

**Faculty Senate Minutes #546  
John Jay College of Criminal Justice**

**Friday, December 2, 2022**

**10:00 AM**

**Zoom**

**Present (30): Chevy Alford, Tarun Banerjee, Elton Beckett, Ned Benton, Janice Bockmeyer, Raisa Castillo, Silvia Dapia, Peter Diaczuk, Jonathan Epstein, Heath Grant, Amy Green, Maki Haberfeld, Emily Haney-Caron, Mohammad Islam, Veronica Johnson, Karen Kaplowitz, Catherine Kemp, Edward Kennedy, Kyoo Lee, Joseph Maldonado, Marie-Helen Maras, Brian Montes, Ray Patton, Ana Pego, Susan Pickman, Stephen Russell, Francis Sheehan, Adam Wandt, Sung-suk (Violet) Yu, Zhun Xu**

**Absent (9): Frank Chen, Serguei Cheloukhine, Jonathan Gray, Yuk-Ting (Joyce) Lau, Anru Lee, Jessica Gordon-Nembhard, Maureen Richards, Robert Robinson, Thalia Vrachopoulos**

**Invited Guests: Professor Glenn Corbett, Professor Angelique Corthals, Dean Angela Crossman, Professor Nathan Lents, Provost Allison Pease**

**AGENDA**

- 1. Adoption of agenda**
- 2. Approval of Minutes #545 of the November 10, 2022, meeting**
- 3. Announcements**
- 4. Consideration of candidates for honorary degrees**
- 5. Invited Guests: The Faculty Senate Panel on Health and Protection**
- 6. Proposed survey of faculty about lecturer policy options**
- 7. Invited Guests: Provost Allison Pease & Dean of Faculty Angela Crossman**
- 8. Continuing and New business**

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

**2. Adoption of Minutes #545 of the November 10, 2022, meeting. Approved.**

**3. Announcements.**

President Benton reported on the petition of no confidence in the president, provost, and chief financial officer at the Graduate Center, the text of which had just been made public and which he provided to the Senate. He also reported that last week's visit to John Jay of Vice Chancellor for Academic Affairs and University Provost Wendy Hensel went very well and that she was very favorably impressed by our college and by us. She was blown away by the fact that we are #2 in

research activity at CUNY and she clearly learned a lot about us. President Benton said he gave her lots of information about our budget situation and inequitable underfunding, our lack of full-time faculty, our space needs, etc.

He reported about the draft Report of the CUNY Task Force on Recognizing and Rewarding Excellence in Teaching, which is included in today's agenda packet, and which we will want to speak with Provost Pease about later in the meeting. He noted that the focus is how to enhance and reward teaching and proposes more specificity in department criteria for promotion and tenure, which is something the Faculty Senate has advocated. Also, he wanted to report that CUNY Provost Wendy Hensel was surprised that adjuncts up for promotion are required to be evaluated on publications; even after he explained that we're not talking about peer review publications but, rather, things like professional reports, she thought that adjuncts should not be required to publish at all, but rather be treated more like lecturers in this area.

#### **4. Consideration of candidates for honorary degrees.**

Professor Nathan Lents, chair of the Faculty Senate's Committee on Honorary Degrees, named the six additional members of the committee: Professors Jama Adams, George Andreopoulos, Janice Bockmeyer, Enrique Chavez-Arviso, Jerry Markowitz, and Mangai Natarajan.

VP Kaplowitz reviewed the rules and procedures for honorary degrees. The Senate went into executive session, as required by John Jay's Policy on Honorary Degrees. The Senate, by the requisite 75% affirmative secret ballot vote of those Senators present and voting, approved conferring honorary degrees on the following individuals:

Elijah Anderson  
Julissa Reynoso Pantaleon  
Richard R. Valencia  
Marisa Hargitay  
Hilary Charlesworth  
Eric H Holder Jr.

#### **5. The Senate Panel on Health and Protection: Professor Angelique Corthals and Professor Glenn Corbett**

Professor Corthals reported that the Covid numbers are not good and that all indices are up. In NYC, Covid transmission is up, particularly in our area, and death from Covid is on the way up, even though there's a problem with the count. Incidence divided by prevalence results in the count. One reason for the increase is that people are not getting boosters, which are the best protection against new variants which are extremely aggressive and extremely contagious. Only 10% of us have had boosters. So many variables exist because there are so many variants as well as flu and RSP. A person can catch Covid, flu, and RSP at the same time. Children are catching all three at once; there are no hospital beds in NYC for children anymore. So many

students are coughing in class and saying it's only a cold; it's not, it's Covid. And Covid raises chances of heart attacks and strokes.

The most recent issue of the *New England Journal of Medicine* says that lifting universal masking in schools has led to increased Covid-19 incidence among students and staff and called such a decision an enabling of structural racism. The huge rise in flu and RSP is because we are removing our masks.

On the positive side, Professor Corthals reported that a pre-print article shows that the Corsi-Rosenthal Box –a form of a do-it-yourself air purifier – permits students in classes to be unmasked. Also, better vaccines are being developed, including nasal vaccines. In fact, she is doing research on noses: human, mice, and bat noses. Two nasal vaccines are being developed in India and Singapore. Asked about the home test, Professor Corthals said it doesn't work well because it can take 5 days into one's symptoms before the test shows as positive. She advised everyone to take the PCR instead of the home test.

Senator Janice Bockmeyer moved that the Senate urge the John Jay administration to provide KN95 masks in classrooms and in open areas and bathrooms. Amy Green seconded. The motion was adopted by unanimous vote.

#### **6. Proposed survey of faculty about lecturer policy options**

The Senate reviewed a proposed survey about lecturer policy options, which would, if approved, be sent to all faculty to inform the Senate's deliberations and recommendations and the college's discussions about policy issues regarding our lecturers. A motion to send the poll to all faculty was adopted by unanimous vote.

#### **7. Invited Guests: Provost Allison Pease & Dean of Faculty Angela Crossman**

Provost Allison Pease said she was pleased to receive from Ned and Karen a copy of the proposed poll of faculty about policies regarding lecturers and she agreed that one of our problems is misinformation. In answer to a question, she said adjuncts are eligible to apply for lecturer lines and that CUNY did not, in fact, create adjunct conversion lines. What CUNY did was to say we were to hire lecturers; there was no expectation or mandate to hire adjuncts. John Jay received 17 lecturer lines. Of those, 16 were filled with adjuncts from John Jay and other CUNY campuses. The effect of this is that they were conversions but there was no CUNY mandate for this.

Asked about promotion opportunities for lecturers, the provost said she favors this and that the CUNY Provost also favors it. The problem, she said, is convincing the PSC to put this on their list of contract demands.

President Benton asked about the newly announced Faculty Development Fund, which is supposed to be continuously replenished: what will be the structure, purposes, and processes.

The provost explained the college gives more than \$1m a year to faculty. But for faculty, lots of needs come up that are not currently covered, such as professional development conferences on teaching and learning or AACSB or HAKU conferences. Or they need money that's not funded by OAR. She thinks there should be a committee that works with a rubric as does OAR, meeting twice a year, with a set amount of money to give away each year. She is moving \$100k from the Provost's fund to increase this new fund. We shouldn't expect much more money because donors fund opportunities for students not opportunities for faculty. One question is whether we should spend the fund down. She called her ideas, at this time, pretty inchoate.

President Benton suggested finding categories of opportunities; for example, we could send four people a year to a leadership conference instead of waiting for people to ask for money. Next we could think about improving curriculums and instruction; for example, a professor who created a new course could be funded with support for creating an additional course.

VP Kaplowitz said in the 1990s, Hunter funded 20 professors to spend a year together studying AIDS: the politics of AIDS; the public health issues; AIDS in literature and the arts; the psychology of the pandemic, etc. The 20 professors were funded with reassigned time and other support, they met weekly, and they brought what they learned to their colleagues, creating courses and giving talks. She said she would like to see a similar initiative on genocide studies, adding that although we are a college of crime and justice, we offer only one course on genocide – a history course that covers 500 CE to now. Senator Amy Green said she loves this idea and asked if there are funds currently available to do this. Provost Pease said there aren't but noted that the Teagle Foundation gave us a \$200k grant for our development of courses based on landmark court cases; indeed, six courses are being developed. She added that she likes the idea of using the fund for curriculum.

Senator Maria Maras said she likes the idea of a group studying the use of technology in genocide. She used to teach the use of technology in hate crimes. The vast uses of technology -- digital forensics and digital evidence -- are important to study.

Senator Chevy Alford said she would love to have a program whereby faculty are given funds which we can give to students to work with us as mentees. Senator Elton Beckett noted that lots of funding go to the 3.5 GPA students. He loves the Honors Program but those students are getting opportunities that our C students aren't getting. He would like our C students to be helped. Senator Susan Pickman said we should have funds that enable faculty to take our students to conferences and to dinners where professionals are. Students are lacking these opportunities and experiences. Dean Angela Crossman agreed that there's lots of overlap between student-focused and faculty-focused activities.

Provost Pease said it sounds like it's time for her to go to the Office of Student Affairs and talk with them about creating networking and professional opportunities for our students.

Senator Green said she's so proud and happy to be at an institution where a discussion about money for faculty turns into a discussion about money for students. But let's not give faculty

money away to students too quickly. Provost Pease said that's what she was thinking: what's needed is a lobbying effort to Student Affairs; after all, they do have their own funding for students.

Senator Bockmeyer identified a need that touches both faculty and students: the need to provide our students with paid internships. The Political Science faculty, for example, do not earn reassigned time or other compensation for the many, many hours they spend developing internships with elected officials and non-profit organizations. Senator Bockmeyer added that the critical part of political science internships is that assembly members go in and out of office every two year and, therefore, their staffs change constantly. She continues to hear from former students whose careers were launched because of an internship. Provost Pease noted that our Career Center has taken over paid internships but acknowledged that faculty have networks that the Career Center staff don't. Senator Heath Grant suggested funds to supplement our faculty travel budget once that budget is depleted. The Provost concurred.

As for the draft Report of the CUNY Task Force on Recognizing and Rewarding Excellence in Teaching, President Benton said the report validates Faculty Senate messages during the past three to four years: the importance of valuing service and valuing teaching. This report is sending a signal that we can be specific about criteria.

Provost Pease said this set of recommendations is in its penultimate state; there will be one more meeting and then the final report will be issued. And, so, this is the time for faculty to comment if they have serious reservations. She noted that she is a member of this task force. Senator Stephen Russell said there is a tension between him as a teacher and him as a grader, noting he doesn't know whether grades are the best measure of whether a professor is a good teacher. Provost Pease agreed although, she added, she cares about graduate and retention rates, but she would never want to blame professors for those rates.

The Provost noted the report talks about schools and colleges and asked why couldn't we have a school-set of criteria. She also asked if we agree with ramping up teaching assessment. Senator Ray Patton said more documentation about teaching makes sense as long as it is for promotion/tenure because otherwise it's a lot of work for nothing. Senator Green said we don't actually reward all three legs of the stool; unless we are going to elevate teaching to the weight we assign research, why should we bother. Senator Edward Kennedy noted that lecturers teach the DFW courses and that it is important that this be taken into account. The Provost agreed, saying otherwise we can fire all the lecturers we've just hired. Senator Alford said women and, especially, women of color are always characterized as harder graders. Provost Pease said this is actually in this report; that women and POC are negatively affected by student evaluations of faculty. Senator Francis Sheehan said he would hate to see our Science faculty not want to teach our DFW courses. The Provost agreed, noting that no one would ever teach Chemistry or Statistics. Senator Sheehan added that certainly no one would want to teach Chem 101, which gives students a shot at being a science major.

President Benton said dialing up assessment and the value of teaching are, indeed, important issues and that although many assert that only research counts at the FPC, he has seen people not promoted to full professor because of poor teaching or lack of service.

Provost Pease said she does understand what Amy is saying. On the one hand, we do take service and teaching seriously, but if a person doesn't have research, excellent teaching and excellent service can't save the person. At the same time, if a person has uninterested teaching and service, they won't get a promotion. The recommendations in this report are an attempt by the University to standardize what our values are. This whole conversation makes clear that ours is a college of very dedicated teachers.

Senator Russell pointed out we have space on the Form C for our pedagogical philosophy. Maybe some of what's in this report is targeted at other campuses. The Provost noted we added that section to our Form C in 2017 in response to faculty responses to the COACHE Survey. She also said we have to be very careful about pass rates and retention.

Dean Crossman said there should be flexibility in how campuses do things. She doesn't like having to say to faculty that here's a batch of more things they have to do. The Form C permits professors to explain how they grew and evolved as a teacher and what they'll do the following year. She said she would ask CUNY to give each campus flexibility, which she called critical. Most people do get promoted to associate professor. There's a difference between recognition and prizes. The FPC is a recognition system.

Provost Pease reminded the Senators that the deadline for nominations for the distinguished teaching prize is Dec 16 and that it is entirely appropriate to self-nominate. She has increased the prize this year to \$5,000. We want to show the amazing teaching taking place at John Jay.

The meeting was adjourned at 1:32 pm.

Provided by  
Karen Kaplowitz