

Faculty Senate Minutes #521
John Jay College of Criminal Justice

Thursday, March 25, 2021

1:40 PM

Zoom

Present (36): Chevy Alford, Andrea Balis, 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, Maki Habermeld, Christopher Herrmann, Crystal Jackson, Veronica Johnson, Karen Kaplowitz, Erica King-Toler, Yuk-Ting (Joyce) Lau, Anru Lee, Alexander Long, Maxwell Mak, Mickey Melendez, Hyunhee Park, Francis Sheehan, Marie Springer, Charles Stone, Lucia Velotti, Thalia Vrachopoulos, Adam Wandt, Violet Yu

Absent (3): Christian Parenti, Edward Paulino, Atiba Rougier

Invited Guests: Provost Yi Li, Associate Provost Dara Byrne, Associate Provost Allison Pease

Guest: Professor David Munns

Agenda

1. Adoption of the agenda
2. Adoption of Minutes #520 of the March 10, 2021, meeting
3. Elections:
 - ◆ At-large adjunct representatives to the 2021-2022 Faculty Senate
 - ◆ Faculty to serve on the Board of Directors of the JJ Children's Center
4. Proposal for an Anti-Racist Curricular Framework: Invited Guests: Dr. Byrne and Dr. Pease
5. Proposal for a Revision of the Pass/Fall Policy and its adoption for this semester
6. Invited Guest: Provost Yi Li
7. Proposed Faculty Senate Resolution on Multi-Year Strategic Budgeting
8. Report on proposed FPC Amendments
9. Review of the agenda of the April 8 meeting of the College Council
10. New business

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

2. **Adoption of Minutes #520 of the March 10, 2021, meeting.** Approved.

3. **Elections**

- ◆ **At-large adjunct representatives to the 2021-2022 Faculty Senate**

The Senate Constitution provides for 4 seats for adjunct representatives on the Faculty Senate and that their election shall be by the entire adjunct faculty of the college. Calls for

nominations – including through the daily global email announcement system – yielded 3 candidates for the 4 seats. Whenever there have been 4 or fewer adjunct candidates, the Faculty Senate has been the body that elects the adjunct reps, as these are uncontested candidates. A motion to elect the 3 candidates was adopted by unanimous vote. Elected were Professors Jonathan Epstein, Joel Freiser, and Marie Springer.

◆ **Faculty to serve on the Board of Directors of the JJ Children’s Center**

The Board of Directors of the JJ Children’s Center includes two faculty members selected by the Faculty Senate. A new director of the Children’s Center began just when the college shut down because of the pandemic. She wants to call her first meeting of the BoD. The two faculty candidates are both experts in child development. A motion to elect the two candidates was adopted by unanimous vote. Elected were: Professors Kelly McWilliams and Rebecca Weiss, both of the Psychology Department.

4. Proposal for an Anti-Racist Curricular Framework: Invited Guests: Associate Provost & Dean Dara Byrne and Associate Provost Allison Pease

President Benton explained that this is on the agenda of the next College Council, which is on April 8. What we are being asked to vote on are the 7 principles and the timeline and implementation, not the entire 10-page statement. He explained that the Executive Committee had wanted our two guests to meet with the Senate earlier in the process, but decided to schedule their invitation for a date that Senator Jessica Gordon-Nembhard could be present because she is the chair of the Senate’s Committee on Racial Justice & Inclusion. Associate Provost Allison Pease said that in the interim, on last Friday, UCASC unanimously approved the principles and implementation plan and, therefore, she doesn’t know what changes are now possible. But she welcomes comments and questions.

Senator Crystal Jackson asked a series of questions: will there be policy changes resulting from a positive vote at the College; why is there such an emphasis on criminal justice when many of our students don’t go into criminal justice; how is this different from everything that is happening nationally; how is this going to have teeth, given that the work of BIPOC faculty has long made these points; will there be money to hire BIPOC faculty and money to support BIPOC faculty; why is John Jay, the man, being situated as a justification of why we are called John Jay – that is, why are we centering a white man -- instead of naming our college after someone whom John Jay enslaved.

Associate Provost Byrne said through this proposal the focus is being placed on our curriculum in order to frame what it is that we mean when we say the curriculum is to be inclusive. To accomplish this, we as an institution, especially the faculty, need to come together to figure out the relationship between pedagogy, the curriculum, and the core concepts. The document states what that process is. What we do with this is in the second part of the document but first we have to adopt this document. She said that neither she nor Allison Pease nor Provost Li decide on this; rather it’s the faculty and the John Jay community that do it

Senator Lissette Delgado-Cruzata said that in the discussions of the Senate’s Committee on Justice and Inclusion about this Framework, the committee expressed the importance of including the timeline in the document for approval by the Senate because this will keep us all in check and keep us moving forward.

Senator Francis Sheehan said, as he has acknowledged at many recent meetings, that he did not have awareness of AAPI and that recently he has become tremendously sensitized. The AAPI community says they feel invisible and is complaining that people don’t consider anti-AAPI actions and comments to be racist. He said when we refer to anti-racism, we are speaking about anti-Black racism; that made sense to him last year, especially because of BLM. He said that even though he has a different skin color, he has done a lot in his community about BLM issue. He said he wonders if we are going to add hurt to AAPI community by not including AAPI in the document.

Associate Provost Pease said that UCASC did discuss this last week. She said although “all forms of racism” is part of the language, anti-Black racism is privileged because anti-Black racism is historical and if we don’t respond to that, we won’t accomplish anything. Anti-Black racism is deep, grievous bias. She added that on our campus, attention to AAPI bias is not yet occurring and when and if it is, we’ll focus on it in the future. We need to do the long, hard work for each community rather than generalize all communities. We do need to respond to AAPI racism, she said, but this document is responding specifically to anti-Black racism.

Senator Sheehan suggested language: after the anti-Black racism we could add “any form of racism.” Senator Amy Green moved to add Senator Sheehan’s language. The motion to add “any form of racism” was approved by a vote of 35 yes, 0 no, 1 abstention.

A motion to approved the entire proposal was approved by a vote of 35 yes, 1 no, and 0 abstentions.

5. Proposed revision of JJ’s Pass/Fall Policy and proposed adoption this semester: Invited Guest: Associate Provost & Dean Dara Byrne

Associate Provost Dara Byrne presented a proposed policy change in our undergraduate Pass/Fail policy that has been approved by the Academic Standards Subcommittee of UCSCA, and which she’s bringing to UCASC and, hopefully, the College Council. The revision would change Pass/Fail to Pass/No Credit; provide for students to be able to take a Pass/Fail course after completing 18 credits; and provide for the possibility of an emergency Pass/NC declaration.

She explained that faculty members have been calling for advisement to be provided to students who are considering opting for the Pass/NC flexible during the pandemic. Having the emergency declaration aspect would enable the college to begin outreach to students better and earlier and would enable processes to be place into place to properly advise and guide our students.

She also explained that the change from 60 credits to 18 credits is because we now have a freshman forgiveness policy and CUNY does not permit a college to have two forgiveness policies in place at the same time. The proposed policy describes the conditions when the P/NC policy might work and how.

President Benton explained that the second proposed resolution is from the Faculty Senate and not from Dara Byrne and calls on the declaration of a public health emergency necessitating the use of the P/NC policy this semester.

Assoc Provost Byrne said that so far, fewer than 25% of students have opted to use the flexible grading policy. Students want to have the option, want the choice, but are not opting for it.

Senator Ben Zid asked what happens if students miss the deadline to opt for a P/NC grade. Associate Provost Byrne said that running in the background of all our policies is administrative support for students, noting that this support is proactive and intrusive but sometimes necessary. Although students have to opt in, students are sent texts, phone calls, and emails from both her office and the registrar's office to make sure the students are solid in their decisions. She said, as an example, they reached out to students who had A- grades who had opted for a grade of 'CR' to ask them: "Are you sure?"

She explained that the most we can do on a local level is create a policy whereby students have to opt in *before* they receive their final grades. The only one who can allow students to choose P/CR after final grades are posted is CUNY and CUNY has been silent this semester. A suggestion was made to add language about students exercising "informed consent." Provost Yi said CUNY might not permit that language in CUNYFirst this semester.

A motion to adopt the resolution and to authorize the Senate Executive Committee to make needed revisions and to include a policy for graduate students, if Graduate Studies agrees, was adopted by unanimous vote.

6. Invited Guest: Provost Yi Li

Provost Yi Li said that we are planning to be primarily online in the fall 2021 semester. The college's budget is projected to be down by \$4.6 million. He noted that Ned Benton, Karen Kaplowitz, and Francis Sheehan have advocated at every opportunity for academic excellent, for, in other words, hiring of full-time faculty. Our budget does not permit any hires except for Computer Science and Math grant-funded initiatives. In the early fall, he hopes to be able to look at hires for the 2021-22 year. Provost Li noted that our largest majors have really poor full-time faculty coverage. He thanked the Senate for its work, especially for the Credit/No Credit flexible grading policy.

Senator Heath Grant asked whether faculty hires will follow the provost's 5-year plan. The provost said his answer is yes and no. Yes, in that the framework will help him in making decisions; no, in that the plan had been based on the totality of salary savings and it's not now

clear that we will be able to use all the salary savings for faculty hiring. He said he will share the 5-year faculty hiring plan with Ned and Karen to share with the Senate.

7. Proposed Faculty Senate Resolution on Strategic Budget Planning for Post-Pandemic Period: President Benton

President Benton proposed a Resolution on Multi-Year Strategic Budgeting, which focuses on future years. The CARES, CRRSSA, and ARPA monies are one-time events. The question is how do we spend these one-time infusions of monies. The Resolution proposes 7 principles:

1. Financial plans should specify employment targets for full-time positions across the college's major operational divisions, with separate academic division targets for faculty and non-faculty positions.
2. The targets should reflect levels of anticipated personnel services funding based on recurring sources of revenues projected over the three years.
3. Levels of employment above these targets should not be authorized unless there is an emergency, accompanied by a plan to offset the above-target hiring with other planned vacancies and positions consolidations in the division and category involved.
4. Highest priority should be given to setting faculty employment targets, and associated funding, that restore the number of positions to the highest level achieved in the past five years.
5. High priority should also be given to faculty employment to support departments and programs with low levels of course coverage by full-time faculty.
6. The three-year employment targets should be updated each year when the financial plan is developed and approved, so that employment targets are aligned with projected revenues over the next three years.
7. The three-year employment targets should be updated each year when the financial plan is developed and approved, so that employment targets are aligned with projected revenues over the subsequent three years.

VP Kaplowitz explained that the Budget Planning Committee (BPC) of the college is meeting during spring break because the CUNY central office has just informed the colleges that each college's financial plan is due just after spring break. Ned and she want the Senate to consider this resolution because if the Senate approves it they will present it to the BPC as a statement of the Senate.

A motion to approve the Resolution was adopted by unanimous vote.

8. Report on proposed amendments to the Faculty Personnel Committee Guidelines

President Benton presented, as an information item, three pending amendments to the FPC Guidelines, noting they are probably not coming to the College Council but the Senate should know about them. All were approved by the Chairs and go next to the FPC for approval.

One amendment would provide that no members not on the FPC are to be on the Appeals Committee; this would be achieved by creating a fifth review (subcommittee) of the FPC. Because both the BoT Bylaws and the JJ Charter require the FPC to deal with faculty salary, a second amendment would provide the FPC with the salary of initial hires. The third says that every department should be allowed to define and then vote on the characteristics specific to their disciplines so that there may be departmental guidance to its faculty.

9. Review of the agenda of the April 8 meeting of the College Council

The Student Council has submitted two items to the agenda of the April 8 College Council meeting. President Benton said that the leadership of the Senate is pushing back on both items. One is a resolution whereby the College Council would call on faculty to allow students, without penalty, to miss classes and miss academic deadlines on Election Day so they can vote. President Benton said one problem, among many, is that if approved, it would provide eligible voters with a benefit that is not provided to those ineligible to vote. He said that he and VP Kaplowitz offered to assist the SC leadership in drafting a resolution calling upon the University Student Senate to call upon CUNY to make Election Day an academic holiday.

The second resolution calls on John Jay to purchase from Corecraft, which is the state prison system. In NYS law, Corecraft is a preferred vendor because prison labor is considered a benefit. He said that he and Karen felt that before naming a particular industry to boycott we should seek the counsel of faculty who are experts in corrections.

VP Kaplowitz explained that both Ned and she had explained their views to Student Council President Amber Rivero and SC VP Andrew Berezhansky and had offered to help them redraft their resolutions. She said that she and Ned plan to vote to abstain if the resolutions are on the agenda unless they are substantially revised prior to the College Council meeting.

The meeting was adjourned at 3:04 pm

Provided by Karen Kaplowitz