

BROOKLYN COLLEGE
OF THE CITY UNIVERSITY OF NEW YORK
FACULTY COUNCIL

February 14, 2017

- (6327) Call to order The fifth meeting of Faculty Council for the 2016-2017 academic year was called to order at 3:30 pm in the Woody Tanger Auditorium by Professor Langsam (CIS).
- (6328) Roll call The roll call was taken at the door. Department Chairs and Representatives: Studamire (Biology), Ciszowska (Chemistry), Elsky (English), SenGupta (History), Shottenkirk (Philosophy), Perez Rosario (PRLS), Adams (SEED); School Delegate: Hejtmanek (Child & Youth), Murrow (Educ.), Childers & Vitale (Humanities & Soc Sci.), Yanofsky (Nat. & Bev. Sci.) were absent (-12); Chiu (Business), Klein (Economics), Zolkower (Educ), Fox (Humanities & Soc Sci), Llanos (Modern Lang.) were excused (-5); Administrators: Carey, Gilbert, Fitzgerald, Hewitt, Gold & Ali were also absent and excused. All other members were present.
- (6329) Minutes of December 6, 2016 The minutes of December 6, 2016 were approved unanimously.
- (6330) Steering Committee Professor Langsam announced that the University Faculty Senate Elections, 2017 would be held on line: Nominations will take place the week of February 27–March 3, followed by elections during the week of March 20–24.
- Professor Langsam noted that Brooklyn College has lost a few seats on the UFS due in part to a smaller number of full-time faculty at the College. He reminded faculty that it is critical for all UFS representatives to attend the meetings so that Brooklyn College’s voice is heard and reflected in the deliberations at UFS.
- (6331) Communications from the Administration President Anderson apologized for not being able to remain for the full Faculty Council meeting due to a commitment to attend a Brooklyn Borough Hall meeting with CUNY Board of Trustees members, Chancellor Milliken, and students, including BC student members of SOFEDUP (Student Organization for Every Disability United for Progress) who will be testifying. She confirmed that commencement will take place on May 30. The commencement speaker is U.S. Senator Bernie Sanders and the Distinguished Alumnus Award will be given to Fredy Peccerelli, Class of 1997, a forensic anthropologist who works in human rights. President Anderson reported that negotiations on next year’s New York State budget were underway. The Governor has proposed the Excelsior scholarship for middle-class students who carry a 15-credit load each semester. It is unclear at this time the impact the Excelsior scholarship would have on the Brooklyn College student body. The Governor’s executive budget, while including the Excelsior scholarship, also includes incremental tuition increases. This budget does not make up for the 5% budget cuts that Brooklyn College has experienced over the past two years. This means that the

College will likely continue to face challenges given that over 90% of the College budget is dedicated to staff and faculty salaries. There are no increased capital funds in the budget for progress on the Roosevelt Science Commons. Brooklyn College has been up to Albany to talk to the Brooklyn delegation about the College's needs and plans to meet with legislators at their local offices before the budget is resolved. President Anderson reported that faculty diversity is an issue of importance at CUNY Central. The Board of Trustees is focused on representation by underrepresented minorities on faculties, looking at detailed statistics (Quarterly Report on Faculty Diversity, CUNY Office of Human Resources Management, January 18, 2017 <http://www2.cuny.edu/wp-content/uploads/sites/4/page-assets/about/administration/offices/hr/diversity-and-recruitment/2017-01-CUNY-Diversity-Report-4th-Q-Faculty-Focus.pdf>). In relation to other CUNY campuses, Brooklyn College does not look good. President Anderson anticipates that the CUNY Board of Trustees will single out campuses for lack of movement in a positive direction on faculty diversity. According to the recent report, the number of Brooklyn College full-time faculty from underrepresented groups is 26% and 25% part-time faculty. The CUNY average is 35% for full-time and 38% for part-time faculty. For recent hires the comparison is: 43% people of color at CUNY and 31% at Brooklyn College. This report looked at market availability as well. Specific departments at Brooklyn College were scrutinized in the data. President Anderson encouraged people to read the report. She emphasized that Brooklyn College was committed to affirmative action and needed to do better. While there were not many faculty searches going on at the moment, every effort needs to be made to include a diverse team and pool, and to take into account the challenges at this campus when looking at faculty candidates. Based on President Anderson's fall 2016 listening tour, five large areas of focus have been identified for Brooklyn College's Strategic Plan. There will be draft teams to focus on each of these areas. She hoped to have, within the month, a plan to which the College community can respond. People who would like to be involved in that deliberative process should let her know. The presidents of John Jay and Baruch issued a report on online programs at CUNY. CUNY is interested in developing uniform online degree programs across the university: the first college to develop an online program in a particular field displaces the field for all other CUNY campuses. This means that the College needs to carefully consider where the College can develop a specialized online program so that Brooklyn College can assert the strength of that local program in the online world. Students, especially older and non-traditional ones, are choosing online courses and programs. Lastly, President Anderson turned to President Trump's Executive Order and related immigration issues. She had made a public statement in January about the effects of this order on the Brooklyn College community. It was pointed out that President Anderson did not use the word "Muslim" in her statement. That was an unfortunate omission on her part, given her recognition that the target of the Executive Order was the Muslim community, and that is what the U.S. courts have concluded, as well. Although some CUNY students were detained, no Brooklyn College student seems to have been detained under the Executive Order. The situation remains in flux. CUNY's Citizenship Now program continues to provide free representation to people who have been impacted. This is an extraordinary and unique resource offered by CUNY. The College's Office for International Student will

be offering a Q & A session on how the Executive Order impacts students. Professor Scott Dexter (CIS) noticed that students' immigration status is displayed in CUNYfirst to those who have advisor roles. The administration brought this to CUNY Central's attention and, as a result, this information has been deleted from the CUNYfirst fields available to faculty and staff advisors. President Anderson was asked to clarify details of the Excelsior scholarship program, the proposed New York State budget, and CUNY's emphasis on online degree programs. President Anderson, in response to a question about increases in U.S. Immigration and Customs Enforcement (ICE) raids and whether ICE is allowed on campus, explained that CUNY has forcefully stated that it will not cooperate with ICE and will not do anything that it is not compelled to do by law. President Anderson was asked if she had a plan for increasing faculty diversity at Brooklyn College. She acknowledged that one of the challenges was that the College had an interim Chief Diversity Officer. She felt that it was important to be actively involved in the current searches and then do more general analysis and trainings for faculty search committees to make sure that the College is doing all it can and adopt best practices in the academy to promote diversity across all disciplines. She invited faculty to work with her to brainstorm and develop a plan to increase faculty diversity. President Anderson was asked about the steps the College and CUNY were taking to ensure that the NYPD would not engage in further undercover spying on students violating the First Amendment and due process rights of Muslim students and community, in reference to the *Handschu Agreement*. The judge had rejected the proposed remedy in November, deeming that the settlement was too lenient. President Anderson, addressing faculty and student concerns, explained that the case has, for the most part, come to a close, and is in a good place given that the judge has asked for additional safeguards to be put in place to which the NYPD has agreed. President Anderson appreciated that for faculty and students the fear remained that this may still be a matter of concern, and she would consider how and if to make a public statement on the issue.

Provost Tramontano announced that he would submit the COACHE Survey Committee reports to Faculty Council Steering Committee at the end of February. The Middle States Steering Committee had its first meeting. They are preparing for a visitor who will deal with the College's Middle States design plan. There are eight Middle States Committees that will run through 2018. There are still a few openings on committees, so anyone who would like to serve should contact Associate Provost Asbury.

(6332) Committee on Committees

Professor Langsam announced that Professor Shortell (Sociology) was re-elected as chair. Professor Shortell reported that Professor Kurylo (Psychology) had agreed to serve as temporary chair of the Graduate Curriculum Committee while Professor Evans (Library) was on temporary leave. Professor Schvarzstein (Biology) has agreed to chair and Professor Robinson (TV&Radio) has agreed to serve on the Honors, Citations, Awards Committee. There remained a vacancy on Course and Standing. Professor Langsam reminded all members that committees cannot conduct their regulatory functions without a quorum, including meeting and voting. The proposed slate was approved unanimously. Professor Shortell presented the

following analysis of Faculty Council committee membership broken down by some major categories:

Gender

Women occupy **60.2%** of committee seats and are **45.1%** of the faculty.
Men occupy **39.8%** of the seats and are **54.9%** of the faculty.

Rank

Full professors occupy **25.5%** of the seats and are **35.9%** of the faculty.
Associate professors occupy **24.4%** of the seats and are **32.0%** of the faculty.
Assistant professors occupy **40.8%** of the seats and are **24.4%** of the faculty.
Lecturers occupy **9.2%** of the seats and are **6.1%** of the faculty.

School

HSS faculty occupy **44.9%** of the seats and are **33.2%** of the faculty.
NBS faculty occupy **24.4%** of the seats and are **33.6%** of the faculty.
SoE faculty occupy **10.2%** of the seats and are **8.4%** of the faculty.
SoB faculty occupy **7.1%** of the seats and are **10%** of the faculty.
VMPA faculty occupy **13.1%** of the seats and are **14.8%** of the faculty.

Professor Shortell hoped that this analysis would lead to a serious conversation about service to the College. A request was made that this analysis be distributed and include a breakdown by racial and ethnic background.

(6333) Liaison with the
University Faculty
Senate

Professor Queneau (Business Management) explained that the number of senate seats on the University Faculty Senate (UFS) was apportioned through a formula based on the number of full-time faculty at a campus (1 seat for every 60 faculty members) plus one seat representing a part-timer. Because the number of full-time faculty has decreased at Brooklyn College and new colleges that didn't have representation have been added, Brooklyn College's delegation will be losing two senators. Professor Queneau reported on the meeting of February 7, 2017. Chancellor James Milliken stated that approximately 120 students had been impacted by the federal travel ban but had been able to return to the U.S. Chancellor Milliken expressed CUNY's support for all its students. He reported that there are 6-7,000 undocumented students at CUNY. On the Governor's budget, he considered it a good budget, mentioning the Excelsior scholarship proposal, the Dream Act with Tuition Assistance Program (TAP) funding for undocumented students, and a significant increase over previous years for the critical maintenance fund. Chancellor Milliken talked about CUNY's strategic plan, which envisions CUNY as an engine of social and economic mobility. He identified two key areas for improvement: more partnerships with the NYC Department of Education and a more effective approach to remedial education. An important goal is to improve student completion and success by doubling the graduation rate at community colleges. Chancellor Milliken mentioned a report (2016 Social Mobility Index – Opportunity through U.S. Higher Education, <http://socialmobilityindex.org/>) ranking CUNY as a leader in social mobility, six times more likely than an ivy-league college to socially promote students in the bottom quintile. Of the top 20 campuses for social mobility, CUNY colleges occupy five of the spots [Brooklyn College is ranked #24, *comment added by Professor Queneau in the Minutes*]. The McKinsey report on rationalizing administrative and library services across CUNY was due soon. Senior Vice Chancellor and Chief Financial Officer Sapienza provided more details about the

Governor's 2018 proposed budget, which contained \$2.46 billion for the senior colleges, a \$107.6 million (4.6%) increase over the previous year. The last speaker was Shirley Raps, Chair of the Faculty Advisory Council at the Research Foundation. The Research Foundation has been trying to improve customer service and processes. Brooklyn College's UFS Senator Louise Hainline will be the UFS representative on the task force to develop a new document on the relationship between the Research Foundation and CUNY. Questions from members of Faculty Council indicated some skepticism that the Governor's proposed budget was an improvement over previous years since the increase would come from tuition increases and the money from sale of a building at Hunter College. Another issue was that the number of undocumented CUNY students was probably grossly underestimated because CUNY calculated that figure based on students who did not have social security numbers, which DACA students had; nor was it clear that CUNY was counting students in continuing education or part-time students. Professor Queneau encouraged faculty to email him and other UFS senators who then could bring faculty concerns to the Chancellor and other CUNY Central personnel. Professor Hainline stressed the importance of BC's senators attending the meetings; otherwise the College was not being fully represented and would not be a force at UFS.

(6334) Degree Lists

Professor Bowdoin (Library) reported that the Committee on Review of Student Records had reviewed the lists, and they were in order. Degree Lists 2017/8 and 2017/9 were approved with a vote of 82 yeas, 0 nays, and 0 abstentions.

(6335) Report of
Standing Committees

Committee on Graduate Curriculum and Degree Requirements: Professor Massood (Film) presented Curriculum Document 238. Curriculum Document 238 was approved with a vote of 85 yeas, 0 nays, and 1 abstention.

Professor Meagher (Secondary Education) requested that all curriculum documents that were passed by Faculty Council be archived on a website for consultation. The Provost agreed to expedite that.

Committee on Honorary Degrees: Professor Langsam presented for Professor Pan (Sociology) and read aloud the report of President Anderson's selection.

(6336) Adjournment

The meeting was adjourned at 4:30 pm.

Respectfully submitted,

Yedidyah Langsam
Chair

Sharona A. Levy
Secretary