

BROOKLYN COLLEGE
OF THE CITY UNIVERSITY OF NEW YORK
FACULTY COUNCIL

February 10, 2015

- (6142) Call to order The fifth meeting of Faculty Council for the 2014-2015 academic year was called to order at 3:20 pm in the Woody Tanger Auditorium by Professor Langsam (CIS).
- (6143) Roll call The roll call was taken at the door. Department Chairs and Representatives: Bankoff (Anthro & Archae), Hadler (Art), Rubal-Lopez (CBSE), Ciszowska (Chemistry), Li & Shannon (ECAE), Girelli-Carasi (Mod Lang), Perez Rosario (PRLS), Bursztyn (SPCL), Watson (SEEK); School Delegates: Minter (Humanities & Social Sci.), Augenstein & Perdikaris (Nat. & Behav. Sci.), Grubbs (Vis., Media & Perform.) were absent (-14); Aja & Schaeffer (Humanities & Social Sci.) Grasso & Jones (Nat & Behav Sci.) were excused (-4); Administrators: Gould, Sillen, Joyner, Carey, Hopkins, Greenwald, Gilbert, Whatley, Fitzgerald, Hewitt, Gold & Ali were also absent and excused. All other members were present.
- (6144) Minutes of December 9, 2014 Professor Langsam presented the minutes of December 9, 2014, which were approved unanimously.
- (6145) Steering Committee Professor Langsam conducted the special election for the position of Acting Secretary of Faculty Council. Professor Levy (SEEK) was nominated. Professor Gargan (Library), sitting in for The Secretary of Faculty Council, was directed to cast one vote for her election.
- Professor Langsam announced that there will be an upcoming election for Brooklyn College representatives to the University Faculty Senate. Professor Langsam stressed both the importance of this election and that those nominated must be committed to attending UFS meetings. The nominations period is February 23-27, 2015.
- (6146) Communications from the Administration Provost Tramontano spoke for President Gould who was in Albany lobbying on the Governor's proposed budget.
- Provost Tramontano was pleased to note that the Roosevelt Science project was given a prominent place in CUNY's capital request budget.
- Provost Tramontano stated that there were two items of concern in the Governor's budget: there was no provision for fringe benefits, which would cost Brooklyn College about \$1 million for a new PSC-CUNY contract.
- Provost Tramontano encouraged all full-time faculty to take part in the Collaborative on Academic Careers in Higher Education (COACHE) faculty satisfaction survey, from the Harvard Graduate School of Education, which is being offered across CUNY. The survey should take 30 minutes, and Brooklyn College is aiming for a 60% response rate.
- Provost Tramontano reported that our students will be invited to take the Noel-Levitz Student Satisfaction Survey this semester. This iteration of the survey will be conducted online with perks and raffles for those students who complete the 30-minute survey.
- Provost Tramontano highlighted Brooklyn College's mandated monitoring report to Middle States, which is due April 1, 2016. While being fully accredited, the monitoring report is in

response to some concerns Middle States has about Brooklyn College's assessment program on both the academic and Administrative sides of the institution. Brooklyn College hired an outside consultant who identified that assessment needs to be pervasive throughout the culture of the College. On the academic side, while the record has been somewhat uneven, we now have a new Assessment Council formed last fall. Each of the five schools has a representative on that Council, and Professor O'Connor-Petruso (CBSE) chairs it. It is important that the Council works with each department and dean. Each dean has been charged by the Provost to be a resource for his or her school. One suggestion from the consultant was that every academic program should have a one-page fact sheet that would include the program's assessment plan. Provost Tramontano emphasized that none of us can afford to take this lightly as our accreditation affects our students given the financial implications. Brooklyn College will be searching for a new Director of Academic Assessment at the full HEO level. Dean Greenwald will be chairing that search committee. This semester Brooklyn College needs to show Middle States that we have some basic assessment plans in place that have gone forward or are about to go forward in all the departments. And we must show in the fall that we are making progress on what we stated we would do in the current spring semester. This will get us closer to our final goal of compliance with Middle States requirements by April 2016.

Provost Tramontano then took questions from the floor.

In response to the question of what exactly the Provost meant by the word "assessment," Provost Tramontano referred to Middle States's definition, and highlighted the importance of seeing assessment whether it be departments or programs through the lens of student learning outcomes. Assistant Provost for Planning and Special Programs Wagner helped clarify how to both view and approach assessment. She explained that it is about the effectiveness of your program. You start by defining the mission of the program and its objectives simply and specifically, such as "students will know X; students will be able to do Y." You map where they are learning these skills within your curriculum. Then you pick one of your major goals and you assess it: you determine by direct and indirect measures of assessment whether you are meeting that goal. After you have assessed that goal you would have a sense of whether the program is doing well in helping students achieve the goal, whether you need to change anything, or whether you need to look at it further. Assistant Provost Wagner then provided examples of sample goals and various ways a department or program could measure those goals. Assistant Provost Wagner elaborated on the membership of the Assessment Council. Provost Tramontano added that Middle States is also interested to see that where you have identified a weakness you then put in place a strategy to allocate the resources to rectify the situation.

Provost Tramontano elaborated on the need for a Director of Academic Assessment in response to a question about the position. He explained that someone is needed to coordinate assessment across all the schools and that every CUNY institution has a similar position or higher one dealing with assessment and accreditation. This position will be a direct report to Assistant Provost Wagner.

Provost Tramontano then addressed a question from the floor about a requirement in the Governor's budget that students participate in an approved experiential learning experience. Provost Tramontano pointed out that the requirement applies to both SUNY and CUNY, and that this is has been discussed at the Provost's Council. The college that does experiential learning best is Guttman Community College. One major question will be how this mandate is to be funded. Another question is how experiential learning will be defined and implemented.

(6147) Committee on Committees

Professor Shortell (Sociology) announced a vacancy on the Academic Integrity Committee.

The following individuals agreed to stand for election to the following committees: Elaine Brooks (English) as chair, and Professor Thibodeau (Classics) to join the Core Curriculum Committee; and Professor Biais (Biology) the new chair of the Research Committee. There were no nominations from the floor. The slate was elected unanimously.

Professor Pipe (Psychology) spoke about her concern about the lack of adequate representation from each school on the various committees, especially major committees such as Core Curriculum. Professor Shortell acknowledged that Committee on Committees was well aware of the issue and equally concerned. Professor Shortell encouraged faculty to volunteer for committees. Professor Langsam urged the chairs, especially in the School of Natural and Behavioral Sciences to support faculty engagement in Faculty Council committee work.

(6148) Liaison with the University Faculty Senate

Professor Fox (English) submitted the following report from the December 9, 2014 Meeting of the CUNY University Faculty Senate:

The focus of the meeting was reports from the UFS Standing Committees and from some UFS representatives to CUNY Board committees.

1) Report from the Academic Freedom Committee

The committee mainly discussed during this semester assessment at CUNY. They feel there should be more cross campus communication about matters related to assessment. There should be more active CUNY-wide Discipline Councils, such as the English or ESL Discipline Council, and these councils should discuss matters related to assessment. For example, many students majoring in accounting will eventually have to pass CPA certification exams, and there should be CUNY-wide discussions about how to best prepare students for such exams. One UFS rep objected to the current standardized CUNY reading assessment test, saying that it did not really accurately assess students' reading ability but rather their ability to do well on a multiple choice reading test, and was also discriminatory against ESL students.

2) Report from the Libraries and Information Technology Committee

The Chair reported concern that there should be better cross campus communication and communication with CUNY Central about matters related to libraries. They discussed issues related to hybrid/online courses, such as resources needed by faculty, training and compensation for course design, reasonable course caps for hybrid/online courses, alternatives to blackboard, intellectual property issues, the impact of hybrid/online formats on the IP rights of faculty, ownership/control of the content created for hybrid/online courses, evaluation/assessment of hybrid/online courses, relation of office hours to hybrid/online courses, and relation of faculty days per week on campus to teaching hybrid/online courses.

3) Report from the Status of the Faculty Committee

The committee discussed concerns related to adjunct faculty, to faculty development programs, and to faculty quality of life. One issue is that full-time faculty at some colleges are given double teaching credit for teaching courses with very heavy enrollment, but this doesn't happen at all colleges and generally doesn't happen for adjunct faculty. About adjuncts, there is concern that their contact information should be included on college and departmental websites and telephone directories. Also, there is concern about adequate office space for adjuncts, as well as for full-time faculty. There is concern about informing faculty about

professional development programs and activities that they can participate in and about faculty participating in making decisions about what sorts of professional development programs should be developed and offered.

The committee spent a good deal of time discussing the CUNY PMP program. The PMP (Performance Management Process) program was started in 2000 as a way of evaluating CUNY presidents and colleges. The presidents are supposed to ensure that progress is made toward achieving certain goals. For example, the PMP goals for 2014-15 are divided into three areas: 1) university goals, such as increase opportunities for students to be taught by full-time faculty and ensure that students make timely progress toward degree completion, 2) sector goals (different for senior and community colleges), such as increase faculty satisfaction and increase enrollment in master's programs, and 3) college focus area goals, such as increase access to online/web-enhanced course offerings and increase the number of STEM (Science, Technology, Math) graduates. The complete 2014-15 PMP goals are available on the University Faculty Senate website. Related to the above goal of "increase faculty satisfaction, CUNY will soon be asking faculty to complete a COACHE survey of faculty satisfaction (a survey developed by the Harvard Graduate School of Education).

4) Report from the Student Affairs Committee

The committee is focusing on several issues, including maintaining communication with the University Student Senate; surveying best practices among Student Services and Student Affairs departments; increasing faculty participation in the areas of recruitment, admission, enrollment, registration, advisement, and mentoring;+ and assessing the impact of cunyfirst shortcomings on student affairs and student services.

5) Report from the Budget Advisory Committee

The committee discussed CUNY's FY 2016 Budget Request, which is available online. One item of concern was that some additional funds from the CUNY Compact agreement, which included the agreement to raise tuition fees, were supposed to be used to increase the number of full-time faculty at CUNY, but from 2009 to the present time, the overall number of full-time faculty at CUNY remained the same, while the overall number of enrolled students increased by about 10,000 students (according to the CUNY Office of Institutional Research Student Data Book). This would suggest that probably more students are being taught by adjunct faculty, and that class sizes are probably increasing. One UFS member asked if funds that were supposed to be used to hire more full-time faculty are being used to hire additional deans, administrators, and non-teaching personnel. The response was that this is probably true, since while the number of full-time faculty from 2009 to the present has remained the same, the number of executive and professional lines in this time period has increased by about 500. Specifically at Brooklyn College, according to the 2013-14 University Performance Management Process Year-End Report (available online), in 2009-10, the number of full-time faculty was 517 and in 2012-13, it was 512. On the other hand, in 2009-10, the number of full-time executive and professional staff was 297, and in 2012-13, it was 330.

We also heard that the videos and slide presentations from the UFS November 21 conference entitled *Online Education: What We Know and What We Need to Ask* are up on the UFS website, and told to please take a look and to bring this to the attention of our colleagues who might be interested.

In response to a correction about Professor Fox's characterization of the purpose of the PMPs, Provost Tramontano explained that of the PMPs originally were used to financially reward colleges financially if they performed in the top quintiles on certain measures, which

Brooklyn College chose to use to fund faculty travel. Last year these extra awards were stopped. It is not clear what the new Chancellor's rules will be for the 2015-16 PMPs.

Provost Tramontano took exception to the accuracy of the numbers that Professor Fox reported for full-time lines.

- (6149) Degree Lists Professor Langsam presented Degree Lists 2015/8 & 9, which were approved with a vote of 77 yeas, 0 nays, and 1 abstention.
- (6150) Report of Standing Committees
 Committee on Undergraduate Curriculum and Degree Requirements: Professor Cohen (Music) presented Curriculum Document 373. It was approved with a vote of 76 yeas, 2 nays, and 2 abstentions. Professor Cohen announced that for new courses and changes to be effective Fall 2015, it is recommended that the documents be sent to the committee for a vote at the March Faculty Council meeting. The absolute last opportunity for inclusion is the Fall 2015 Bulletin is a vote at the April Faculty Council meeting. Special topics courses may be submitted beyond this deadline.
- Committee on Graduate Curriculum & Degree Requirements: Professor Whitlock (CIS) presented Curriculum Document 225, which was approved with a vote of 78 yeas, 1 nay, and 2 abstentions.
- Committee on Honorary Degrees: Professor Langsam presented for Professor Aja (PRLS), Chair of the Honorary Degrees Committee, who was unable to attend. The committee met in December and reviewed all nominations for Honorary Degrees independently and then collectively. The committee chose several candidates from that initial list of nominations, mindful of their contributions to their respective fields and commitment to CUNY's values as an institution, and forwarded them to the President. The President then selected two of our nominees, Barry Salzberg, '72 for Doctorate of Humane Letters and David Amram, Doctor of Fine Arts, to be honored during the upcoming commencement. Prof. Aja would like to remind faculty who nominate candidates in the future to provide as substantive a nomination as possible so that the committee can make the best and most informed decisions. The President's selections were approved with a vote of 70 yeas, 1 nay, 1 abstention.
- (6151) Old Business There was no old business.
- (6152) New Business There was no new business.
- (6153) Adjournment There being no further business, Professor Langsam declared the meeting adjourned at 4:24 pm.

Respectfully submitted,

Yedidyah Langsam
 Chair

Sharona Levy
 Acting Secretary