Wednesday, September 9, 2020   **1:40 PM**   **Zoom**

<u>**Present**</u> **(35):** **Chevy Alford, Andrea Balis, Elton Beckett, Mohamed Ben Zid, Ned Benton, Chelsea Binns, Marta Bladek, Michael Brownstein, Marta Concheiro-Guisan, Silvia Dapia, Lissette Delgado-Cruzata, Jonathan Epstein, Joel Freiser, Jessica Gordon-Nembhard, Amy Green, John Gutierrez, Maki Haberfeld, Chris Herrmann, Veronica Johnson, Karen Kaplowitz, Erica King-Toler, Benjamin Lapidus, Joyce Lau, Anru Lee, Alexander Long, Maxwell Mak, Mickey Melendez, Catherine Mulder, Hyunhee Park, Jay Pastrana, Edward Paulino, Marta-Laura Suska, Francis Sheehan, Adam Wandt, Violet Yu**

<u>**Absent**</u> **(3) Heath Grant, Christian Parenti, Lucia Velotti**

<u>**Guests:**</u> **Professor Kashka Celinska, Professor Maria Kiriakova**

Agenda
1. **Adoption of the agenda**
2. **Welcome to the 2020-2021 Faculty Senate**
3. **Adoption of Minutes #509 of the May 21, 2020, meeting**
4. **Budget Update**
5. **FPC Update**
6. **Elections of faculty to College committee**
7. **Reports on fall semester experiences**
8. **Faculty Senate Statement on Reopening of the College**
9. **Review of electronic voting**
10. **New business**

1. <u>**Adoption of the Agenda**</u>. Approved.

2. <u>**Welcome of the 2020-2021 Faculty Senate**</u>

President Ned Benton welcomed new and returning senators.

3. <u>**Adoption of Minutes #509 of the May 21, 2020, Faculty Senate meeting.**</u> Adopted.

4. <u>**Update on CUNY and John Jay budget**</u>

President Benton reported that we are facing an existential budget crisis at CUNY. The crisis is so large because the governor is cutting every state agency, including CUNY, by 20%. For most of CUNY, 80% of the budget is spent on salaries; this is true of John Jay. The remaining 20% is for purchases of things and for contracts such as for elevator maintenance. By definition we will, therefore, have to cut our payroll. John Jay enrollments are slightly up, especially with

respect to the revenue target set for us by CUNY. By contrast, the community colleges of CUNY are experiencing an 8% enrollment decrease. This decline is unusual because during times of fiscal difficulty enrollment in community colleges usually increases. Some think that this drop in community college enrollments is partly because the standards to get into our senior colleges have been lowered in part because of the creation of the Credit/No Credit final grades in May which opened access to the senior colleges to students who might otherwise not be able to meet senior college admissions standards. SUNY enrollment is much worse than CUNY's.

Instead of an annual budget from the state, CUNY received a budget from NYS for the month of July and then again for the month of August and those budgets were 80% of what CUNY received for each of those months last year. Later this month the CUNY Board of Trustees will adopt a budget for the rest of this fiscal year. The hope is that Congress will pass a second CARES superfund. Otherwise the budget will be fairly draconian and could lead to retrenchment. There is a push by some to have CUNY do what it did in earlier decades when there were fiscal difficulties: although we get paid every 2 weeks, it takes 5-6 days past those two weeks for our check to actually show up. The suggestion is that every two weeks the check be withheld for an extra day or two, adding a day or two every two weeks to that delay. So after 14 weeks, CUNY will have spent only 13 weeks of salary instead of 14 and, thus, save two weeks' worth of salaries. When this was done in the past, we were eventually paid back the salary we had not received. President Benton said that for those who live paycheck to paycheck this will be a hardship but it will be a less severe hardship than any other option.

5. Update on Faculty Personnel Committee (FPC)

President Benton noted that the college's strategic plan calls for a plan by the Faculty Personnel Committee (FPC) about the outcomes of actions for reappointments, tenure, and promotions by studying incoming cohorts of faculty and then disaggregating by gender and race to see how many faculty members were successful and who they were (without any identifying information). The Senate has been asking for this information for years. Once we see the report we can see if the personnel process is impacted by implicit bias.

6. Elections of faculty to College Committees

In late August, the faculty was sent a call for nominations/self-nominations. The Senate unanimously approved the election of the following faculty members who have agreed to serve:

A. College Council Executive Committee
  Chevy Alford – SEEK
  Andrea Balis – History
  Ned Benton – Public Management
  Lissette Delgado-Cruzata – Sciences
  Joel Freiser – Public Management
  Karen Kaplowitz – English

Francis Sheehan – Sciences

B. <u>Fiscal & Planning Subcommittees</u>
   Cathy Mulder – Economics

C. <u>Committee on Student Interests</u>
   Ellen Belcher – Library
   Nicola Elias – Public Management

D. <u>Campus Public Safety Advisory Committee</u>
   Ellen Belcher – Library
   Glenn Corbett –Security, Fire, Emergency Management
   Mangai Natarajan – Criminal Justice
   Francis Sheehan – Sciences

E. <u>Appeals Panel for Student Complaints Against Faculty</u>
   James Giovanni – Philosophy
   Heath Brown – Public Management

F. <u>Committee on Honors, Prizes, and Awards</u>
   Kate Cauley – Library
   Anru Lee – Anthropology
   Hung-Lung Wei – Security, Fire, Emergency Management

G. <u>Committee on Faculty Elections</u>
   Matluba Khodjaevas – Math & Computer Science
   Maria Kiriakova – Library
   Hyunhee Park – History
   Maureen Richards – Library

H. <u>Student/Faculty Disciplinary Committee Faculty Chairs Panel</u>
   Robert McCrie – Security, Fire, Emergency Management
   David Shapiro – Public Management
   Peggilee Wupperman – Psychology

J. <u>Student/Faculty Disciplinary Committee Faculty Panel</u>
   Claudia Calirman – Art & Music
   Jamie Longazel – Political Science
   Aida Martinez-Gomez – Modern Languages & Literatures
   Maureen Richards – Library
   Martin Wallenstein – Theatre & Communication Arts

K. <u>Committee on Assessment</u>
   Kim Liao – English
   Peter Mameli – Public Management

Tim McCormack – English
Karen Okamoto – Library
Mechthild Prinz – Sciences
David Shapiro – Public Management
Sandra Swenson – Sciences

L. Student Appeals of Grades Committee
 Chevy Alford – SEEK
 Matthew Perry – History
 Gloria Proni – Sciences
 Toy-Fung Tung – English

M. Committee on Student Admissions and Recruitment
 Jennifer Holst – Math & Computer Science
 Anne Huse – English
 Mohammad Islam – Math & Computer Science
 Jose Olivo – Math & Computer Science

N. Student Travel Committee
 Rosemary Barberet – Sociology

O. Food Services Advisory Subcommittee of the Auxiliary Corp Board
 Genesis Alberto – Math & CS
 Ellen Belcher – Library

P. Faculty Senate Technology Committee
 Aftab Ahmad – Math & CS
 Alex Alexandrou – Security, Fire, Emergency Management
 Mohamed Ben Zid – Math & CS
 Joel Freiser – Public Management
 Heath Grant – Law, PS, CJA
 Shweta Jain – Math & CS
 Mickey Melendez – Counseling & Human Services
 Paul Narkunas – English
 Gabrielle Salfati – Psychology
 Alexander Schlutz – English
 Ellen Sexton – Library
 Maggie Smith – Law, PS, CJA
 Liza Steele – Sociology
 Valerie West – Criminal Justice
 Alan Winson – English

Q. University Faculty Senate (UFS) Alternate Delegate
 Glenn Corbett – Security, Fire, Emergency Management

7. Faculty Senate Statement on Reopening of the College

In May, the Faculty Senate, by unanimous vote, had authorized the Executive Committee to update the document based on evolving information and circumstances and to circulate the *Faculty Senate Statement on the Reopening of the Campus* Committee for comment and, furthermore, to place the *Statement* on the agenda of the first Senate meeting in September. The *Statement* has been updated.

8. **Faculty experiences of the fall semester**

Senator Jonathan Epstein reported that his students are having more trouble than usual getting their books because of postal and other delays. VP Kaplowitz suggesting emailing students as soon as they register – using the email function in CUNYFirst – to inform them what books they must have for the first day of classes. Senator Jessica Gordon-Nembhard said her students have been finding PDFs of textbooks and the Library staff have said that students can find digital copies online.

Senator Gordon-Nembhard suggested that as a future agenda item we discuss the letter from the Black Students Union (BSU) to President Mason and to the department chairs. President Benton agreed, saying that the Executive Committee has already decided to put the BSU letter on the agenda of our next Senate meeting.

Senator Violet Yu spoke about the overtallies of courses. She said the maximum class size of her course is 24 or 28 students but she has 40 students. She also asked whether those who are using Zoom to teach are permitted to require students to keep their video camera on; she said some have told her that we cannot require this. VP Kaplowitz said that as with in-person teaching, the instructor sets the rules for her or his classes. She said she teaches using Zoom and requires all her students to have their camera turned on and those who do not do so are marked absent. She added that she tells them how to create a virtual background for privacy purposes.

Senator Jay Pastrana said many in his department, including himself, have been receiving a browser message about a lack of security and wondered if this is caused perhaps by Zoom privacy settings that may be outdated; Senator Adam Wandt said that Bill Pangburn, who has replaced Johnny Taveras, who retired, should be informed but that the Zoom privacy settings will be fully revamped by October.

Senator Francis Sheehan noted that we received an email saying that CUNY is a non-attendance-taking university; he said that means we are not required to take attendance but we are permitted to do so. We also received an email saying that students have the right to refuse to turn their video camera on or to speak if we record our classes and, therefore, he does not record. He said this is a shame because in the spring he was able to send his students a recording of each class.

9. Review of electronic voting

The Faculty Senate had recommended to the administration that we use SimplyVoting for confidential electronic voting in our May elections. President Mason consulted the Faculty Personnel Committee because it is comprised of department chairs and faculty voted at-large by the entire faculty. There was consensus that we use SimplyVoting in the spring and then assess how things went. The Senate also recommended guidelines for confidential electronic voting, which the administration by and large followed and also voted to put this on the agenda of our first meeting in September. Over the summer, the Faculty Senate Technology Committee issued a report, which was sent to the Senate members to read for today's meeting; one major difference is that the Tech Committee recommended that multiple technologies be available and each department chair could choose the one s/he wants as opposed to the Faculty Senate which recommended that a single technology be used throughout the college.

Question #1: The first question is whether we should use a single technology for electronic voting or whether we should have multiple technologies which each voting entity could choose from. VP Kaplowitz said she thinks we should have a single technology for a number of reasons: it will be less expensive for the college as many technologies require licenses; support of the technology will be easier for DoIT which has a limited number of staff; we would not have to keep learning a new technology each time we vote; the faculty would have more confidence in a single technology that we are all familiar with; and voting will become easier because we will use the same technology each time. Senator Amy Green agreed, saying a single, consistent technology will level the playing field; otherwise, some faculty may complain that their elections were unfair because their chairs didn't use the same system other departments used. Senator Francis Sheehan said he agrees that it's not a good use of resources to use multiple technologies; furthermore, if a department chair makes a decision to use a technology which the department members aren't familiar with, junior – especially untenured – faculty aren't going to question or protest such a decision. President Benton said that every system has its quirks and it makes more sense to devote ourselves to solving the quirks of a single system.

Question #2: Who decides on the technology we should use? VP Kaplowitz said that a small committee of experts, including Joe Laub, should make a recommendation to the president of the college. Senator Ben Lapidus suggested that either UCASC or the Faculty Personnel Committee (FPC) should decide. President Benton noted that the FPC is using SimplyVoting this academic year to vote on personnel actions for reappointment, tenure, and promotion. Another senator suggested that the Faculty Senate should make the recommendation to the President just as we did in the spring.

Question #3: How should the Faculty Election Guidelines for Electronic Voting be distributed? President Benton said that the College's executive legal counsel, Tony Balkissoon — thinks that the rules should be incorporated into the Faculty Election Guidelines issued by Provost annually, which includes CUNY's rules for department elections. No other suggestions were proffered.

Question #4: Who votes on the final rules for confidential electronic voting? President Benton noted that in the spring, the Senate had recommended the Executive Committee of the College Council (ECCC) and asked whether we still think this? VP Kaplowitz said that it should be the College Council that votes. She explained the College Council is the governance body for the entire college and has the voices and votes of representative of every constituency and that furthermore 60 percent of its membership is faculty; on the other hand, faculty is in the minority on the ECCC, where faculty have 7 of the 16 seats.

Senator Mickey Melendez said that as a member of the Faculty Senate Technology Committee he can report that the committee's concern was that with a single technology control of the elections was not in the department chair's hands and that DoIT could change votes. But he said he agrees with Karen that more than one technology is a recipe for disaster; it would be like having each state decide how to respond to the coronavirus.

Professor Maria Kiriakova said that as the long-time chair of the Faculty Elections Committee she agrees with Mickey and Karen on a single technology. Additionally, she wants to report that the Faculty Elections Committee found it strange that no one consulted with them. She suggested that perhaps the role of the Faculty Elections Committee should be to monitor the elections and have access to the votes and be the overseeing body. She added that she thinks the ECCC should decide which technology to use.

Question #5: Should we continue to permit electronic voting after the pandemic? Senator Maki Haberfeld said yes, that she is in favor of continuing online voting for both at-large elections and for department elections. She said she wants electronic voting for department elections because it is difficult to get people to show up for a meeting and without a full showing it is impossible to elect the chair or the P&B committee. Professor Kiriakova said she also is in favor of electronic voting; in her long experience as chair of the FEC, she knows that fewer and fewer faculty vote by written ballots. Senator Wandt said he often doesn't get the paper ballot in time to vote and at times he doesn't receive a ballot at all.
Senator Wandt also said he worked with Joe Laub on the backend of three elections using SimplyVoting and was able to ascertain that the ability to see votes or tamper with votes is extremely difficult; to do so, a person has to hijack a person's email. He said SimplyVoting is the most secure technology he is aware of. He said on the other hand voting on Zoom, which some have suggested, is not secure. He added that we could have an independent person outside DoIT to be the monitor – such as a faculty member – and to run SimplyVoting.

VP Kaplowitz proposed that we create a SimplyVoting ballot for our next Senate meeting and anonymously vote on each of these questions. She said the Executive Committee could compose questions for such a ballot. President Benton said this is a great idea.

The meeting was adjourned at 3 pm.

Minutes provided by

Karen Kaplowitz