

BROOKLYN COLLEGE
OF THE CITY UNIVERSITY OF NEW YORK
FACULTY COUNCIL

October 9 2018

- (6475) Call to order The second meeting of Faculty Council for the 2018-2019 academic year was called to order at 3:30 pm in the Woody Tanger Auditorium by Professor Langsam (CIS).
- (6476) Roll call The roll call was taken at the door. Department Chairs and Representatives: Flores (E&ES), Mohanty (Fin.), Llanos (Mod Lang); School Delegate: Grayson (Bus.), Bank Munoz & Troyansky (Humanities & Soc Sci.), were absent (-6); Banerjee, Bowdoin, Girelli-Carasi & Regalado (Humanities & Soc. Sci.), Porter (Prog. Dir.) was excused (-5); Administrators: Galitz, Conelli, Psarris, Whatley, Fitzgerald, Gold & Ali were also absent and excused. All other members were present.
- (6477) Minutes of September 13, 3018 The minutes of September 13, 3018 were approved unanimously.
- (6478) Steering Committee Professor Langsam (CIS) made official note of the Brooklyn College students who attended the Faculty Council meeting in order to make their concerns about recent remarks made Prof Langbert (BUMA). He stated that students have strong support among faculty on campus and that faculty share their concerns.
- Elections for members of Faculty Council Steering Committee took place. Professor Langsam was nominated to be Chair. The Secretary cast one vote for Professor Langsam, and he was elected. Professor Nadell (ENG) was nominated to be Secretary. The Secretary cast one vote, and she was elected. Professors Aja (PRLS), Bassell (BUMA), Cumberbatch (AFST), and Levy (CASD) were nominated; they received 57, 18, 53, and 46 votes, respectively, and Professors Aja and Cumberbatch were elected. A special election for the Committee on Committees was held. Professor Cavanaugh (ANTH) was nominated. The Secretary cast one vote, and she was elected. An election for four faculty members to serve on the Common Core Course Review Committee (CCCRC) was held. Professors Arnold (POLs), Kellogg (CLAS), Powell (EESC), Richards (ART), and Tomkiewicz (PHYS) were nominated and received 64, 50, 52, 64, and 39, respectively. Professors Arnold, Kellogg, Powell, and Richards were elected.
- (6479) Communications from the Administration President Anderson addressed challenges related to the reduction in the teaching contact hour workload, including those related to reassigned time. She stated that we have to work together to find an effective plan. The provost will assemble a work team of chairs and other faculty members to develop recommendations about implementation of the reduction.

President Anderson discussed faculty hiring. Because enrollment numbers were higher in the summer and fall, the financial outlook has improved and some faculty hiring will be reinstated. The Provost will consult with the Committee on Master Planning, Education Policy, & Budget.

President Anderson commented on Professor Langbert's blog post, which she found "obnoxious and vile." She reported that she, along with her Cabinet, attended the students' protest in the previous week to listen to students and understand their concerns. She stated that the existence of Title IX complaints is confidential, as is the investigative process, and affirmed that complaints are taken seriously and investigated fairly and thoroughly. She announced two related events on campus. On October 25, there will be a Speak-out for #MeToo testimonies, and on November 12, there will be a Teach-in about both sexual assault and the first amendment on college campuses. She urged faculty members to attend both events. A discussion followed.

Senior Vice President Finance and Administration Gilbert stated that he recognized faculty concerns about the budget. He announced that there would be more detailed trainings about the budget during the spring semester. He provided information about this year's budget in historical context, enrollment growth, and faculty lines. A robust discussion, which included questions about facilities and the effects of deferred maintenance, followed.

Provost Lopes discussed the convening of a group to look at line allocations, the development of a working group to examine workload and reassigned time, concerns about credit hours and compliance, and the need for more general education course. She announced her office hours this semester. A discussion, which addressed hiring and the Puerto Rican and Latino Studies Department, followed.

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| (6480) Committee on Committees | The Committee on Committees presented nominations to Faculty Council committees, which were passed unanimously. |
| (6481) Liaison with the University Faculty Senate | Professor Hainline (Psych) reported on the September 2018 meeting of the University Faculty Senate (see Appendix A). |
| (6482) Degree Lists | Degree List 2019/3 passed with a vote of 91 yeas, 1 nay, and 1 abstention. |
| (6483) Report of Standing Committees | Committee on Campus Planning: The annual report was presented and accepted.

Committee on General Education: Professor Troyansky (HIST) presented the "Statement concerning College Option Courses," which was endorsed unanimously. |

(6484) Old
Business

There was no old business.

(6485) New
Business

The "Resolution on Professor Langbert's Statement" was presented. After a brief discussion, the resolution passed unanimously.

(6486)
Adjournment

The meeting was adjourned at 4:58 pm.

Respectfully submitted,

Yedidiah Langsam

Martha Nadell

Chair

Secretary

Appendix A

Notes from University Faculty Senate Plenary Session

Tuesday, Oct. 2, 2018

Louise Hainline

The new Chair of the University Faculty Senate, Martin Burke, called the meeting to order and greeted all the delegates.

The first presentation was from Interim Chancellor Vita Rabinowitz, who thanked the members of the UFS for their role in University governance. Her remarks focused on the efforts to facilitate partnerships at CUNY between Central administrators and faculty and others on the various campuses. CUNY was to quote her “built to be an integrated University”, and she emphasized that the success of our students depended on partnerships and good will between CUNY and faculty and leadership. She added that this required asking for change in “how faculty do business” as shared governance depended on shared goals for student success. At the same time, IC Rabinowitz emphasized that faculty should also hold the Central Office accountable for the outcomes of various on-going initiatives. She commented on the importance of various on-going efforts in the service of “academic momentum” and student success – including a \$6M remediation effort funded by the City Council, and a \$6M Career Success project funded by corporate and philanthropic sources, which would include funding for faculty training and support.

To increase graduation rates, completion of 30 credits a year with acceptable grades is important, and as part of this effort, disciplinary councils are being “rebooted”. CUNY wants to partner with faculty to work on campus climate. While this message of partnership and leadership for both CUNY Central and faculty in improving student success was repeated a number of times throughout her remarks, she did discuss some other points. Fiscally, it will be a challenging year. She also mentioned in passing the problems at John Jay.

In a question period, IC Rabinowitz was asked about the continued use of the SAT as an admissions test for entering freshmen. She agreed with a point made by the questioner that for our students, the SAT does not predict success in college as well as high school grades do. As of next fall (F19), high school grades will be fully incorporated into the admissions process, reducing over-reliance on standardized tests. She added that student success depends not only on grades, but also on motivation and resilience.

Another questioner asked about whether there would be any changes in the role of the Graduate Center, which was couched in reconsidering whether the consortial model for Graduate Center would continue to exist because it is “sucking academic life from campus departments”. IC Rabinowitz’s response was the Graduate Center was the only R-1 rated component of CUNY so that there “will be a Graduate Center”, but that questioning the role of the GC at CUNY would require a new Chancellor and a new Graduate Center President, for which an interim appointment was “very likely”. But she also made a useful distinction between assessing the role of the Graduate Center as a University Center, and other functions currently under the GC umbrella,

such as the CUNY BA program, Macaulay Honors College, the School of Professional Studies, and the new schools of Journalism and Public Health.

The faculty chair of the Budget Advisory Committee asked about the unanticipated hold back from senior college budgets of a 2% labor reserve early in the summer because of the lack of NYS funding for the full costs of the new contract. These costs were covered by NYC for the Community Colleges. This action is causing senior colleges to struggle with funding the needed teaching power on the campus. In response, IC Rabinowitz acknowledged this problem, but responded that CUNY wants and she hopes for a new contract soon, based on the pattern bargaining at SUNY that would support both adjuncts and full-time faculty.

Another questioner mentioned a recent City Council meeting about the hiring of black faculty, asking if there was a plan to increase the numbers of black faculty. IC Rabinowitz admitted to real problems in both hiring and retention of black faculty. She also noted that there is a Faculty Diversity Working Group studying the search process in departments where there is underrepresentation in the applicant pool, and noted that 44% of hires last year were faculty of color, though last year only 15% were black. We are also losing black faculty due to “poaching” and we also need to pay attention to giving junior black faculty more support in the tenure and promotion processes. She also mentioned that there is a Chancellor’s Opportunity fund to “sweeten” hiring of faculty of color, and 1 year of support for partner hiring. CUNY received a grant from the Harvard Institute to send 8 or 9 diverse faculty to a leadership training workshop, and this will be repeated this year. While she admitted this was a small number, it provided “seeds of change”. She also noted that 9 of the 18 CUNY colleges have presidents of color and 7 presidents are women, which should increase CUNY’s moral and academic commitment to diversity, also important for student success.

Finally, she said she had no information about the search for the Chancellor, for whom two remaining candidates have been identified publically (Presidents Mallow from LGCC, and President Matos Rodriguez from Queens College). In later remarks, Chairperson Burke indicated that it is his understanding that the search process is on-going and interviews will take place “soon”. They had been originally expected over the summer.

The rest of the meeting was a new process that asked for the chairs of each of the Standing and Advisory Committees to define their priorities to work on for the year. Chairman Burke pointed out that the life of the UFS is in the work done by its committees, and even with no Chancellor or permanent head of the Research Foundation, the Senate needs to keep doing what it needs to do. The comment about the CUNY Research Foundation refers to the fact, unpublicized, that Richard Rothbard, the long-time President of the RF left during the summer. The RF is currently headed on an interim basis by Senior Advisor to the Chancellor and Secretary for the Board of Trustees, Gayle Horowitz.

Standing UFS Committees (four):

Library and Information Technology will focus on:

- Open source educational resources
- Initiatives for technology budgets for access and sustainability

- Openness of campus Email services for faculty use
- Availability of site licensed software on each campus.

Status of the Faculty will focus on:

- Presidential recommendations for promotions
- Interaction with the CUNY Office of Classification on credentials and titles, and specifically, the hiring of high school teachers from Long Island as adjuncts while NYC teachers are not being hired as adjuncts
- Remedial programs in early college education
- Interaction with the CUNY Faculty Affairs staff
- Preparation for a new COACHE survey
- Discussions of a pathway for promotion of adjuncts

Student Affairs will focus on:

- CUNY retention and graduation rates
- The status and success of DACA students at CUNY
- The relationship between CUNY and NYPIRG

Academic Freedom will focus on threats to academic freedom at CUNY:

- Surveying Faculty Governance Leaders and UFS lists on campus structures concerned with academic freedom
- Creation of an UFS Advisory subcommittee with membership from each campus
- Organizing a forum on threats to freedom of speech
- Examination of governance plans for “special programs” at the CUNY Graduate Center
- Development of a proposal from UFS affirming freedom of expression to send to the Board of Trustees

UFS advisory role on CUNY Committees:

CUNY Academic Affairs:

- Monitoring activities and policies of the Office of Academic Affairs
- Review of OAA’s five-year assessment of the Pathways initiative
- Studying the impact of student success initiatives and reforms in CUNY remedial education
- Monitoring CUNY on-line initiatives, including the School for Professional Studies
- Assessment of criteria for “prioritization” in possible CUNY efforts to eliminate redundancies across campuses in the “integrated” CUNY
- Review of Akademos as the CUNY on-line book store and if it has impacted faculty’s selection of course materials.

Faculty Advisory Committee to the Research Foundation:

- Further consideration of the relationship between CUNY and the RF which has already resulted in the departure of the long-time President, but nothing much else has been said publically to date.
- Demands for the results and analysis of last year’s “customer satisfaction” survey commissioned by the RF from an outside consultant.
- Continued pressure for CUNY to redo the contact between CUNY and the RF, suggested by the Chancellor’s *ad hoc* task force from 2017-2018.

Budget Advisory Committee:

- A survey of faculty governance leaders on how each campus deals with the required campus consultation on each college's financial plans, which because of the CUNY budget calendar, unfortunately is needed over the summer.
- Analysis of how SUNY compares with CUNY on the funding of faculty on a student FTE metric. A preliminary analysis indicated that SUNY has about 20% more faculty per 1000 FTEs than CUNY, which will have a disproportionate impact on minority students.
- Historical analysis of how increases in faculty hiring relate to enrollment increases at CUNY
- A detailed look at the costs of building leases at CUNY
- A question of how CUNY funds sabbaticals, and specifically, whether this is directly tied to actual sabbaticals awarded and/or taken or is allocated as a lump sum upfront based on projections that may or may not be spent on sabbaticals on a given campus.

Enrollment Management:

- This important CUNY committee has been relatively inactive since a long-time CUNY Dean retired, and is being reconstituted to deal with the pedagogical, logistical, and political implications of who we recruit and admit. For example, overall, CUNY is seeing a decrease in transfer students and an increase in freshman. I believe this is in contrast to Brooklyn College.
- The Enrollment Management Council will look at the competition for diversity of admission and retention as well as highlighting best practices for recruiting as other colleges and universities are increasing their efforts to recruit NYC students.
- Studying attracting adult learners and meeting their unique needs as CUNY attempts to provide completion pathways for adults with some college credits.
- Analysis of how increases in projected enrollments is reflected in budgets across campuses.

Finally, several UFS representatives offered tributes to Lehman College and GC Philosophy Professor Stefan Baumrin, who recently passed away. Baumrin, a beloved curmudgeon, had a long history of UFS participation and leadership.