

**Faculty Senate Minutes #513
John Jay College of Criminal Justice**

Thursday, October 22, 2020

1:40 PM

Zoom

Present (34): Chevy Alford, Elton Beckett, Ned Benton, Mohamed Ben Zid, Chelsea Binns, Marta Bladek, Michael Brownstein, Marta Concheiro-Guisan, Silvia Dapia, Lissette Delgado-Cruzata, Jonathan Epstein, Joel Freiser, Jessica Gordon-Nembhard, Heath Grant, Amy Green, John Gutierrez, Christopher Herrmann, Veronica Johnson, Karen Kaplowitz, Erica King-Toler, Benjamin Lapidus, Joyce Lau, Alexander Long, Maxwell Mak, Mickey Melendez, Catherine Mulder, Hyunhee Park, Jay Pastrana, Edward Paulino, Francis Sheehan, Marie Springer, Marta-Laura Suska, Lucia Velotti, Violet Yu

Absent (5): Andrea Balis, Maki Haberfeld, Anru Lee, Christian Parenti, Adam Wandt

Agenda

- 1. Adoption of the agenda**
- 2. Election to fill a vacant adjunct seat on the Faculty Senate**
- 3. Adoption of Minutes #512 of the October 7, 2020, meeting**
- 4. Consideration of revised draft of a Resolution on Racial Justice and Inclusion at John Jay: Senators Gordon-Nembhard, Delgado-Cruzata, Gutierrez, and Johnson**
- 5. Election of members of the FS Committee on Racial Justice and Inclusion**
- 6. Promotion of adjunct faculty members**
- 7. Confidential online faculty voting**

1. Adoption of the Agenda. Approved.

2. Election to fill a vacant adjunct seat on the Faculty Senate

The Faculty Senate Constitution provides for 4 adjunct seats. Two of these seats are vacant. Adjunct professor Marie Springer (Public Management) was elected by unanimous vote.

3. Adoption of Minutes #512 of the October 7, 2020, Faculty Senate meeting. Adopted.

4. Consideration of Revised Draft of the “Faculty Senate Resolution Condemning Institutional Racism and Supporting Policies of Inclusion and Racial Justice at John Jay College of Criminal Justice/CUNY”: Senators Jessica Nembhard-Gordon, Lissette Delgado-Cruzata, John Gutierrez, and Veronica Johnson

President Benton reported that, as agreed at the previous Senate meeting, the four proponents of the Resolution – Senators Jessica Gordon-Nembhard, Lissette Delgado-Cruzata, John Gutierrez, and Veronica Johnson — and the members of the Senate Executive Committee have

revised the resolution in accordance to the comments made at the previous Senate meeting. All 10 individuals support the changes indicated by strikeouts and underlining. Senator Gordon-Nembhard moved the adoption of the amended resolution and Senator Gutierrez seconded the motion.

Senator Jay Pastrana suggested additional amendments, as follows: to add in the first “whereas” clause, the name of Tony McDade, who was African-American and transgender, and who was killed shortly after George Floyd; also in that clause, change “deaths,” which is passive, to “murders” or “killings”; in the second “whereas” clause delete “brown” and, instead, add “intersectional racial justice”; in the fourth “whereas” clause, which references the BSU statement, reference other documents as well, such as our Strategic Plan and President Mason’s statement; in the “resolved” clause about the establishment of a committee, state the authority of the committee to do things; explain where the power of a resolution resides.

Senator Heath Grant proposed that language be added to the “resolved” clause about the committee, stating that the committee will make an assessment identifying the problems at John Jay. Senator Gordon-Nembhard said the resolution’s proponents assume that is part of the committee’s work. Senator Catherine Mulder proposed that language be added to the first “whereas” clause, indicate that these deaths didn’t start this year but is part of a long history.

President Benton proposed that the Senate vote today on the resolution and that the Senate in doing so also authorize the resolution’s proponents and the Executive Committee to consider these recommendations and make such changes as they decide are merited. The proponents agreed to this approach as did those suggesting the revisions. The Resolution was adopted by unanimous vote.

5. Election of members of the FS Committee on Racial Justice and Inclusion

Nominations for membership on the new committee on Racial Justice and Inclusion were opened. It was agreed that the committee have 10 members and that a first election take place today, so the committee can begin its work, and a second election take place at our next Senate meeting and that until then nominations remain open.

Elected to the committee were: Senators Silvia Dapia, Lissette Delgado-Cruzata, Jessica Gordon-Nembhard, Heath Grant, Amy Green, John Gutierrez, Veronica Johnson, and Alexander Long.

6. Promotion of adjunct faculty members

President Benton explained that the Council of Chairs is interested in making the process for promotion of adjunct faculty more flexible and has asked the Senate for feedback on its initial ideas. Currently, the process is a negotiation between the adjunct faculty member and the provost. The proposal is to regularize the process and make it part of the Faculty Personnel Committee (FPC) process and to also make the criteria more flexible. To do so the FPC

Guidelines would have to be amended, which requires action by the College Council. Given the Senate's role on the College Council, the chairs want to include the Senate so that the Senate can support changes when they come to the College Council.

The proposal is that the promotion process take place during the spring semester and that a review committee of the FPC do the vetting and make its recommendation to the college president. President Benton said that a provost office memorandum says promotion criteria are same as for full-time faculty, including peer-reviewed scholarship. The proposal is that writing in their area of expertise rather than in journals be accepted and, thus, adjuncts would be validated by their performance in in the realm of their work. He reported that we have always been told that the other CUNY colleges also use the same criteria for full-time and adjunct promotions but this, the chairs committee learned, is not true; there's lots of variety. Some things are, indeed, the same: both need to have a terminal degree and the criteria regarding teaching are the same. In past, adjuncts were appointed to full adjunct professor if they were heading an agency but it is not clear whether the chairs would actually support this.

Senator Amy Green said she has qualms about a service requirement for promotion given the incredible demands of earning a living. She said she's all for full-time faculty being required to do service but said she could not support the chairs' proposal now because it requires service for adjunct promotion. President Benton said CUNY requires that all the criteria be applied to adjunct promotion. What is being attempted is to be more open and flexible about it.

Senator Ben Lapidus said he thinks having wiggle-room is a good thing. The toughest aspect for him when he was chair was when an adjunct engaged in writing or service in an area that was far from the candidate's field of teaching. President Benton proposed adding "in the candidate's field" to the service requirement, and then pointed out that the draft already includes it.

Senator Marie Springer said it is difficult for an adjunct to do service at the college because of time limitations.

Senator Jonathan Epstein said he like the way the proposal handles service; service should be related to a candidate's field of teaching.

Senator Joel Freiser said he would like us to follow the adjunct promotion document of SUNY at Oneonta. President Benton said that is not possible because the SUNY process and criteria are different from CUNY's; we must stay within CUNY's framework.

Senator Jessica Gordon-Nembhard said that we need more input from adjuncts. As chair, her experience was that the provost had very narrow criteria. She asked where is the chance for adjuncts to weigh in because we have to know what their experiences have been.

President Benton said this proposal takes the process entirely out of the provost's purview. First the department P&B would vote, then the FPC, and then the President.

Senator Mohammed Ben Zid noted that unlike adjuncts, full-time faculty receive reassigned time as well as a much larger salary.

Senator Mulder suggested there should be an adjunct committee.

VP Kaplowitz said that our PSC chapter should be asked its opinion about the proposal. President Benton said that's a good idea and that he would send it to them.

Senator Francis Sheehan said he does not think the Faculty Senate should be deciding on whether adjuncts should be judged by two legs of the stool or by three.

7. Confidential faculty online voting

President Benton reviewed the fact that last month the Faculty Senate, in an anonymous poll on confidential online voting, overwhelmingly said yes to having confidential election procedures issued by the College Council. Currently election procedures exist as provostial. He told the Senate that he has taken the existing election procedures and edited them in the form of a proposed College Council policy and added to that the decisions the Senate adopted that spring regarding procedures to be followed in virtual meetings.

Several Senators said that there is too much in the document to focus on without direction from Ned. They said they do not know what parts are mandated by CUNY and what parts are being proposed. They asked President Benton to identify key questions that the Senate has to decide in order to support the document and to email these key questions to the Senate prior to the next meeting.

President Benton said that Section 5 should be the focus of review. The first part of the document embeds the resolution on voting that was subject to a lot of deliberation at the Faculty Senate last spring. The main question is: should there be a single technology for confidential online voting? In other words, should we have one technology that every confidential faculty election must use or should we have what some chairs want, a system whereby each body decides what technology to use for each of its elections. For example, in the May elections, the Faculty Senate and the college-wide elections used Simply Voting but the chairs of nine academic departments used different methods.

Senator Green asked whether we want to have online meetings and voting when pandemic is over. President Benton said that is a different issue. The document before the Senate pertains

to what we should do only during the pandemic. After we decide this, we will need to deliberate about in person versus remote meetings and voting in normal times.

Senator Mickey Melendez suggested the proposed document be sent to the Faculty Senate Technology Committee. He said that as a member of that committee, he can report that the concern of the committee is that Simply Voting requires each body to depend on the staff of DoIT, an outside party. President Benton said he will circulate it to them.

The meeting was adjourned at 3:01 pm.

Provided by
Karen Kaplowitz