

DRAFT

**Faculty Senate Minutes #508
John Jay College of Criminal Justice**

Friday May 8, 2020

1:30 PM

Zoom

Present (33): Chevy Alford, George Andreopoulos, Andrea Balis, Elton Beckett, Ned Benton, Chelsea Binns, Marta Bladek, Teresa Booker, Gloria Browne-Marshall, Marta Concheiro-Guisan, Lissette Delgado-Cruzata, Sven Dietrich, Jonathan Epstein, Joel Freiser, Heath Grant, Amy Green, John Gutierrez, Maki Habersfeld, Michelle Holder, Karen Kaplowitz, Erica King-Toler, Peter Mameli, Mickey Melendez, Catherine Mulder, Hyunhee Park, Edward Paulino, Tara Pauliny, John Pittman, David Shapiro, Francis Sheehan, Marta Laura Suska, Rebecca Weiss, Violet Yu

Absent (8): Silvia Dapia, Lila Kazemian, Yuk-Ting (Joyce) Lau, Cyriaco Lopes, Xerxes Malki, Charles Stone, Hung-Lung Wei, Guoqi Zhang

Invited Guest: President Karol Mason

Agenda

- 1. Adoption of the agenda**
- 2. Adoption of Minutes #507 of the April 23 meeting**
- 3. Election: Adjunct faculty to serve as reps of the adjunct faculty on next year's Senate**
- 4. Election: Faculty Senate at-large reps to serve as FS reps on next year's College Council**
- 5. Election: Faculty Senate at-large reps to serve as alternate CC members**
- 6. Election Ballot Approval: At-Large Members of the FPC and Alternate Members of the FPC**
- 7. Invited Guest: President Karol Mason**
- 8. John Jay Budget review**
- 9. 2020-2025 College Strategic Plan**
- 10. Discussion of the College Council agenda for May**
- 11. Discussion of *SimplyVoting* online secret ballot voting thus far**
- 12. New business**

1. Adoption of the Agenda. Approved.

2. Adoption of Minutes #507 of the April 23, 2020, meeting. Approved.

3. Election: Adjunct faculty to serve as reps of the adjunct faculty on next year's Senate

The Faculty Senate Constitution provides for 4 at-large adjunct representatives. Because we have two candidates for the four seats, and thus the election is not contested, the Faculty

Senate is the electorate rather than the entire adjunct faculty of about 800. The Senate unanimously elected:

Jonathan Epstein – History
Joel Freiser – Public Management

4. Election: Faculty Senate at-large reps to serve as FS reps on next year's College Council

The downsized College Council next year will have 30 seats for faculty. Each of the 23 academic departments gets one seat and the remainder are to be filled by the Faculty Senate. The Senate thus must now elect 7 of its next year at-large representatives to serve on the College Council. Nominated are the 7 highest vote recipients in the faculty-wide election of 13 at-large Faculty Senate candidates. The Senate unanimously elected the following 7:

Chevy Alford – SEEK
Ned Benton – Public Management
Lissette Delgado-Cruzata – Sciences
Maki Haberfeld – Law, Ps, CJA
Karen Kaplowitz – English
Hyunhee Park – History
Francis Sheehan – Sciences

5. Election: Faculty Senate members to serve on next year's CC as alternate CC members

The College Charter provides for 8 alternate faculty seats on the College Council. Alternates may participate in all discussions and when any faculty member is absent may, also, make motions and vote. The Senate unanimously elected the following 8:

Andrea Balis – History
Chelsea Binns – Security, Fire, Emergency Management
Marta Concheiro-Guisan – Sciences
Jonathan Epstein – History
Joel Freiser – Public Management
Heath Grant – Law, Ps, CJA
Anru Lee – Anthropology
Catherine Mulder – Economics

6. Approval of the election slate for 3 at-large and 3 alternate at-large members of the FPC

One of the roles of the Senate is to provide the full-time faculty with a slate of candidates from which to elect the 3 at-large members and the 3 alternate at-large members on the Faculty Personnel Committee (FPC). The Senate approved the following slate of 11 tenured faculty by unanimous vote:

Chevy Alford – SEEK

Brian Arbour – Political Science
Ned Benton – Public Management
Marta Bladek – Library
Kashka Celinska – Law, Ps, CJA
Marcia Esparza – Criminal Justice
Gail Garfield – Sociology
Heath Grant – Law, Ps, CJA
Maki Haberfeld – Law, Ps, CJA
Evan Mandery – Criminal Justice
Paul Narkunas – English

7. Invited Guest: President Karol Mason

President Mason invited questions. Senator Jonathan Epstein asked about plans to protect adjuncts from not losing their healthcare at this perilous time. President Mason said the provost has been having conversations with the president and vice president of the Faculty Senate and with the chair and vice chair of the council of chairs about this and it is they or the provost who should be asked.

Senator Amy Green asked President Mason for her assessment of how students are doing and whether we will be able to prepare faculty over the summer to do a better job teaching online. President Mason said that 200 faculty members have already signed up to be certified as online instructors. The first cohort will be those who will be teaching in the first summer session; our goal is to train everybody who wants to be trained. We are having a program for incoming freshmen and for new transfer students for no credit in how to be a distance learner. Student experience is mixed, she said. Dara Byrne and Danielle Officer are very focused on getting in touch with absent students. They divided students into 17 groups and used *SignalVibe* to send them text messages each week. A message is sent weekly as well as instructions for something for the students to do; they are reaching more students this way and, indeed, 90% of the students who have had appointments have kept those appointments, which is much better than before. We are raising funds to get these students enrolled in summer at no cost to the students. CUNY Central is going to survey students to understand students' experience. She wants to see data from final grades.

Senator Tara Pauliny asked about the enrollment picture for the fall. President Mason said the first-year freshman class this year had more than 100 sections of freshman composition and thanked Tara for pivoting to manage the larger freshman class than we had prepared or planned for. Currently, we have a freshman class of 1764; our goal is to not have more than 1900 freshman students. Our optimal number is 1800-1850 for the best classroom experience. She wants every incoming freshman to have the Freshman Year Experience; it is clear from the data that retention is significantly higher among those enrolled in the Freshman Year Experience.

Senator George Andreopoulos asked President Mason to conduct a survey of the faculty to

learn how they are doing and their experiences. President Mason said she will make that suggestion to CUNY and that CUNY Central is setting up an academic planning committee and another dealing with logistics; they will say what we do in the fall; here at John Jay we will have our own operational committee, chaired by the provost. It's a very small committee to do planning for ourselves.

Senator Maki Haberfeld said that yesterday at a meeting of her department, LPS, they learned that the faculty lines they were searching to fill, after having waited six years for new faculty lines, had been frozen. She asked if an exemption could be made. President Mason said that as of April 21, the Chancellor froze all hiring. New hires and changes in positions will have to go through a vacancy control board at CUNY. If she signed letters of offer by April 21, the hires went forward. But if letters of offer to candidates were not signed by April 21, the lines are frozen. We are facing a very challenging budget deficit. She thanked the Senate for having trusted her in her first year when the deficit was \$12 million and this year when a \$12 million deficit became an \$8 million deficit and then we managed to reduce it to \$4 million at which time CUNY helped us. This year is very different. CUNY has received a flat budget from the State, in other words, the same as last year but costs are now higher. We are dependent on the State revenue picture. The NYS Budget Director has been given the authority to make unilateral cuts in the budget on April 30, June 30, and December 31 if he sees the need to do so. On April 30 he made the decision to reduce allocations to all state agencies, including CUNY, of \$10 billion. Last night the Chancellor told each college president to prepare for at least a 10% budget reduction. On the City side, by June the CUNY community colleges have to cut \$20 million, which is a 35% reduction for next year. She said she always had hope in the past that CUNY would help us. She said she can no longer operate hoping we have that safety net. We might have it but we can't count on it. The hiring freeze is a real freeze because the money is not there. It's a different world now.

President Benton said at a meeting that morning of the faculty leaders of all the CUNY colleges, some described campuses of creating their own vacancy review committees to decide what positions to forward to CUNY for a waiver. They also shared a memo from the Chancellor which they had been given at their campuses requiring the non-reappointment of non-teaching adjuncts and College Assistants. He asked how we will engage in the vacancy review process at our campus. President Mason said the first step took place in early March when she created a budget group to learn what we can do about our budget. Our assistant vice president for budget, Mark Flower, joined a *Chronicle of Higher Education* seminar comprising more than 1000 college budget leaders for guidance. Colleges were urged to create three budget scenarios: the best-case scenario, the worse-case scenario, and a middle-case scenario. The Budget Planning Committee (BPC) meeting the other day at which details about these three scenarios were presented was the second step she has taken.

She said the memo from the chancellor, that Ned has mentioned, started with his articulation of his values, which are the success of our students and the intellectual progress of faculty and research, in other words, preserving the academic side of the house. Our plan is to talk with folks not only about where to cut but how to grow our revenue. Anthony Carpi is now also in

charge of professional studies. Distance learning gives us opportunities for increased revenues. She has asked all our vice presidents to look at their operations and find where there are opportunities to do things differently and save money and, as people leave, how to realign our operations.

Senator Erica King-Toler asked about federal funds from the CARES Act, which can be used for the mental health of our students, many of whom are experiencing anxiety, depression, and PTSD. President Mason said \$7.6 million – half of what John Jay will receive from the CARES Act – will go to our students directly, to every student except undocumented students, as required by the bill. The other \$7.6 million goes to the college. The Department of Education and the NYS budget office say that if we do get federal money, we have to submit a plan to the state as to how that money will be used; we haven't received any money yet. CUNY will develop parameters with the goal of as much flexibility as possible. It is not clear if the money can be used to reduce college deficits. She said she would argue that our college deficit is directly related to COVID-19. We will also receive an additional \$1.3 million from the CARES ACT for being an HSI and a MSI; furthermore, that money will come with fewer restraints but we still do not know. Mental health should be treated as an acceptable expense.

Senator John Gutierrez asked if we need to change our Strategic Plan for 2020-2025 in light of our new reality. President Mason said we need it more than ever as it is written.

Senator Cathy Mulder asked if tuition will be reduced and if perhaps out-of-state residents can be charged in-state tuition. President Mason said tuition will not be changed if the modality is changed and that the tuition differential is because in-state students pay the taxes that support CUNY.

Senator Andrea Balis said our students are traumatized and she is concerned about how they will do during the summer: is there any way for faculty to help? President Mason said we plan to continue having contact with our students over the summer and we are encouraging them to take summer courses. In addition, a whole host of non-credit activities to keep students engaged are being planned by Dean Dara Byrne.

President Mason said August 1 will be her third anniversary as president. She vividly remembers her first meeting with the Faculty Senate and appreciates the partnership we have and she values our advice. She said she never doubts that we will thrive and looks forward to our continuing partnership.

8. John Jay Budget review

President Benton said that the budget picture is someplace between awful and catastrophic. NYS is experiencing major revenue shortfalls which, as President Mason, explained is being passed along to the state agencies including CUNY and, further, CUNY is anticipating enrollment shortfalls; this is on top of John Jay's structural deficit. Asked about the specifics of the three budget scenarios that President Mason referenced, VP Kaplowitz said that at the BPC meeting

we were shown the best scenario which is that we will have a \$20 million deficit; the worst is that we will experience a \$55 million deficit; the middle – which our assistant vice president for budget, Mark Flower, calls the most likely – will be a \$28 million deficit. Our annual budget is about \$120 million. So the “most likely” scenario would be a 25% deficit for John Jay. But, she explained, each scenario has a set of assumptions that might not happen, having to do with such variables as our enrollment, how we will be permitted to spend our share of the CARES Act monies, and so forth. She also noted that the answer to the question about adjunct reappointments is that, as of now, what the faculty know is that adjuncts with 3-year and those with 1-year contracts will be reappointed in time for the May 15 deadline for adjunct reappointments.

Senator Sven Dietrich suggested we retrofit our classrooms to provide for social distancing. He asked if this is under consideration. Senator Francis Sheehan said the Sciences Department has looked at this for the science wet labs; a row can be left empty between benches and seats on both sides of the bench can be left empty. As a result, 8 students can be accommodated in each 24-seat lab.

Senator Amy Green said the problem is that only 2 people could be in an elevator at the same time; it will be impossible for students and faculty to get to their classrooms.

Senator Erica King-Toler asked the cost savings from not using light, water, gas, or electricity in our buildings. No one knew the answer but it was noted that while we are saving money by having the buildings closed, we are not able to earn money by renting out our buildings, including the theater, and by having no revenue from the food service or vending machines.

Senator Amy Green said if the CUNY Board of Trustees raises tuition by \$200 in June as it plans to do, this will decrease student retention. Senator Cathy Mulder said she attended the Zoom Town Meeting the other day and was very upset at hearing how unhappy our students reported themselves being at having to take their classes online. She suggested that if we have to have distance learning next semester we give students the choice of synchronous and asynchronous classes, with the synchronous classes scheduled for specific periods so students’ classes don’t conflict with each other.

Senator Hyunhee Park asked about class size if all classes are online in the fall. President Benton reassured senators that our college policy specifically states that the size for an online class must be the same as for the in-person class.

9. College Strategic Plan

President Benton praised the plan which is on the agenda of the May meeting of the College Council for approval. Senator Amy Green said it is very readable but some of the goals will be difficult to assess.

10. Discussion of the agenda of the May meeting of the College Council. Noted.

11. Discussion of *SimplyVoting* online secret ballot voting thus far

Senator Maki Haberfeld reported that LPS voted the previous day using *SimplyVoting* and it went very smoothly and was much easier than paper ballot elections. Senator Francis Sheehan said Science used *SimplyVoting* and that it went very well. He displayed the certified election results on the Zoom screen for everyone in the department. He added that he was surprised that senators didn't see the certified election results of the Faculty Senate elections. President Benton said we will put consideration of this issue on our Senate agenda in the fall. Senator Sven Dietrich said that the Math & CI Department had mixed results. He was not pleased with it; voting took a long time.

Senator Rebecca Weiss said Psychology had no problems, that the elections went very smoothly. Senator Elton Beckett said Communication & Theater Arts elections went very well. Senator Marta Bladek said she can see the election results for LPS on the John Jay *SimplyVoting* page at jjay.simplyvoting.index/pdp, which she should not be able to do. President Benton said he will follow up about this after the meeting.

Senator Teresa Booker said, just to share how another campus has handled voting, the Graduate Center created a ballot ahead of time; the department members marked the ballot and emailed it back to the secretary, who tallied and reported the votes.

12. New Business

Senator Elton Beckett said he wanted to raise another issue that came up in the Zoom Town Meeting the other day. Students complained that they are not being served well by the Wellness Center, that they ask to see a counselor and are told that the next appointment isn't for a full month later. He said his students have also told him this and that these complaints preceded the coronavirus shutdown as well. He said we need clarity about this: the Wellness Center's data say that students are being served but students say otherwise. He said these are not the same complaints from students that we heard when we had a Counseling Department.

Senator Mickey Melendez said that as a counselor he agrees. The model at John Jay has been totally changed: the Wellness Center now operates as a triage center, which means it is now a short-time model, whereby students who need more than a short-term solution are sent outside the college for help. He called this a worse-case scenario. He said he believed everything students said at the Town Meeting and that someone has to address this before we have a tragedy. Previously, we had a dedicated faculty who didn't believe in sending students outside the college; now we are sending everyone outside who aren't very short-term clients.

The meeting was adjourned at 4 pm.

Minutes provided by
Karen Kaplowitz