributed the results of a survey of Faculty Senate members regarding the quality, frequency, and nature of Senate meetings. He proposed that the Senate introduce the idea of an across-the-board reduction by 30 percent of the membership of all constituencies on the College Council. With such a reduction, faculty membership would drop from 42 to 30; each academic department would still have one representative, since there are 24 (and soon 23) departments. Student membership would drop from 14 to 10; HEO membership would drop from 5 to 4; and administration membership would drop from 8 to 6. The total change would be a College Council comprising 50 members instead of the current 69.

Senator Francis Sheehan said he would rather do this than stop having Faculty Senate meetings twice a month. This year the Faculty Senate meeting schedule did not get onto the college calendar and so many department meetings were unknowingly scheduled when the Faculty Senate met. This could explain, he said, why so many Senators stated in the survey that conflicting meetings have prevented them from attending Senate meetings.

A sense of the Senate vote was taken on proposing a reduction by 30% in the membership size of the College Council: the vote was 22 yes/0 no/6 abstentions.

The meeting ended at 2:50 pm.

Submitted by Karen Kaplowitz