

Faculty Senate Minutes #435

April 27, 2015

1:40 PM

Moot Court NB

Present (23): Chevy Alford, Ned Benton, Adam Berlin, Claudia Calirman, Kashka Celinska, Artem Domashevskiy, Janice Dunham, Peggy Escher, Joel Freiser, Katie Gentile, John Gutierrez, Maki Haberfeld, Hunter Johnson, Karen Kaplowitz, Maria Kiriakova, Louis Kontos, Carmen Kynard, Vincent Maiorino, Jay Pastrana, Edward Paulino, Francis Sheehan, Charles Stone, Daniel Yaverbaum

Absent (21): James Cauthen, Marsha Clowers, Angelique Corthals, Silvia Dapia, Jen Dysart, DeeDee Falkenbach, Terry Furst, Tom Kucharski, Anru Lee, Kyoo Lee, Xerxes Malki, Frank Pezzella, Dainius Remeza, Raul Romero, Raul Rubio, Ian Seda, Jon Shane, Dennis Sherman, David Shapiro, Staci Strobl, Robert Till

Invited Guest: Provost Jane Bowers

Guest: Professor David Munns

AGENDA

1. Adoption of the agenda
2. Adoption of Minutes #434 of the April 15, 2015, meeting
3. Announcements & Reports
4. Vote on a candidate for an Honorary Degree for the June 3, 2015, Commencement
5. Approval of candidates for the at-large Faculty Personnel Committee
6. Proposed Resolution on Team Teaching
7. Report on the April 23 College Forum on the John Jay Charter
8. Invited guest: Provost Bowers to discuss compensation for Independent Study Courses
9. Discussion of the Merit Increase Program announced by Provost Bowers

1. Adoption of the agenda. Approved.

2. Adoption of Minutes #434 of the April 15, 2015, meeting. Approved.

3. Announcements & Reports [Attachment A]

As requested by many, the most recent budget of the Auxiliary Services Corporation was obtained and distributed [Attachment A]. Known as Aux Corp, this is the entity, required at each college by the CUNY Board of Trustees, that collects and spends the monies a campus receives from its rentals of facilities, its leases of food vendors, its bookstore or online bookstore contracts, vending machines, and other similar money raising activities that use the college's facilities and physical plant and name. Three faculty members serve on the Aux Corp as well as students and administrators; the president of the college chairs the entity which is audited by CUNY.

President Kaplowitz announced that the Department of Security, Fire, and Emergency Management (SFEM) will no longer be the sole academic department in Westport as had been the plan until the Senate objected a few weeks ago. She recalled that Professor Chuck Nemeth, chair of SFEM, had come to the Senate asking for its help and that the Senate had passed a unanimous resolution reaffirming its earlier position that all academic departments must be housed in either the New Building (NB) or in Haaren. Immediately following that Senate meeting, the Strategic Planning Subcommittee (SPS) met, as scheduled, and she presented the Senate's resolution for adoption by the SPS. Senator Robert Till, the SFEM representative to the Senate, attended that SPS meeting, as suggested by its faculty members, and made the case for SFEM's inclusion in the NB or Haaren and not as the sole academic department in Westport. President Kaplowitz said Senator Till's presence was indispensable as he was able to counter every administration argument for Westport with facts and was able to correct every erroneous statement. The SPS then unanimously endorsed the Senate's resolution which was forwarded to President Travis. The Department of SFEM has just been officially informed of the change of its home effective as soon as North Hall is vacated. The Senate applauded the news.

President Kaplowitz also announced that the Adjunct Issues Committee has been reestablished upon the recommendation of the Faculty Senate. She thanked and acknowledged Senator Joel Freiser, a representative of the adjunct faculty, for informing the Senate that the committee, on which he had been serving, had become moribund because no meetings had been called for many, many months.

4. Consideration and Vote on a candidate for an Honorary Degree for the June 3, 2015, Commencement

Mr. William Ramirez has accepted our college's invitation to receive an honorary degree at our June 3, 2015, commencement ceremony but the other eight candidates approved by the Faculty Senate and invited by President Travis to receive an honorary degree are either not available on June 3 to receive the degree in person, a requirement of the CUNY Board of Trustees, or have not been reachable. By a motion made and adopted, the Faculty Senate went into executive session to consider an additional candidate proposed by the Committee on

Honorary Degrees. Senator Katie Gentile, who is also a member of the Committee on Honorary Degrees, presented the candidate and answered questions. The Senate discussed the candidate's merits and, by the requisite 75% positive vote of those Senators present and voting, approved the following individual for an Honorary Degree: Judge Robert Katzmann.

5. Approval of candidates for the at-large and alternate at-large seats on the Faculty Personnel Committee (FPC)

The Senate approved the following eight (8) tenured associate and full professors of the faculty to be on the ballot that will be sent to all full-time faculty members for the three at-large and three alternate at-large members on the Faculty Personnel Committee (FPC):

Aftab Ahmad – Mathematics & CIS
Rosemary Barberet – Sociology
Kathleen Collins – Library
Gail Garfield – Sociology

Olivera Jokic – English
Carmen Kynard – English
Michael Pfeiffer – History
Peter Shenkin – Mathematics & CIS

6. Proposed Resolution on Team Teaching: Faculty Senate Executive Committee

The Faculty Senate adopted the following Resolution by unanimous vote:

Resolved, That Faculty Senate asks the Provost to treat all team-taught courses equally. Every professor who team teaches a course (not to be confused with courses that are split-taught) should be given full-course credit. It is necessary that all faculty be treated equally at the college, and that all faculty and students have the option of experiencing the benefits and instructional richness of team teaching.

A motion was made and adopted by unanimous vote to ask the Interdisciplinary Studies Program faculty to endorse the Faculty Senate's Resolution because the ISP compensates faculty who team teach with the full 3 credits/3 hours each unlike faculty members in other departments who receive 1.5 credits/hours each when they team teach. [Note: Upon being asked to do so, following the Senate meeting, the ISP faculty endorsed the Senate's Resolution.]

7. Report on the April 23 College Forum on John Jay's Charter of Governance

Those who attended the College Forum on the Charter hosted by President Travis on April 23 during community hour in Room L63, the auditorium, reported about the event. They reported that Dr. William Kelly, who had been asked by President Travis to oversee the entire

process of charter review and to interview multiple groups of faculty as well as individual members of the faculty in one-on-one meetings, all chosen by the Provost without consultation with any elected faculty leaders to anyone's knowledge, spent about 20 minutes telling the audience about having heard faculty speak about the potential benefits of reorganizing the college into schools or divisions those meetings as well as having heard complaints about too much service obligations and too many meetings involving the same people. Many Senators who had participated in these meetings with Dr. Kelly said they had quite different memories of those discussions.

Next Vice Chancellor for Legal Affairs Frederick Schaffer spoke for another 20 minutes. He said that he has no experience with campus governance and that he knows nothing about campus governance; he further explained that he has never worked at a college or on a college campus. Yet when he said there are a few questions he thinks the John Jay community should think about, he started by asking: how many governance bodies do you need at John Jay; you have the College Council and the Faculty Senate; most colleges have one body but you have two parallel, competing bodies; do you really need both?

When the forum was finally open for questions and comments, with only 15 minutes left before the room would be needed for a class, Senator Francis Sheehan responded by saying that the Faculty Senate is *not* a governance body, that only the College Council is. Senator Sheehan noted that the Faculty Senate is a deliberative and advisory body with no actual powers except to make recommendations and to persuade and to cast votes at the actual governance body, as member of the College Council. Senator Sheehan noted that the HEOs have a deliberative and advisory body, the HEO Council, and has members are on the College Council and yet VC Schaffer isn't questioning the need for a HEO Council; that the students have a Student Council and has members on the College Council and yet VC Schaffer isn't questioning the need for a Student Council; and that the administrators have a President's Cabinet and a President's Executive Staff Council, and has members on the College Council and yet VC Schaffer isn't questioning the need for those administrative bodies. He said he finds it odd and disturbing that the faculty are the only ones VC Schaffer thinks shouldn't have a way to formally meet and deliberate.

At the Forum, Karen Kaplowitz criticized the document that VC Schaffer's Office had prepared at President Travis's request – and that President Travis distributed throughout the campus -- comparing John Jay's governance structure and bodies with those of the other CUNY colleges; she said that VC Schaffer's document is shockingly replete with errors and misrepresentations. She said she can give many, many examples but has time to cite only one: Queens College's governance body is characterized as having faculty, student, and administrative members and lists the college's president, provost, all the deans, the registrar, etc, as being among the body's membership; but, Karen noted, the only voting members of the governance body are faculty and students; the administrators are members but without vote.

When the President of the Student Council spoke about his concern that students might not be included in a revised College Council, VC Schaffer reassured him by saying all CUNY college

governance bodies have student members; President Kaplowitz corrected him, saying that is not true, that several CUNY governance bodies have no student members whatsoever.

President Kaplowitz noted that there was time for only two other speakers besides Francis Sheehan, and the Student Council president, and herself, at this college forum.

8. Invited guest: Provost Bowers to discuss compensation for Independent Study Courses

Provost Bowers said that she and Karen Kaplowitz had met to discuss enhancement of the compensation for Independent Study courses and agreed to support jointly – she and the Faculty Senate – a revision of the compensation whereby full-time faculty would earn three credits for every six independent study courses instead of the current formula of three credits for every ten independent study courses. In other words, each course would henceforth earn 0.5 credits. President Kaplowitz noted that this is equal to the most generous compensation at any of the CUNY colleges.

Provost Bowers said she would also like to revisit compensation for the supervision of master's courses but is not yet prepared to present a proposal. Asked about compensation for the supervision of doctoral dissertations, Provost Bowers explained that such compensation is established by the Graduate School and is not subject to negotiation or modification.

Provost Bowers also said that she would like to revise other aspects of the Independent Study compensation policy, explaining that the current policy is very infantilizing and disrespectful of faculty. President Kaplowitz noted that the dean at the time required these provisions and that she agrees that these should also be changed.

9. Discussion of the Merit Increase Program announced by Provost Bowers

President Kaplowitz explained that the Senate had planned to discuss Provost Bowers' merit pay program before she arrived but had not had time to do so but would like to discuss it with her now. Provost Bowers said that she has heard many objections to her use of monies for merit pay increases: that it should be allocated to HEOs who do extraordinarily meritorious work; that it should be allocated to adjunct faculty who do extraordinarily meritorious work; that it should be used to reward administrators who, like the faculty, have not received a raise in many years. She said she is going to use it as she announced and will welcome comments in the early fall at which time she will consider whether to continue the faculty merit pay program or not. She said there will be more money for this program this year than she had anticipated because there were fewer faculty promotions than had been expected and so there should be enough money for 11 or 12 faculty members to receive a step increase (which is about \$2,200 annually), rather than 10 faculty members, as she had originally thought.

Asked whether she will announce the winners of the merit pay competition, Provost Bowers said no because it involves salaries. This reply was countered by the point that no one will know anyone's salary (which is public knowledge anyway) but will only know who is receiving a step increase and that other forms of merit, many with compensation, are not only announced but celebrated, such as promotions and outstanding teaching, scholarship, and service awards. Provost Bowers said she would think about her position on making the recipients' names public,

The Senate thanked Provost Bowers for accepting its invitation.

By a motion made and adopted, the meeting was adjourned.

ATTACHMENT A

John Jay Auxiliary			
INCOME STATEMENT	YE 6/30/14	YE 6/30/13	YE 6/30/12
Revenues			
Contributions			20,000
<i>Program Service Revenue</i>			
Facilty Rental	2,505,076	2,125,737	\$1,254,657
Student Housing	1,325,810		
Bookstore Commission	350,000	350,000	330,000
Cafeteria Commission	240,381	169,465	135,728
Vending Commission	142,989	120,000	111,395
Other Program Revenue(wireless comm.)	92,635	88,480	85,678
Investment Income	2	2	3
<i>Other Revenue</i>			
Royalties	156,528	111,478	67,227
Reimbursement Income	110,619	17,093	90,055
Other Inc. Other facilities	28,213	14,829	
Other Inc. Theater	15,442	167	9,859
Total Revenues	4,967,695	2,997,251	2,104,602
Expenses			
Grants to Organizations	39,800	54,150	39,105
Grants to Individuals	181,365	197,705	175,843
Salaries, Benefits	1,177,359	1,198,463	857,158
<i>Other expenses</i>			
Legal	23,498	11,599	24,444
Other	52,052	250,665	268,992
Advertising	77,710	25,841	129,383
Office Exp. & Insurance	12,683	10,004	20,607
Accounting			12,670
Information Tech.	8,421		
Occupancy	45,780	11,223	1,950
Travel	129,021	123,629	48,847
Conferences, conventions, mtgs.	297,881	214,997	334,249
Depreciation	10,335	4,399	
Contracted Services	1,906,654		
Refreshments	180,965	250,507	97,362
Repairs & Maintenance		48,664	
Printing & Publications		44,706	
Supplies	140,612		20,516
Bad DebtExpense			55,167
Miscellaneous & Other	497,988	153,771	193,388
Total Expenses	4,782,124	2,600,323	2,279,681

Excess Revenue Over Expenses	\$185,571	\$396,928	-\$175,079
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BALANCE SHEET	6/30/2014	6/30/2013	6/30/2012
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Assets

Cash	766,700	1,009,814	698,756
Savings Temp. Investments		1,577	1,575
Accts. Rec.	189,546	63,103	68,477
Prepaid Expenses	180,523	1,434	6,070
Land, Bldgs, Equip.	78,850	49,122	-
Acc. Dep.	(41,861)	(31,526)	
Other Assets	205,975	187,506	195,339
Total Assets	1,379,733	1,281,030	970,217

Liabilities

Accts. Pay.	205,335	170,118	142,194
Deferred Revenue	133,281	11,955	363,732
Sec. mtgs. & Notes Payable	169,134	115,227	
Other Liabilities	56,715	515,988	393,176
Total Liabilities	564,465	813,288	899,102

Stock or Current Funds	778,279	450,146	71,115
Paid in Capital or Surplus	36,989	17,596	-
Retained Earnings			
Total Net Assets or Fund Balances	815,268	467,742	71,115
Total Liabilities & NetAssets/Fund Balances	1,379,733	1,281,030	970,217