Faculty Senate Minutes #542
John Jay College of Criminal Justice

Monday, September 12, 2022   1:40 PM   Zoom

Present (33): Chevy Alford, Tarun Banerjee, Elton Beckett, Ned Benton, Janice Bockmeyer, Raisa Castillo, Serguei Cheloukhine, Silvia Dapia, Peter Diaczuk, Jonathan Epstein, Jessica Gordon-Nembhard, Heath Grant, Jonathan Gray, Amy Green, Maki Haberfeld, Emily Haney-Caron, Mohammad Islam, Veronica Johnson, Karen Kaplowitz, Catherine Kemp, Edward Kennedy, Anru Lee, Joseph Maldonado, Marie-Helen Maras, Brian Montes, Susan Pickman, Maureen Richards, Robert Robinson, Stephen Russell, Francis Sheehan, Thalia Vrachopoulos, Adam Wandt, Sung-suk (Violet) Yu

Absent (5): Kyoo Lee, Ray Patton, Ana Pego, Yuk-Ting (Joyce) Lau, Zhun Xu

Invited Guests: Professors Glenn Corbett, Angelique Corthals, Alex Comanescu, Interim Provost Allison Pease

AGENDA

1. Adoption of agenda
2. Approval of Minutes #541 of the August 31, 2022, meeting
3. Election of Faculty to College Committees
4. Election of an honorary member to the Faculty Senate
5. Updates from members of Governance Committees
6. Report from Senate Panel on Campus Health and Protection
7. Annual Report of the Senate Technology Committee
8. Invited Guest: Interim Provost Allison Pease
9. New Business

1. **Adoption of agenda.** Approved.

2. **Adoption of Minutes #541 of the August 31, 2022, meeting.** Approved as corrected.

3. **Election of Faculty to College and Faculty Senate Committees**

By a motion made and seconded, the following faculty members were elected to the following college committees:

Academic Assessment Committee:
Daniel Yaverbaum – Sciences

General Education Assessment Committee:
Judy-Lynne Peters – Public Management
Sandra Swenson – Sciences

Faculty Senate Technology Committee:
Gabrielle Salfati – Psychology

4. **Election of an Honorary Member of the Faculty Senate**

VP Kaplowitz explained that 25 years ago, when then and current Senator Amy Green brought her new born, Molly, to Senate meetings, the Senate adopted a policy whereby children born to sitting Senators shall be eligible for honorary Senate membership; the policy was later extended to the grandchildren of sitting Senators. Given that Edward Kennedy is a sitting member of the Faculty Senate and given that he and his spouse have just brought a daughter into the world, the Senate proclaimed by unanimous vote that Maya Hope Kennedy is an honorary member of the Faculty Senate, with voice but without vote.

5. **Updates from members of Governance Committees**

No reports were given. In addition to the liaisons already named, the following agreed to serve as reporters of the following committees: Amy Green: UCASC; Sung-suk (Violet) Yu: Graduate Studies; Sung-suk (Violet) Yu: SEOF; Janice Bockmeyer: PSC; Francis Sheehan: Public Safety Advisory Committee.

6. **Report from Senate Panel on Campus Health and Protection: Professors Angelique Corthals, Glenn Corbett, and Alex Comanescu**

Professor Corthals spoke about the importance of the college having an indoor mask mandate. The new Covid BJ1 variant is resistant to both treatment and to the vaccine and causes terrible neurodegeneration. Experts in neurodegeneration are predicting that in five to 10 years we will be seeing a medical catastrophe, that 8 out of every 10 people will have terrible neurodegeneration. Australia is having a really bad flu season because they lifted their mask mandate. And there are two new state of emergencies in NYS: polio and Monkeypox. For all of these there is an easy prevention: a mask. Professor Corthals reported that 500 Americans are dying each day from Covid. She said CUNY Central is not permitting a mask mandate because

the Governor says there are to be no mask mandates and she's in a tough political environment. She also reported that the Governor had just lifted the Covid emergency status, which means the Open Meetings Law is back in effect.

Alex Comanescu reported that there were 6 to 10 cases of COVID at John Jay over the weekend, much more community transmission than most realize. There's no real way to enforce the use of a mask. He suggested messaging on screens on campus. President Benton said he would report on these matters next week at the town hall meeting and at the College Council meeting.

Vice President Kaplowitz said we should clarify that CUNY says we cannot request or require our students to wear a mask but we can recommend that they do so. Senator Cathy Kemp said our reason is common sense.

7. Annual Report of the Senate Technology Committee

The Faculty Senate's Technology Committee issued its annual report, which is appended at the end of these Minutes.

8. Invited Guest: Interim Provost Allison Pease

Interim Provost Pease explained that she started this post in late July. With a number of openings in the administration, it seemed like a good time to reorganize the Office of Academic Affairs. She talked with Ned and Karen several times, and with the Senate executive committee; held three open forums; met with the undergraduate studies leadership, with the graduate studies leadership, and with the chairs. Through these discussions she came up with a new structure. She just had a retreat last week with the new deans and could not be more pleased with them. Structures are important but nothing is more important than people. Nothing will be perfect and nothing will change overnight, and so she asked for our patience.

Senator Jonathan Gray asked whether we should assume that she will be permanently appointed to this position. He asks because if we conduct a national search for her position a new person would presumably be precluded from changing this new structure. It's odd to make all these changes and then have to appoint a person to be provost who has to accept these changes. Provost Pease said that President Mason had wanted to appoint her the permanent provost, but she declined. She thinks it's important to have the search and if the faculty want her to be provost then she would accept the appointment. She said she is treating it as the job she would like to do. She is treating it like her administration and acknowledged his point. She said she will be issuing a newsletter every two weeks to keep everyone up to date.

Senator Stephen Russsell said he attended one of the open forums. It's clear the timing seems like a once in a decade opportunity to make changes but it's not clear to us on the Faculty Senate how this is better for the college because it's not clear what the new roles actually are. How is this new structure going to make the college better, he asked.

Provost Pease said we now have six divisions in Academic Affairs with three goals: academic excellence, student success, and faculty success. Academic excellence will be improved because we now have a dean, Andrew Sidman, devoted solely to the curriculum, both undergraduate and graduate; he's really focused on that. Kathy Killoran reports to him. There is an opening for an assistant dean and she said all should feel free to apply for this new position. As for student success, the structure is going to really lift us up: what we experienced in undergraduate studies is how to fundraise and how to use the cohort structure. Now we have two people under Dean Janice Johnson Dias (student academic success) and the other division under Dean Anthony Carpi (student professional development) to provide experiential learning, such as the McNair Program, led by Jessica Gordon-Nembhard. All will be under the one umbrella. We now have to fundraise; our success thus far has been the result of fundraising and Charles Davidson will be doing that. As for faculty success, we have been anemic in this area; the dean of faculty, Angela Crossman, is someone who can oversee all faculty processes, including an adjunct specialist, who will be hired, so that all hiring of adjuncts can go through that one office. Administrative excellence is being elevated by elevating the people who do strategic planning and operations. She called this is a dynamic and iterative process, which she believes will improve things this year.

Senator Jessica Gordon-Nembhard said she's confused as a Faculty Senate and College Council member as to where shared governance comes in. She also finds it weird that all this happened over the summer. She noted that the provost obtained permission from CUNY Central to implement this reorganization but does not the College Council have to approve it first. Her second concern is as the chair of the Faculty Senate's Committee on Racial Justice & Inclusion: she is giving the benefit of the doubt that racial justice and inclusion is a high priority because we have lost two important people of color: Dara Byrne and Elsa Morote.

Provost Pease said racial justice and inclusion is in the college's strategic plan to which her administration is committed. She is working with one of the six new deans, Nancy Velasquez-Torres, toward getting the *Seal of Excelencia* for John Jay. The two will be attending a conference in Washington, DC, on this. Janice Johnson Dias will hold everyone accountable to working on this priority. Provost Pease said she's not holding the two up because they're people of color but because they're people of color who are committee to racial justice and inclusion at the college. She added that her responsibility is to create the climate by picking the right people.

As for shared governance: she met with Karen and Ned several times; asked to meet with the Faculty Senate but because it was summer it was deemed not feasible; met with the Senate executive committee; and held three open meetings. She wanted the reorganization ready at the beginning of the semester because we have organizations like UCASC that have to operate as soon as the semester begins. There's no shared governance as to whom she appoints as deans. She has no interest in dictatorial governance. She prioritized having an administration in place when the semester started.

Senator Gordon-Nembhard said she knows we're an Hispanic-serving institution but we're still a Black-serving and an Asian-serving institution. She said she hopes we don't focus just on being an HSI. Provost Pease said we are still in the process to adapting the 7 Principles. This is the balancing act John Jay must always do.

Senator Elton Beckett said a lot of challenges our juniors and seniors face is unpaid internships; they just can't afford to do them. Provost Pease said Dara Byrne and Sumaya Villanueva developed micro internships that last 6 weeks; it's minimal exposure but students can include them on their resume; she said we're increasing the number of these micro internships through a huge fundraising effort for two internship courses on the topic of "solving problems across the city." In addition, the student professional advancement wing under Charles Davidson has things like the CUNY Tech pipeline that quickly turns into jobs. 1200 of our students did paid internships last semester.

Senator Amy Green congratulated Provost Pease and said she thrilled she is in this position. She asked how the provost distinguishes an HSI and an MSI. Provost Pease said that all HSIs are MSIs. An HSI is defined as having at least 25% Hispanic students. An MSI is defined as having at least 50% students from underrepresented groups. She added that Asians are not considered an underrepresented group. She said we need to be a culturally responsive institution. 50% of our students are Hispanic. If we're not thinking of Hispanic students we're not thinking of our students. Many of our students are African-Latino. And many are Jewish. Diversity is our strength; when we have all this diversity we have strength and we are enriched by it.

Senator Green said she agrees. Some of that value happens automatically because of who is in the room but she is not sure that feeling is shared across the board and she's not sure that what we're doing in terms of the curriculum we're doing in faculty hiring. Provost Pease said we are hiring 43 lines. All search committees will receive implicit bias training and she is not accepting any hiring pool that is not at least 40% minority. Furthermore, she is asking each search committee to target three sources that target minority candidates. She said she knows she may not be successful but she is doing everything to be so.

Senator Jonathan Epstein asked how strongly she is going to take the advice to hire from within. Provost Pease replied that she's agnostic. We're told it's an option but not a requirement. It's up to each academic department.

Senator Janice Bockmeyer congratulated Allison on her new position, saying she thinks everyone wants to make this work. She asked about this new spate of lecturer hiring; everyone's looking for ways to make this work as well. She said she's really concerned about our creating a 2-tier faculty. Our students want diversity hiring; now with a majority of lecturers to be hired she is concerned that our diversity hires will be among the lecturers we hire.

Provost Pease said she doesn't make that assumption. We will bring in a diverse professoriate group. As to why she's excited about lecturers is that we've hired lecturers since 2008 in the English Department. It doesn't have to be a 2-tier faculty. She doesn't think the English faculty

see themselves as different; rather, we're all faculty. It's just our emphasis is different. Also, one reason she's really excited is that we are a small faculty relative to our student body and as a result very few of our students see full-time faculty. Their first year is the most important; it's the make or break year. If we have dedicated full-time faculty teaching them in their first year, we have the best chance to keep and graduate students. We hired 17 lecturers last year and created cohorts of lecturers for certain courses: Math, English, Poli Sci, and three others. We raised the pass rate by 20% in our Math courses; that's massive. If we can do that in 6 fundamental courses that changes lives.

Senator Jonathan Gray asked whether it is true that Albany authorized the hiring of faculty but it was CUNY that authorized the hiring of lecturers. Provost Pease said her understanding is that CUNY decided to hire lecturers. She noted that John Jay has the lowest student/faculty ratio of all the senior colleges and so we received more lecturer lines than any other senior college.

Senator Amy Green said if we hire diverse lecturers then we may have more lecturer diversity than professoriate diversity. The lecturer position is a dead end; there are no promotion opportunities. Provost Pease said of our tenure track faculty, 36% are minority. Of our lecturer faculty, 48% are minority. It is on us to hire faculty of color. She added that the professoriate has only two promotion opportunities in total. Provost Pease said there is no reason to think one is better than the other except bias.

Provost Pease concluded by saying she appreciates the comments. She hopes this reorganization succeeds. She just a human. And she hopes to work with us.

The meeting was adjourned at 2:55 pm.

Provided by
Karen Kaplowitz

APPENDIX
Annual Report from the Faculty Technology Committee (FacTech)
to the Faculty Senate, for the Academic Year 2022.
19 May 2022.

The Faculty Senate Committee is a subcommittee of the Senate, and composed of faculty elected by the Senate.   Our 16 members this AY include cyber security and online teaching experts. We meet 2 or 3 times a semester, and communicate in between meetings via a listserv FACTECH@LISTSERVER.JJAY.CUNY.EDU   We have a site on the CUNY Academic Commons https://jjfactech.commons.gc.cuny.edu/   All meetings this academic year were held via Zoom.

Committee members for the Academic Year 2022
Alex Alexandrou, Security, Fire, & Emergency Management
Mohamed Ben Zid, Mathematics & Computer Science

Kate Cauley, Library
Heath Grant, Law & Police Science and Criminal Justice MA Program
Shweta Jain, Mathematics and Computer Science
Mickey Melendez, Counseling & Human Services
Paul Narkunas, English
Gabrielle Salfati, Psychology
Alexander Schlutz, English
Ellen Sexton, Library. FacTech Co-Chair.
David Shapiro, Public Management
Maggie Smith, Criminal Justice Ethics. FacTech Secretary.
Liza Steele, Sociology
Michelle Strah, International Crime and Justice
Valerie West, Criminal Justice. FacTech Co-Chair.
Alan Winson, English

Our activities this year:
This spring we were fortunate to have been able to welcome back an old friend of the committee: Chief Information Officer Joe Laub joined us on Tuesday March 1; the meeting minutes have a wealth of detail of technology infrastructure projects at the college.
We discussed the Department of Online Education and Support (DOES) Course Shell Initiative; we issued a statement of support for the Senate resolution on faculty development and online instruction (text is below).   On February 16th, we welcomed guests; the Associate Provost for Institutional Effectiveness Allison Pease and the Director of the Department of Online Learning and Support Judith Cahn. We raised and clarified some concerns, and heard about the various ways DOES supports online teaching. Other discussions this AY focused on:

- College website functionality, appearance, & security.
- Email issues, including readability of email sent using templates, security (especially considering successful phishing attacks), and functionality.
- Elections Committee: There was concern that, following on the complex issues related to voting software in the last academic year, the Faculty Senate Elections Committee has no current members. (is this still the case?)
- Hyflex teaching modality.
- Classroom technology problems.
- John Jay NSF cyberinfrastructure needs assessment grant – member Shweta Jain is co-Principal Investigator.   Liza Steele and Ellen Sexton were invited to join the software subcommittee.
- We held a Moment of recognition of and sadness for the passing of Dr. Louis Guinta, founding member of the Faculty Senate Technology Committee who was a tireless advocate for increasing the resources and tech support for students at John Jay College.
- Surveillance and data collection built into the commercial software that we use– briefly noted, and marked for future, more in depth consideration.

Current concerns of our members are:

Email – both performance and security. Recent phishing attempts. Comparison with other CUNY Campuses that have the same system, but less spam and better filtering out of phishing emails, greater satisfaction among users (default storage capacity, reliability - emails not getting lost – Some of our faculty have email accounts at John Jay and another campus, including Baruch & Graduate Center. We are concerned that the administration's response to phishing intrusions has been to send the faculty member to earn a security certificate, rather than implementing a technological solution. We are further concerned that the faculty as a whole have received no official communications from the administrant about recent security breaches.

Campus technology. We fully support and are appreciative of CIO Joe Laub and his team's hard work in keeping our tech tools up and running, during the challenges of the past two years especially. However, we need to report continuing problems with classroom technology functionality. We hear epodium software is not kept up to date, and/or updating automatically on sign-in, taking up class time. Monitors hanging at odd angles. Low quality of projected images. (we hear from Joe that some projection screens have already been replaced). Supply chain issues are impacting classroom tech and thus, teaching & learning.   There are great plans for massively improving the Wifi but we heard at Town hall in late spring that important components are not shipping now till November; disappointing). The default computers supplied to faculty are not as powerful as some faculty need them to be.

Fall 2022 semester – seeking clarification as to whether some **software** will continue to be available for home use under CUNY licenses. Will DoIt continue to support home computers & personal laptops?

College website – security, functionality. There's a rather embarrassing warning notice that pops up warning users the site is insecure. It doesn't currently work well for at least one group of stake holders – faculty. We hear that a vendor has been identified to redesign the site; faculty must have significant input into the usability of the new design. The site must work well not just for external users & public relations but also for the existing college community.

Two factor authentication. This is a security issue. Our security experts are advocating that the college adopt two facto authentication.

Memo in support of the Senate resolution of October 14th, 2021, from the Faculty Senate Technology Committee, composed and agreed during our meeting of the 18th November 2021.

The Faculty Senate Technology Committee strongly supports the Resolution on Faculty Development and Online Instruction, passed by unanimous vote of the John Jay College Faculty Senate on October 14, 2021.   We acknowledge the need for faculty to be supported appropriately by skilled instructional designers, and we appreciate the granting of $500,000 to the college for support of the transition to online learning; however, faculty have not been adequately consulted. We are concerned that course development is being led by and prescribed by the Department of Online Education and Support (DOES) rather than by faculty, academic departments, UCASC, and Undergraduate Studies, which, along with the move to standardization, makes this plan inconsistent with academic freedom. It is also not in accordance with our normal course development process, and does not reflect faculty responsibility for curriculum development. Normal course development does not require faculty sharing their IP rights with the college and we are concerned about the implications of this change.

We are also concerned that the technology is "leading the curriculum" and limits faculty innovation and creativity. The insistence on Blackboard as the course hosting platform goes

against the spirit of the SUNY Open Standards that DOES has stated it will follow, as Blackboard is not an Open tool. The implied exclusive focus on asynchronous delivery is also problematic.

Given these concerns and our urgent need to upgrade classroom technology for in-person instruction, the College should give more thought to where and how resources are allocated and ensure that faculty lead curriculum development.

Emailed on behalf of the committee. 18th November 2021.

Ellen Sexton, & Valerie West, co-chairs, FacTech.

Spring 2022 committee meetings
FacTech Meeting, April 27th.
FacTech minutes March 1, 2022. Guest CIO Joe Laub. [FacTech minutes March 1_2022_edMS](#)
FacTech Meeting, February 16th, 2022.   [Agenda Wednesday February 16th 2022](#)
Fall 2021 committee meetings
FacTech meeting, November 18, 2021. [FacTech minutes November 2021](#)
FacTech meeting, October 21, 2021. 1:40-3. [FacTech minutes October 2021 v2](#)
Factech meeting, September 22, 2021. 1:40-3.