



**FACULTY PERSONNEL COMMITTEE
AGENDA**

Friday, December 8, 2017
Room L.61, New Building
9:30 am-1:00 pm

Meeting Open to the Public 9:30 am – 12:00 pm

- I. Welcome**
- II. Approval of Minutes**
- III. Updates – Faculty Senate Statement (August 2017)**
 - Faculty Personnel Process Reporting
 - Specialized Departmental Guidance
 - Appeals Process
- IV. Updates from FPC and Faculty Senate Joint Committee on Service**
- V. New Business and Announcements**
 - The role of the FPC in Faculty Compensation Decisions
 - Faculty Personnel Calendar Action Adjustments (Spring 2018)

Executive Session – Full Faculty Personnel Committee 12:15 pm – 1:00 pm

- I. Initial Appointment (Spring 2018)**
 - Vote on recommendation put forward by Departmental P&B and FPC Review Committee
- II. Fellowship Leaves**
 - Vote on recommendation put forward by Faculty Personnel Review Committees
- III. Professor Emerita – Special Case**
 - Vote on recommendation put forward by Departmental Review Committee

Spring 2018 FPC/FPAC Meetings

Full FPC/Faculty Personnel Appeals Committee
Faculty Personnel Appeals Committee
Faculty Personnel Appeals Committee
Faculty Personnel Appeals Committee
Full FPC
Full FPC

Friday, February 9, 2018
Friday, March 2, 2018
Friday, March 9, 2018
Friday, March 16, 2018
Friday, April 13, 2018
Friday, May 4, 2018

Notes:



FACULTY PERSONNEL COMMITTEE

September 15, 2017
Room L.61, New Building

Open Meeting Minutes

NOT YET APPROVED – will be voted on at the 12/8/17 FPC Meeting

Allison Pease (ENG), Ned Benton (PAD), Vanessa Gutierrez (Student Council Member)

Open Meeting called to order at 9:45

I. Welcome

President's welcome
Introductions

II. Approval of Minutes

Motion to Approve minutes (BL) – Seconded (SB)
Minutes approved (Yes: 21; No: 0; Abs: 12)

III. Revision of Distinguished Professor Nomination Process

AL: Reviewing context for change and discussions from last year (overview). No changes for current academic year or anyone currently in the process. These are the written version of the approved changes via discussion from 5/5/17 meeting. AL reviews the bolded text (section II.J.3 and II.J.4).

GG: II.J.4 clarifying the materials and file review. Add "the file, including."

SB: Wants to remember/revisit some of the conversation not recorded in the notes. This is all advisory to the President? AL confirms, yes, all is advisory to the President. KM: Approach is that she needs discussions to inform her decision.

NB: Why doesn't it require a vote? Shares letter of how changes should be circulated. Not posted on the website. AL: Voted on the language from 5/5/17. No process for circulating items for items were already approved. KM: Clarifying this was approved via 5/5/17 meeting and read the text from the FPC May 5, 2017 meeting minutes. Confirmation from the group put in writing the discussions from last semester and included in the document. Does it reflect what was voted on? No FPC member has objections.

IV. Service at John Jay (FPPG section III.E)

AL: Providing context and background for service at JJC, references COACHE survey. Requests the FPC and Faculty Senate form a small committee to clarify the guidelines (FPC), non-prescriptive and within CUNY's guidelines. A joint committee is ideal/goal.

1. Raise issues we liked addressed in the guideline.
2. Identify who from the FPC would like to participate.
3. General timeline for process: work in Fall 2017, provide preliminary feedback by 12/8/17 meeting, continue in Spring 2018.

4. This will be about a 1-2 year project that will include open meeting opportunities for faculty to consult and provide feedback.

JNG: One issue related to small departments and the amount of service required, thinks the process is a good approach.

GG: Approves general process timeline. Needs to be a broader definition of service that reflects what we have but also includes a different kind of community service; not explicitly stated (but implied) broadening of professional services – what constitutes professional services (includes organizing conferences – no matter size).

HP: Parse out different types of service (department, college, community) and possibly provide weight to each.

AA: Seems similar to teaching discussion and its weight in the FPC process a few years ago. It would be important to include how its weighted.

NB: Faculty Senate is considering another statement to make proactive statements related to policy and practice. There is a draft that has been circulated. The concerns in the current draft: a need to reconcile the difference and weight on teaching, service and scholarship; FS concern about how the FPC values services (UGR Coordinators, Assessment Coordinators and more). Faculty think of service as being misunderstood or having less weight. The statement “show a commitment to service” is weak. The statement is forthcoming and he looks forward to being involved.

KM: It’s important to have the broad representation. FPPG Section III.E.2. is compensated service included and considered, there should be distinction between non-compensated vs compensated.

JP: radical recalibration of expectations. His understanding is that while an Assistant professor faculty focus on scholarship and teaching. Thinks this should be FPPG Section III.E.6 – community and professional organization – sounds to count in support of reappointment and not promotion; that should be adjusted.

KM: Reconfirming that the current policy is part of the FPC guidelines.

JLM: There is an unspoken criteria and faculty receiving guidance that scholarship is paramount. It’s not a recalibration but a ...

JG: Ask that degrees of services and expectations should be provided at the various levels of the professorial ranks (Assistant, Associate, and Full).

AM: This is more about clarifying the process and not recalibration. We must consider that, start looking towards the strength versus the weakest – the metaphor is static and need to be dynamic regarding the 3 legged stool vs 3 stranded braid. Discussion regarding the international stature is important.

GG: Expectation of service for junior faculty – the weight is more on teaching and scholarship. Through contractual agreement they have more time spent on research and scholarship. The needs and interest of junior faculty need to be clear and possibly different.

KM: understanding that service should be a graduated process and we need to figure out how.

BL: Service situations become unavoidable in smaller departments. This needs to be addressed.

KM: She and AL have been discussing the burden on smaller departments. KM read the report and wants to address the mandatory committee burden but still comply with committee requirements.

AA: Junior faculty expectations are pretty clear for teaching and scholarship. The committee should clarify the expectations, particularly a checklist.

AA: This is important, but is also a major form of service.

AL: Joint committee will receive these comments/feedback and this service will be recognized. This type of serviced is important to fixing the issue.

AL: Will support the work of the committee anyway she can, the service will be recognized. (Food and Beverages). This is a great opportunity to address this, looking for 3 each from FPC and FS. Setting up open meeting.

Committee Volunteers: Silvia Dapia, John Pittman, Jose Luis Morin, Amy Green, Jay Gates

V. Discussion - Response to Faculty Senate Statement

KM: May correspondence from FS in Spring 2017, Former Provost responded on behalf of FPC on May 9 and the FS responded to that letter dated August 31. FS still have four open items – three of those are being addressed and examined by Counsel- Transparency, substantive changes (and submission to College Council), Respect Limitations (Open Item) difference of opinion of what is procedural, and Respecting balance for Services (in progress).

AL: Silvia Montalban is working on Diversity report to address one of the items in the FS statement FPC website in the works to store materials; webpage overview provided (addresses transparency).

NB: FS appreciates the continued effort, seems we are waiting on lots of legal advice and await the feedback for further discussion.

JC: The wider discussion about needing a second reading rule, is there a deadline for items to be included on the agenda?

AL: The 2nd reading rule can sometimes slow items down and it may not be bad thing as the FPC process is not in flux.

KM: If something comes at the last minute it may be urgent, but if it's not it can be moved to the next meeting. Wants to think further about this before formalizing.

NB: Previous discussion – use the Fall semester to discuss and the Spring semester to vote giving more time for distribution. Share the agenda with stakeholder committees. He received information by colleagues sharing the information. The webpages may help with providing information. There has to be a way for the committee to be more open.

KM: The webpage will solve many of the issues. We will discuss how information is shared in addition. Some people have email fatigue, open to the suggestion on how the information is to be shared – send them to Faculty Services Manager.

VI. New Business and Announcements

KM: Is there any new business for discussion? – No

Announcements

AL: all AA offices will hold open houses – for what departments have done and what they plan to do for the year. The schedule of dates will shared soon and will occur in mid-late Fall.

**Motion – KM seconded by JG
All approved**

Meeting adjourned at 11:38 am