

BROOKLYN COLLEGE
OF THE CITY UNIVERSITY OF NEW YORK
FACULTY COUNCIL
November 13, 2018

- (6487) Call to order The third 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).
- (6488) Roll call The roll call was taken at the door. Department Chairs and Representatives: Schiller (Anthro & Archae), Studamire (Bio), Chiu (Bus), Flores (E&ES), Llanos (Mod Lang), Alexakos (SEED), Johnson (Soc); School Delegate: Liu (Bus.), Bank Munoz (Humanities & Soc Sci.), Dexter (Nat.& Beh. Sci) were absent (-10); Banerjee (Humanities & Soc. Sci.), Porter (Prog. Dir.) were excused (-2); Administrators: Carey, Whatley, Fitzgerald, Gold & Ali were also absent and excused. All other members were present.
- (6489) Minutes of October 9, 3018 The minutes of October 9, 2018 were approved unanimously.
- (6490) Steering Committee Professor Langsam announced the election for two members of the Committee on Committees at the December meeting.
- Nominations for the Search Committee for the position of Dean of the School of the Humanities and Social Sciences were proposed by Faculty Council. Professors Kellogg (CLAS), Longtin (CASD), Nadell (ENGL), Okome (POLs)
- (6491) Communications from the Administration President Anderson opened with three fundraising announcements: Brooklyn College Foundation Trustee Richard Wilpon '92 has made a commitment of \$100,000 for scholarships. Brooklyn College Foundation Trustee Bernard H. Garrill '62 has pledged \$250,000 for a fellowship for students interested in cancer research. Year-to-date fundraising amounts to \$2.8M, which is double the amount raised in the same period last year.
- President Anderson announced the reduction of the graduate application fee to \$75, following lobbying efforts that she led at the Council of Presidents.
- President Anderson delivered a presentation about career challenges for undergraduate students. She addressed the importance of internships and faculty mentorship for employment and income following graduation. She also stressed the importance of career plan templates and career events, both goals of the Strategic Plan, and strategies for supporting students (informing students about internships, including information about careers and resources, including the Magner Center, in class discussions and documents, and sharing information about jobs).
- Provost Lopes thanked faculty members for participating in assessment work

for Middle States, announced an increase of \$1.6M in research grants, and discussed working groups focused on the following issues: uniformity in the credit hour, workload and re-assigned time, the Coache Survey, and rigor in tenure and promotion. She stated that anyone interested in participating in the working groups should contact her.

- (6492) Committee on Committees The Committee on Committees had no new nominations.
- (6493) Liaison with the University Faculty Senate Professor Hainline (Psych) reported on the last meeting of the University Faculty Senate (see Appendix A).
- (6494) Degree Lists Degree List 2019/3 passed with a vote of 90 yeas, 1 nay, and 0 abstentions.
- (6495) Report of Standing Committees Committee on Graduate Curriculum and Degree Requirements: Professor Cohen presented CD 247, which passed with a vote of 93 yeas, 3 nays, and 0 abstentions.

Committee on General Education: Professor Troyansky (HIST) read the following statement:

Brief Report on General Education, Faculty Council, November 13, 2018.

You're familiar with the issue that Faculty Council dealt with last month over making sure that students are getting appropriate general education credit for courses that mysteriously ended up in unexpected categories, but recently we've been doing two things. One is the routine work of approving general education courses. I'll say something about that shortly.

The other is the role of languages (Languages other than English) in the curriculum that is coming online next fall. You will remember that this body worked out an agreement last spring over the implementation of the curriculum. Based upon things I have heard from both faculty and administrators, I think it's important to recognize what this body approved. We created a general education curriculum in something of a defensive posture, trying to protect our own core curriculum. One of the things we did was to put the old language requirement and the old upper-tier core in the college option, the third level above required and flexible core. We have had a variety of courses at that level the last few years, but starting next year that will be the home of languages and International Cultural Competency (ICC). I could make a quick comment from the vantage point of the gen ed committee that one of the challenges for us as a faculty is to turn what was a defensive stance into something more positive concerning what we intend our general education curriculum to do. That will be an ongoing project. But we recognized in the committee that there was confusion over some ambiguous language in a curriculum document from 2017. Some people read the document as having eliminated any language requirement. But an examination of the intent of the policy reveals to our committee—as well as previous iterations of the committee—that what was called for was at least 6 hours of language other than English. Those students who have already reached that ability would have the choice of taking more language courses or courses in ICC. My

committee met with the provost, the registrar, Caroline Arnold, the director of gen ed, Lea Honigwachs, special assistant to the provost, and a number of advisors about this issue. Our administration has a shorter institutional memory than we do as a faculty. I think they understand what was intended, the technology people are working out implementation of language testing and placement, and we're working towards language and even a graphic representation that will make much clearer to ourselves and to students what we expect. This is all to say that we're continuing to work through a serious challenge, and it has taken up more time than we had hoped. We'll have something to show you when we've completed our work.

The normal activities of the committee involve the approval of course proposals to be sent forward to the CCCRC. We're doing that right now—I've been in touch with several of you—and we're going to have a number of courses uploaded to the CCCRC by the end of the week. For those we don't get to—and I must say that working through the backlog and figuring out what was approved, what wasn't, what was resubmitted, etc. has been a challenge—we will have another deadline early in the spring semester. CUNY Central will have a February 15 deadline, with responses a month later. My committee will set a deadline so that we can consider proposals in sufficient time to get things uploaded for the CCCRC. So watch for a message I will send about trying to get proposals in by the end of the semester. We will be able to handle a few courses that are posted over the winter break, but that will really leave us only a week to ten days to do our work. We'll work as quickly as we can. There will be another deadline in March.

Respectfully submitted,

Yedidya Langsam

Finally, there's an issue related to languages and the college option. The college—our committee, Caroline, the provost, Modern Languages, and others—is trying to figure out how many language courses are needed and how many ICC courses we will need. I anticipate that we will need to add some to the five that already exist. So I ask you to think about existing courses that are good candidates for inclusion in ICC. Since they are in the college option, they do not have to be vetted by the CCCRC. We can act more quickly on them. But the gen ed committee wants to offer some guidelines, and we're not quite there.

Martha Nadell

Chair

(6496) Old Business

There was no old business.

(6497) New Business

There was no new business.

(6498) Adjournment

The meeting was adjourned at 4:23 pm.

Secretary

Appendix A

Notes from UFS Plenary Session, Nov. 6, 2018

Louise Hainline

The meeting began at 6:30, but UFS Chair Martin Burke announced that the attendance did not constitute a quorum possibly because it was Election Day. A quorum was not achieved by later in the meeting, so all matters discussed were merely advisory/informational.

The first speaker was Matthew Sapienza, the Senior Vice Chancellor and Chief Operating Officer for CUNY. SVC Sapienza summarized the budget process at this time in the academic year, with three budgets being worked on in various ways.

- The CUNY budget year runs from July 1 to June 30. The final reconciliations for last year's budget, FY 2018 are being prepared; financial reports for FY18 will be sent to the College Presidents' soon. Overall, the FY18 budgets are similar to those from FY17 across the university, though this varied across campuses. The UFS Budget Advisory Committee will receive the final report for all the campuses soon.
- The FY19 allocations were distributed to the campuses in May, and all colleges have submitted their financial plans for FY19; most are OK, but a few colleges are having discussions with CUNY. Ultimately, the President of each college is responsible for the budget. However, in response to pressure from the Budget Advisory Committee to have a more open process for discussions on each college's budgets, this year for the first time there was a requirement for timely consultation by College administrators with representative bodies of both students and faculty on each campus, with the date of this meeting requested by CUNY as evidence the appropriate consultation had taken place. The UFS members present applauded this step for consultation. SVC Sapienza reported that there was some "fiscal stress" caused by the 2% labor reserve that CUNY imposed in the late spring as a reserve for future collective bargaining for the senior colleges. NYC continues to fund the commitments for Community College collective bargaining, so the labor reserve was only held for the senior colleges, so at the moment, the community colleges are in "better shape" due to this difference. He also reported that there has been an agreement between DC37 and CUNY which is awaiting ratification and that the PSC and CUNY continue to negotiate.
- CUNY is also working on the FY20 budget request for the Board of Trustee's Fiscal Committee, consulting with various entities. The request is being shaped now, and will be out in the next week or so. It will be shared with various constituencies including the Budget Advisory Committee.
- In a question period, someone asked what the "consultation" now mandated for the financial plan should look like on the campuses. He replied that the President or a designee should sit down with elected faculty and students and "walk them through the plan and address questions and concerns". Suggestions and recommendations from faculty and students should be considered.
- In response to a question about FY20 Budget priorities, SVC Sapienza indicated that CUNY will be asking for an increase in TAP to close the "TAP gap" and I believe he said yes to asking for part-time TAP as well.
- The chairperson of the Budget Advisory Committee asked about data he circulated about relative changes over the last 5 years in the hiring of employees in different categories, showing that the while full-time faculty showed no discernable change, there larger increases (25%) in Full-time non-teaching instructional staff and part-time classified staff (15%) between 2013 and 2017. SVC Sapienza said this hiring was the collective result of local decisions for hiring made on each campus, but he assured the

body that as is always the case, the new budget will request funding for more full-time faculty lines and he will monitor the hiring across categories, though this is not a central decision.

- There was some input from the floor about how CUNY should ask for more aggressive budgets for teacher education in budget requests, with some suggestions about how new funding could reverse declines in teacher education programs.
- A plea was made to increase the salaries for contingent faculty some of whom, the questioner said were “homeless”. SVC Sapienza said this concern had been heard and was has been discussed in the bargaining sessions with the PSC.
- There was a question from City College about whether CUNY would help campuses which are “particularly struggling” from a budgetary perspective. He responded that all CUNY campuses are unique and they will be meeting with the CCNY President and CCNY financial officials to discuss budget issues, including that departments have not received firm budgets yet.
- Finally, some members asked about the possible impact of flipping the NYS Senate to the Democrats. SVC Sapienza indicated that historically, the Senate Republicans have cared more about SUNY, being focused more on Upstate and Long Island than NYC, while the Assembly has been more supportive of CUNY. He added though that CUNY and SUNY have worked together to lobby both houses. The result has been more funding for SUNY than CUNY but whether this will change is unknown. We don’t know what the budget situation for FY20 will be, with K-12, Transportation and other big needs. One impact of the flip might be that NYS will finally pass its version of the Dream Act, which would make undocumented students eligible for financial aid.

With no quorum, the rest of the meeting consisted of reports. The UFS representative reported on efforts by the Board of Trustee’s Committee on Faculty, Staff and Administration (CFSA) to revise bylaws to streamline the Chancellor’s monthly report to the Board of Trustees, that can run to many hundreds of pages. The Board did not feel they were able to give serious consideration to such a long document. CFSA has been discussing which items actually require Board approval, and by extension, if not the Board, the need to determine who then would have the authority to approve or disapprove various items. Two particular sections were proposed to be amended. By-law section 6.4 would change to forgo full board approval for appointments to instructional staff, so that final approval would be by the Chancellor or a designee, but approval of tenure or “academic permanency” would continue to be done by the Board of Trustees. The Chancellor will be required to issue procedures on how appointments will be approved, which remains to be determined. The other section of some concern to the UFS representative was section 9.1 of the Bylaws which deals with Departmental organization. Approval of both elections of and removal of department chairs is now done by the Board of Trustees. The proposal is to give the power to approve chairs to the Chancellor or a designee, but to require removal of a department chair to stay with the Chancellor alone. This would not change functioning on the campuses, only to whom a college presidents make recommendations. Discussion from the floor indicated that in the past, some cases of removal of chairs has been “political”. Actions by the Board in the past have been public, but there was concern that this will not be the case if removal is done by the Chancellor. The main concern besides timeliness was that the procedures should be transparent and appealable. It was also announced that all the information in the Chancellor’s report will soon, it was claimed, be posted on an easy to navigate Chancellor’s University Dashboard to make it easier to find things, as the Chancellor’s report has not been searchable.

The chairperson of the UFS Status of the Faculty committee discussed Board bylaw 9.6.C which deals with the President’s ability to make independent recommendations for promotion. The proposed change would change from approval by the Board, where some consultation with committees is possible, to approval by the Chancellor. It is not clear how the proposed changes will affect consultation by faculty or transparency in the

approval process for either promotion and tenure.

Another issue discussed was proposed changes in the governance structure for the School of Professional studies, changes which will materially change UFS's role in governance of SPS, to exclude them. SPS has "academic programs" rather than conventional departments. The changes will eliminate, for example, shared governance consultation with SPS faculty to remove academic program heads and change from election by those who work for SPS to appointment of academic program chairs by administrators. The changes will remove all role of UFS from SPS governance, where it current plays a role. This system of appointment by administrators is similar to what happens at the School of Medicine and the School of Public Health,

The chair of the Academic Freedom Committee reported a survey of which campuses have some official faculty body that deals with academic freedom/freedom of expression issues. He is putting together an advisory subcommittee for this committee with, he hopes, representation from each CUNY campus.

The UFS Chair reported that there will soon be mandatory training about sexual harassment and NYC law for students by Fall, 2019 by means of an app being developed. All CUNY employees will also be required to do training in a program called e-Sharp . He called for input from faculty. He added that the Chancellor's search is reported to be on-going.