

Faculty Senate Minutes #539
John Jay College of Criminal Justice

Friday, May 6, 2022

10:00 AM

Zoom

Present (30): Alex Alexandrou, Chevy Alford, Ned Benton, Mohamed Ben Zid, Silvia Dapia, Jonathan Epstein, Jessica Gordon-Nembhard, Heath Grant, John Gutierrez, Maki Haberfeld, Jay Hamilton, Christopher Herrmann, Mohammad Islam, Karen Kaplowitz, Catherine Kemp, Erica King-Toler, Yuk-Ting (Joyce) Lau, Anru Lee, Alexander Long, Samantha Majic, Gerald Markowitz, Mickey Melendez, Patrick Raftery, Maureen Richards, Jennifer Rosati, Stephen Russell, Francis Sheehan, Charles Stone, Adam Wandt, Violet Yu

Absent (8): Andrea Balis, Elton Beckett, David Brotherton, Marta Concheiro-Guisan, Marta-Laura Haynes, Veronica Johnson, Gregory Sheppard, Fritz Umbach

Invited Guests: Director Anthony Bracco, Director Mircea Alex Comanescu, Professor Glenn Corbett, Professor Angelique Corthals, President Karol Mason, Professor Ellen Sexton, Professor Valerie West

AGENDA

- **Adoption of agenda**
- **Approval of Minutes #538 of the April 26, 2022, meeting**
- **Proposed Resolution on Equitable Access to Full-time Faculty**
- **Invited Guest: Director of Facilities Anthony Bracco**
- **Invited Guests: Professor Angelique Corthals, Professor Glenn Corbett, and Director Alex Comanescu: Senate Panel on Campus Health and Protection**
- **Report from the Faculty Senate Technology Committee**
- **Approval of candidates for at-large seats on the FPC**
- **Election of a FS member to the Search Committee for Chief Librarian**
- **Update on Survey of Lecturers**
- **Reports from Members of Governance Committees**
- **Invited Guest: President Karol Mason**
- **New business**

1. **Adoption of agenda.** Approved.
2. **Adoption of Minutes #538 of the April 26, 2022, meeting.** Approved.
3. **Proposed Resolution on Equitable Access to Full-time Faculty,**

President Benton proposed that our Faculty Senate and Baruch's Faculty Senate jointly adopt a resolution that would be sent to the CUNY chancellery and CUNY Board of Trustees calling for CUNY to allocate new faculty lines so that CUNY students, no matter which campus they attend, have equitable access to full-time faculty. The Resolution has already been adopted by Baruch's faculty senate. It was jointly drafted by Ned and Terry Martell, chair of Baruch's senate.

The Resolution was adopted by unanimous vote:

Resolution on Equitable Access to Full-time Faculty

Whereas, the attached table presents the numbers of full-time faculty per 1,000 full-time equivalent students from Fall 2019 through Fall 2021, and these ratios vary even when compared within the senior colleges and community colleges;

Whereas, these differences are not based on deliberate policies, but instead result from incremental budgeting policies that perpetuate historical inequities in campus funding;

Whereas, in CUNY's FY 2023 Budget Request, the Chancellor and the Board of Trustees asked for more than 1,000 new faculty positions, asserting the benefits for students of engagement with full-time faculty members in the classroom, for advising, for career development and for student engagement in research;

Whereas, students pay standard senior college and community college tuitions, and should be entitled to equivalent access to engagement with full-time faculty regardless of their campus of matriculation;

Whereas, the FY 2023 State Budget for CUNY responded to CUNY's request for additional faculty positions, and includes \$53.0 million for new full-time faculty hires at senior and community colleges;

Whereas, the budget legislation requires SUNY and CUNY to report to legislative leaders, as of September 2023, on the numbers of full-time faculty positions and the ratios of full-time faculty to full-time-equivalent students at each campus;

Therefore, the Faculty Senate of Bernard M. Baruch College and the Faculty Senate of John Jay College urge the CUNY Chancellor and Board of Trustees, in the allocations of the new faculty positions to the campuses, to design and implement an allocation formula that ameliorates long-standing inequities in access to full-time faculty; so as to be able to explain to the legislative leaders that CUNY allocated the new positions to support all CUNY students, on a fair and equitable and rational basis, to enhance student engagement with full-time faculty members in the classroom, for advising, for career development and for student engagement in research. The Resolution is accompanied by a table showing CUNY Faculty Positions Per 1,000 Full-Time-Equivalent Students, Fall 2019 to Fall 2021 and derives its data from The City University of New York 2021-2022 Mid-Year Financial Report pgs. 19 and 20.

4. Invited Guest: Director of Facilities Anthony Bracco

Director Bracco described the Ultraviolet Project which he has initiated, by which ultraviolet filters will be installed in duct work throughout the campus. It will better protect us against not only Covid, but other infectious matter. It is safe and is an effective disinfection method. Furthermore, it's safe for the environment: it does not produce ozone. His goal is to have the UV filters in all the classrooms by September 15, but for this we need delivery by June 30. The electric work is being done now; all the work is being done in-house. He thinks the filters can be installed in Westport, as well, because we have classrooms there. Asked whether any other CUNY colleges are doing this, Director Bracco said only Queens College has UV filters in a few units of the campus and Baruch is thinking of doing this. John Jay is the first to roll it out.

5. Invited Guests: Professor Angelique Corthals, Professor Glenn Corbett, and Director Alex Comanescu: Senate Panel on Campus Health and Protection

President Benton welcomed Professor Angelique Corthals, Professor Glenn Corbett, and Health and Safety Director (and adjunct professor of science) Mircea Alex Comanescu, the three members of the Faculty Senate's Panel on Campus Health & Protection.

Professor Corthals noted that each CUNY campus is different: our campus is not spread out and our windows don't open and, therefore, being dictated by CUNY Central about dealing with Covid is not good for our campus. As for a question about anti-virals: the two are Paxlovid and Molnupiravir (but the latter increases mutation of the virus and is not as good). One must have a positive test and prescription and only those with high risk can get a script for Paxlovid; cholesterol drugs must be stopped or there will be a serious drug interaction and it must be taken within a few days of a positive test or within a few days of showing symptoms.

There are two new variants in South Africa, which usually heralds our peak, which is expected in the fall. The lifting of mask mandates has increased transmission, with rates now through the roof, and there's been a rise in hospitalizations. NYU and Columbia University have reinstated indoor mask mandates and we should also. We will never reach herd immunity, she said.

Senator Stephen Russell said the CUNYFirst tracker says John Jay has zero cases and yet he gets notices from his students that they have Covid and he tells them to report their status. Professor Corthals said if they are tracking through Cleared4 they are vastly underestimating the number of cases. Asked if she will give permission to have her slides sent to the entire faculty, she said yes.

Director Alex Comanescu spoke about the venue for graduation, reporting that no masks and no vaccinations will be required. The college asked for the stadium's canopy to be open but was told only if the weather is good. We've had 20 cases within the school last week. There should be more alerts sent by email but there have been about 5,000 phishing cases, which is also a campus safety issue.

Senator Adam Wandt agreed, saying the Faculty Senate should adopt a resolution addressed to DoIT and to President Mason to recommend that 2-factor authorization be created. The scam emails are about jobs and is a significant problem, which it's not easy to combat because many emails make it through our filters. Just this week a phishing attack involved every department chair. One person fell for it and was out \$400 in a second. We are really good at blocking attacks from Eastern Europe, but attacks on individuals are different. Everyone should forward such an

email to abuse@jjay.cuny.edu and DoIT will block the IP address. The nature of our work at John Jay increases our being a target for these attacks, Senator Wandt said.

Senator Patrick Raftery said until this meeting, he had thought abuse@jjay.cuny.edu was a prank. He said this needs to be publicized more effectively and widely. His previous institution had a “report phishing” button and also required attendance at a training session that was similar to what we require about sexual harassment.

Senator Heath Grant said he had been a victim of a massive security breach at the college, which resulted in those effected, including him, being locked out of their email account. They couldn’t use zoom or email until they had completed a training program which was informative but the delay handicapped everyone. The Senate needs to recommend a better way of treating victims of an attack in the future. Senator Chevy Alford reported that she was part of the forced training but that when they cut her off from her email she didn’t know why. This happened twice and yet she still has no idea what she did. Fortunately, she wasn’t teaching a class at the time. Senator Francis Sheehan said he spoke to Joe Laub when it happened to him because his students couldn’t get in to their zoom classes. DoIT shuts the class down so there could be no further abuse and changes passwords. He recommended getting input from DoIT before we vote on a resolution. Senator Wandt offered to write a draft resolution and consult with Joe Laub about it.

6. Report from the Faculty Senate Technology Committee

Professor Ellen Sexton and Professor Valerie West, the co-chairs of the Faculty Senate’s Committee on Technology, were welcomed. Professor Sexton explained that the committee has 14 active faculty members, including cybersecurity and online teaching experts. The committee meets with administrators and supports Joe Laub and his team. The committee has a series of issues that it wishes to apprise the Senate about: the first and foremost is emails and technology on and off campus, including the need for 2-factor authorization of emails and, indeed, the overall need for improved functionality and security of email. Some of the other CUNY campuses use Outlook and it’s very different for them: at Baruch and the Grad Center there are many fewer scams; emails don’t get lost; storage is bigger. Why is our system not as good? The recent phishing at John Jay is not happening at other campuses. DoIT says we need training. The Tech Committee thinks it is not good that DoIT is not suggesting an engineering solution as its first response and is concerned that faculty are not hearing about breaches. At other campuses the entire community is informed. There’s also too much commercial spam, which raises the question whether it’s because someone is selling our directory or whether it’s because we host CUNY’s IT conference every year. Some divisions of our college that send out notices are using templates that are making email almost unreliable.

Professor Sexton said that technology on campus is also problematic: computers are old and slow; this includes both desktop pcs and podium pcs. Those in classrooms are extremely slow and the software is not up to date. Monitors hang loose; the images are low quality.

The Tech Committee understands that supply chain issues are affecting all these things. Joe Laub had an expensive Wi-Fi upgrade planned but the components are first going to be shipped in November. The committee is not sure that home use licenses will continue. Support for home laptops may not continue to be in place for faculty and students. The website has a bad look — errors pop up when one tries to get on the website. The new director of communications [Kira

Poplowski] is ready to contract with a vendor to get a new website. The usability of the next version of the website will have to work for our academic work and not just for public relations.

Professor Sexton said we need 2-factor authentication for our email; indeed, our cybersecurity experts want this but, she said that as a librarian she is hesitant. But security probably trumps accessibility. The Tech Committee also discussed DOES course shells/dev shells and the Committee strongly supported the FS resolution on this. The Committee was opposed to spending such a huge amount of money for dev shells when our email, our college technology, and our website all need money much more.

Professor Valerie West said the need to upgrade our technology infrastructure is almost insurmountable. We need to get our administration to understand how important this is.

President Benton asked if they and their committee could turn this into an annual report of the Tech Committee, which the Senate would circulate to the faculty and to the budget committee and to other groups. They both said they would be happy to do this.

Professor Sexton asked whether there are issues the committee should be looking at. Senator Charles Stone said so many in his department [Psychology] aren't returning to teach on campus because they can't do any work because their office computers are so incredibly slow. The technology at their home works better than the technology on campus. One suggestion Professor West made was to have the video cards in their PCU turned off but the bigger issue is that we need to make our voices heard.

7. Approval of candidates for at-large seats on the FPC

By unanimous vote, the Senate approved the following candidates for the three at-large and three alternate at-large members of the Faculty Personnel Committee (FPC). After eligibility of the candidates is verified by the Provost's Office, an electronic ballot will be sent to all full-time faculty:

Rosemary Barberet — Sociology
Heath Brown — Public Management
Al Coppola — English
Nicole Elias — Public Management
Heath Grant — Law, PS, CJA
Nivedita Majumdar — English
Adam McKible — English
Lauren Shapiro — Security, Fire, Protection Management
Denise Thompson — Public Management

8. Election of a Faculty Senate member to the Search Committee for Chief Librarian

By unanimous vote, Senator Elton Beckett was elected to the Chief Librarian Search Committee, which is being chaired by Dean Anthony Carpi and which will have three Library faculty elected

by the Library faculty, one HEO, and one student.

9. Update on Faculty Senate Survey of Lecturers

The Senate's survey was sent to our 40 current lecturers. Thus far, we have received 21 replies, including one from a distinguished lecturer, and 5 from doctoral lecturers. Among other findings, 38% said they were not permitted to run for their dept P&B although they are, in fact, permitted to do so. VP Kaplowitz explained the source of the confusion, even among some chairs: although the CUNY BoT Bylaws say that only members of the professoriate (assistant, associate, and full professors) may serve on department P&Bs, our John Jay Charter says that lecturers may serve as well and, because the BoT approved our charter, our charter trumps the CUNY bylaws. And, so, at JJ, lecturers may serve on their department P&B.

Senator Jessica Gordon-Nembhard said that given we are hiring more lecturers, we should definitely determine how our current lecturers can be helped. President Benton offered to write a report summarizing the responses, including recommendations, which will be placed on our next agenda.

10. Reports from Members of Governance Committees

Senator Jerry Markowitz reported that our contract comes up next year for renewal and so everyone who can should come to chapter meetings to say what is important to them.

11. Invited Guest: President Karol Mason

President Karol Mason was welcomed. Asked about her trip to Israel, she explained that the Chancellor and 12 CUNY presidents participated in the "Scholars as Bridge Builders" program; they visited Jerusalem, Haifa, and Ramallah. They were working all the time they were there. Invited to identify her current priority issues, President Mason said she is focusing on improving the Office of Student Accessibility Services. In turn, she asked about the Senate's priorities.

President Benton said the Senate, a few minutes ago, had passed a resolution that had already been passed by the Faculty Senate at Baruch calling on the chancellor and others to use the investment in new faculty lines to redress the inequitable availability of full-time faculty at the various colleges. President Mason said she thinks that is the chancellor's focus. Of the 250 lecturer lines, he gave John Jay 17 lines, which is a huge number, she said; indeed, no other college got so many. All 17 lecturers will be in place this fall. The lines have been allocated by the provost where gaps in full-time faculty exist, in order to address student success.

President Mason reported that the incoming CUNY provost [Dr. Wendy F. Hensel] is shadowing Dan Lemons, the outgoing university provost. The new provost comes from Georgia State University, where she had been for 12 years, which is a tremendously successful institution: in one data set, Black students outpace white students.

Asked about the graduation ceremonies and Covid, President Mason said she and the provost will be wearing masks at graduation. There is a deep stage and faculty will be seated far behind the podium, and students will pass in front of podium, at least 6 feet away.

Senator Patrick Raftery asked whether faculty will be required to wear a mask at graduation. President Mason said no, unless the city or state regulations change or unless CUNY institutes a mask mandate. She said she does not have the authority to mandate masks; although she has asked for it she did not get it.

Senator Adam Wandt said the Senate is greatly concerned about email phishing and financial scams. He said we understand the challenges and we support the DoIT leadership. If DoIT thinks it is necessary to have 2-factor authorization, we will support it; we also support providing ways to make it easier for email users to report phishing schemes. But the Senate does not like the fact that faculty and students who experience an email breach are locked out from email and zoom until they have time to take training. Also, hardware on campus needs updating, although we do recognize there are chain supply problems. Both faculty offices and classrooms need to have improved hardware; several faculty report being unable to do their work on campus because their computers are so slow and some are reluctant to come back in person because their home pc is better than their office pc. Also, certain specialized software had been available for home use during the pandemic but is no longer. He explained the Senate is planning to adopt a resolution about these issues. President Mason said she understands how important these issues are but also noted that Joe Laub is the best CIO at CUNY and that we are lucky to have him and don't want to lose him.

Senator Maki Haberfeld said her department, LPS, just held a meeting and many faculty complained about student attrition; classes that had started with 30 students are down to 2 to 3 students. She recommended a workshop for incoming students in the fall to counter attrition. President Mason said we already have summer programs, funded by the Robin Hood Foundation, for all incoming students to prepare them for college. Additionally, we pay students who don't do well to study in the summer and during January. She said the classes that entered in 2020, 2021, 2022 have been taking fewer credits. Their pathway to a degree means that we must use January and summer terms and that it may take them 5 years to get a degree.

Senator Samantha (Sam) Majic seconded Maki's issue: many of her department colleagues [Political Science] are reporting that the students currently in their classes are totally disengaged, with assignment submissions way down. She asked if the college could institute a one-credit reengagement course. Senator Stephen Russell said like Maki and Sam, he and his colleagues [History] have markedly disengaged students. He noted that a few years ago, data were made available about courses with high rates of DFW&I grades and asked what the response has been to those data. President Mason said the 17 lecturer lines were allocated with the plan to create a cohort of lecturers; departments with high rates of DFW&I grades received these lines; the latest data are being shared with the departments.

President Benton told the president that the Senate decided earlier in the year to survey our lecturers and, based on their responses and on deliberations of the Senate, to issue a Senate statement on lecturers. From survey responses so far, we get the sense they could be better informed; they want a career path; they see their status as dead-end because there is no

promotional ladder and no compensation ladder. President Mason praised this initiative, agreed we need to know more, and said there will be greater intentionality with this cohort of lecturers.

VP Karen Kaplowitz said that now that we will have new faculty in September, she would like to see the leadership of the Faculty Senate once again invited to the orientation that's always been held for new faculty. She said it's an important message for new faculty to hear from not only administrators but also faculty leaders at their orientation. She said having the leadership of the Senate included is an important message to the new faculty that shared governance exists here and that the faculty voice matters. She said it's also a great way to let new faculty know of the Senate as a resource for them if they have questions or concerns and it's a way to build community for them. President Mason said she agrees and will let those planning faculty orientation know.

Senator Erica King-Toler said she is very concerned about disability issues of students, adding that our Office of Student Accessibility Services needs to be expanded. President Mason said that improving accessibility services is a top priority for her.

VP Kaplowitz said we used to have an ADA Committee. It comprised faculty, students, and staff who themselves had a disability and was chaired by the director of the office for disability. That used to be a single office for faculty, students, and staff. When the director retired, the office was divided into two: one for students in the Office of Student Affairs and another for faculty and staff in HR. She said, as someone with a disability, that division was a mistake. The ADA committee identified issues that were important for every person with a disability at the campus. She recalled that at a Town Meeting shortly before the pandemic, when several students who use a wheelchair spoke about the accessibility challenges they face, she had spoken about this committee that had once existed. After the meeting, several students said they would serve on such a committee and the interim vp for students at that time said it was a great idea but nothing ever happened. Perhaps, she said, this idea might be reconsidered. VP Kaplowitz also noted that there are faculty and staff with disabilities. If there is an evacuation of the building, how will faculty and staff who cannot negotiate stairs exit the building, she asked; Where should they wait; how will those in charge know they exist. By contrast, the office of student accessibility has a list of every student registered as well as the class schedules of those students. President Mason said she had only considered students with disabilities, not faculty or staff. She said really appreciates these comments.

Senator Jennifer Rosati explained that she coordinates all the biology classes, many of which are taught by adjuncts, who are often not aware of accessibility issues. She said adjuncts have to know our policies and services as well.

President Mason said this topic is a top priority for her for this summer. Senator Jessica Gordon-Nembhard said she is glad this is a top priority. She also praised President Mason for modeling the wearing of masks and understands that as president she can't go against CUNY but she wants to go on the record to state that John Jay should require that everyone wear a mask.

President Mason concluded by explaining that she and Provost Li have chosen to be subject to a 363 Review, that is, a survey review by those each reports to and by those who report to each of them. She asked everyone who received the survey to please fill it out. An outside organization is

conducting these 363 reviews and are permitting her and the provost to each list only 50 people to receive the survey and, therefore, only some at today's meeting will receive it. But she asked everyone who does, to please complete it; she would appreciate 100% participation. She really wants to know what everyone thinks.

The meeting was adjourned at 3:08 pm.

Provided by
Karen Kaplowitz

Information Item: Calendar of 2022-2023 Faculty Senate meetings

First Meeting

Thursday, May 19, 2022

Fall 2022

Wednesday, August 31
Monday, September 12
Wednesday, September 28
Tuesday, October 11
Thursday, October 27
Thursday, November 10
Tuesday, November 22
Friday, December 2

Spring 2023

Thursday, February 2
Wednesday, February 15
Thursday, March 2
Tuesday, March 14
Wednesday, March 29
Tuesday, April 18
Friday, May 5

First meeting of the 2023-2024 Faculty Senate: Thursday, May 18, 2023