

**Faculty Senate Minutes #514  
John Jay College of Criminal Justice**

**Wednesday, November 4, 2020**

**1:40 PM**

**Zoom**

**Present (37): Chevy Alford, Andrea Balis, Elton Beckett, Ned Benton, Mohamed Ben Zid, Chelsea Binns, Marta Bladek, Michael Brownstein, Marta Concheiro-Guisan, Lissette Delgado-Cruzata, Jonathan Epstein, Joel Freiser, Jessica Gordon-Nembhard, Heath Grant, Amy Green, John Gutierrez, Maki Haberfeld, Christopher 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, Francis Sheehan, Marie Springer, Marta-Laura Suska, Lucia Velotti, Adam Wandt, Violet Yu**

**Absent (2): Silvia Dapia, Christian Parenti**

**Invited Guests: Professors Angela Crossman, Muath Obaidat, Matthew Perry**

**Invited Guests: Professors**

**Agenda**

- 1. Adoption of the agenda**
- 2. Adoption of Minutes #513 of the October 22, 2020, meeting**
- 3. Election of additional members to the FS Committee on Racial Justice and Inclusion**
- 4. Discussion of the COACHE Working Group's recommendations**

**1. Adoption of the Agenda. Approved.**

**2. Adoption of Minutes #513 of the October 22, 2020, Faculty Senate meeting. Adopted.**

**3. Election of additional members to the FS Committee on Racial Justice and Inclusion**

Nominations for additional members of the Faculty Senate's new Committee on Racial Justice and Inclusion resulted from a call for nominations to the entire faculty. From among the six (6) candidates on the secret, confidential Simply Voting ballot, the Faculty Senate elected the following three (3):

Chevy Alford – SEEK

Alexandra Moffat-Bateau – Political Science

Mangai Natarajan – Criminal Justice

They join the eight (8) who were elected to the committee at the previous Senate meeting:

Silvia Dapia – Modern Languages & Literature

Lissette Delgado-Cruzata – Sciences

Jessica Gordon-Nembhard – Africana Studies

Heath Grant – Law, PS, CJA  
Amy Green – Interdisciplinary Studies  
John Gutierrez – Latin American & Latinx Studies  
Veronica Johnson – Psychology  
Alexander Long – English

#### **4. Discussion of the COACHE Working Group's recommendations**

Associate to the Provost for Faculty Matters Angela Crossman, the chair of the COACHE Working Group, explained that the Working Group, a faculty group, drafted John Jay-specific questions which were included in the COACHE survey about faculty satisfaction. She thanked the Senate for the strong survey response rate and to creating the Working Group. She reviewed the six key goals which the COACHE Group are recommending along with specific activities to achieve these goals, all of which are measurable and, thus, are assessable. The six goals are:

1. Support faculty service
2. Support faculty success in teaching.
3. Support faculty success in research and scholarship
4. Build a more inclusive community
5. Improve resource management
6. Build a culture of transparency and accountability

Senator Jessica Gordon-Nembhard said that the goals are comprehensive but she is concerned about the professional satisfaction of BIPOC faculty and their retention at the college; she suggested that the listed activities on retention are very weak. Professor Crossman acknowledged that female FOC are particularly strained and stressed, noting there is no intersectionality in COACHE results. In other words, she explained, it is not possible to know the responses of female associate professors who are faculty of color, only about either female associate professors or FOC associate professors, for example.

VP Kaplowitz recalled that when John Jay faculty first participated in the COACHE survey, the provost at the time shared with the faculty the written comments but this time we have not received them; she asked whether we will be seeing them as they had been very informative. Professor Crossman said that the President and Provost have said no to sharing the written comments with the faculty. Senator Sheehan asked if the other CUNY provosts and presidents have shared the comments with their faculty.

Professor Crossman said she does not know, adding that the rationale is to ensure confidentiality as some faculty comments may render them identifiable. The COACHE Working Group has seen the written comments and these comments have informed the section on community.

Senator Heath Grant said that his department — LPS — is a flagship department and is under-resourced and, so, talk about giving resources to non-flagship departments is troubling. Professor Crossman said many departments feel they do not get the same support as other departments and so we need to have an idea of what equitable support is so that we can know what to focus on. So the working group is emphasizing transparency because some of this is a transparency issue.

Senator Gordon-Nembhard said that in Goal 2 there is a lot more about digital teaching than we've had before. She said she understands the reason for this but we need to add language about achieving the right balance. She said we know that digital teaching is the wrong thing for John Jay students and for CUNY students. Professor Crossman agreed that we must make sure we are meeting our students' needs. She added that the criticism by her own department, Psychology, is that most of the faculty training was for asynchronous teaching but we also need training for synchronous and hybrid teaching.

President Benton said the Executive Committee will consider options for what role the Senate will play henceforth besides encouraging senators to complete the COACHE Working Group's feedback instrument and encouraging senators to discuss the report and recommendations with their departments and encouraging their department colleagues to complete the feedback instrument.

The meeting was adjourned at 2:46 pm.

Provided by  
Karen Kaplowitz