

STEERING COMMITTEE REPORT

1. Senate Matters: Composition and Membership

As of this writing, the Steering Committee hopes to be in receipt of a report from the Committee on Bylaws that will address the request the Committee on Bylaws received from the Steering Committee at the behest of the Academic Senate, requesting the amendment of

FROM:

Article VI. VOTING

Section 1.

- a. Lecturers (full-time), Instructors, and the persons in Registrar series who have received notice of appointment on an annual salary basis for a third or later year of continuous full-time service, and all individuals in professorial titles who do not hold administrative positions shall have the right to vote for faculty representatives to the Academic Senate and to serve as faculty senators.
- b. All full-time college laboratory technicians shall have the right to vote for two (2) CLT representatives to the Academic Senate.
- c. Adjunct CLTs shall elect one (1) representative from among their number who shall cast one vote in the election of the two full-time CLT representatives to the Academic Senate and any other college-wide positions to which CLTs are elected. For purposes of this document, adjunct CLTs shall be defined as any person who is employed part-time as a CLT and who does not otherwise have voting rights as described in the appropriate sections of this document.
- d. All full-time members of the Higher Education Officer series as of February 14, 2006, shall have the right to vote for two (2) HEO representatives to the Academic Senate.
- e. Adjunct faculty shall be permitted to vote for one (1) adjunct representative to the Academic Senate upon receipt of the fifth continuous notice of reappointment.
- f. Persons having received notice of non-reappointment shall not have the right to vote for representatives to the Academic Senate or in the Academic Senate upon immediate receipt of such notice. Persons who have submitted a resignation shall not have the right to vote for representatives of the Academic Senate or in the Academic Senate immediately upon receipt of such resignation.
- g. Persons on leave shall retain the right to vote for representatives to the Academic Senate but shall not serve in the Academic Senate during the period of their leave.

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Our rationale for the deletion of section “g” is the need to maintain a quorum, as per the CUNY Central Office’s interpretation of the Perez decision, as well as the situation we currently face in our Academic Senate, in which a number of senators, although on fellowship or maternity leave, would prefer to remain Senators, in anticipation of their return by our January senate.

2. Committee Matters: Composition and Membership

As members of the Senate will read in the attached report from the Committee on Committees, various discrepancies between committee assignments and meeting times has made it necessary to modify various committee rosters. As of this writing, the Committee on Committees is considering the following changes:

Due to difficulties with the teaching schedule of Craig Weber and Haishen Yao, both have resigned from the Committee on Committees. They have been replaced by Dr. Caf Dowlah (Economics/Social Sciences) and Dr. Philip Pecorino (Philosophy/Social Sciences). Dr. Pecorino has resigned from the Committee on Publications and is being replaced by

Professor Bahar Baheri, the current Steering Committee Designee on Committee on Publications. The Steering Committee has invited Dr. Weber to take his place as Steering Committee Designee, while Dr. Yao will be replacing Dr. Dowlah as Steering Committee Designee to the Committee on Bylaws.

The Steering Committee is also delighted to announce that we are in receipt of the names of students who have volunteered to serve on the Committees of the Academic Senate. Our thanks go to Ms. Gisela Rivera, Mr. Raymond Volel, and Student President Ms. Stephanie Sandson for their cooperation with the Steering Committee of the Academic Senate.

3. Committee Matters: Activities

In addition to the charge to the Bylaws committee, the Steering Committee wishes to recognize the difficult task of the Committee on Environment, Quality of Life, and Disability Issues. Last year, the Committee conducted an extensive study, and recommended the enactment of a “25-foot” rule, mandating that smoking not occur any closer than 25 feet from campus buildings. Former President Marti then acted to implement this rule, which went into effect with the start of President Call’s administration, this August. Some students and faculty have been courteously adhering to this rule, and they have the community’s thanks. Others, however, have not been, to the great frustration of students and faculty members who are concerned about the well-documented dangers of second-hand smoke. Several members of our college community have expressed dissatisfaction with the current policy, which does not really provide for aggressive sanctions against those who might be less respectful of these new rules. As of this writing, many on this campus are watching to see if the University enacts a comprehensive no-smoking policy that would allow enforcement to be undertaken. While the Steering Committee has members who have expressed strong sympathy on both sides, we wish to stress that we are unanimous in our gratitude to the members of the committee on Environment, Quality of Life, and Disability Issues, who have been diligent and thoughtful concerning a difficult situation. We would also like to take this opportunity, however, to make an appeal to all members of our college community to abide by a campus rule that was implemented upon the recommendation of our shared governance body. The Steering Committee recognizes that the 25-foot rule was, on some level, a compromise that both smokers, and non-smokers might feel discomfited by. Abiding by it, however—at least for the time being--represents an affirmation of our respect for one another that we sincerely hope all members of the campus community will support.

4. University and College Wide Matters with Direct Bearing on the Senate

- Faculty governance leaders within CUNY have been asked by the University Faculty Senate to solicit reactions to the Faculty Experience Survey, conducted by Dr. Kathleen Barker of Medgar Evers College. (For the full findings of the survey, see <http://www.cunyufs.org/FES/>). Members of the Queensborough College Community are invited to share reactions and recommendations to the report of Faculty Experience at Queensborough with the Steering Committee at etai@qcc.cuny.edu, in order to assist us in determining if there are action items for the Academic Senate.
- As per a directive from the University Faculty Senate, Faculty Governance Leaders have been asked to make sure that faculty are involved in the Budget request process. A financial plan will be submitted by our college, as per a directive from the CUNY Central office, on Wednesday, October 6. Senators will be in receipt of the attachments sent yesterday, in conjunction with the Chancellor's request that campuses prepare for anticipated budget reductions. Prior to that time, President Call will be meeting with the College Advisory Planning Committee, (CAPC), which includes the members of the Steering Committee and the Faculty Executive Committee. If there are issues that Senators wish to be addressed with regard to the Budget and the Strategic Plan in that meeting, the Steering Committee would be grateful to receive comments.
- Another matter of university-wide importance to our college are the findings of the Task Force on the CUNY Proficiency Examination, or CPE. This task force, which included the participation of the head of our Subcommittee on CPE Appeals, David Shimkin, addressed two related issues: first, whether the CPE, in itself, is, as the Task Force's charge statement put it, "a valid and reliable measurement tool," and, second, whether there might be a value in "benchmarking" the accomplishments of CUNY students relative to those of students in other colleges and universities. There are a number of factors at issue here, but one of the most driving elements is, unfortunately, sheer cost; in an environment in which fiscal austerity may compel some tough choices, the CPE stands out as a quite expensive instrument, which, in its current administration under Pearson Education, is costing the university \$5 million annually. Then, because the test is "criterion referenced"—that is, an instrument in which students are evaluated according to a performance scale—it tends to be redundant, in that the students who tend to pass it tend to incidentally be the students who have been earning a 2.0 or better in their first 45 credits, and who go on to perform at a successful academic level later on. Meanwhile, there are secondary problems with the second part of the CPE, a test of quantitative reasoning that tends to bring down scores for even successful students.

Many, across the university—including members of the task force—are hugely positive about the instructional innovations that were ushered in with the introduction of the CPE, including the WID/WAC program that has had such a positive effect on instruction throughout our curriculum. No one wishes to see

these innovations eliminated, but the university will be phasing out the CPE this fall. The Task Force meanwhile considered a series of competing tests, that, by contrast, are “norm referenced,” that is, they measure the test-taker against other test-takers. These include the Collegiate Learning Assessment (CLA); the Collegiate Assessment of Academic Proficiency (CAAP); and the Educational Testing Service’s “Measure of Academic Proficiency and Progress,” (MAPP). There’s a very careful analysis of these competing instruments in the Task Force report, which might be useful for the members of our college community to read; the Task Force seemed inclined to proceed with caution regarding the adoption of any of these alternatives, however, expressing, in its final recommendations, an indication that “publically benchmarking CUNY colleges” would only be desirable “if it can be done without compromising the primary function of enhancing student’s learning, if the benchmarking is sound, and if the cost is reasonable.”

The phase-out of the CPE has clear implications for the Subcommittee on CPE Appeals, as well as possible implications for our committees on WID/WAC, and Assessment. The Steering Committee wishes to recommend that all Senators review the CPE Task Force report, which we have placed on the Governance website at

<http://www.qcc.cuny.edu/Governance/AcademicSenate/SC/documents.asp>.

We invite all members of our Queensborough Community to share any comments that they may have with the Steering Committee, which we are prepared to formulate as action items at our college, or as communications to our colleagues in the University Faculty Senate.

- Finally, the revision of the Multiple Positions policy that has been appended as a document below is under consideration by the CUNY Central Office. It is important to stress that this is ONLY a draft at this point, and that several reservations about its provisions have been expressed, both by the chairs of departments on our campus, and within Faculty Governance bodies on other campuses. However, in order to fully consider this policy, we wish to disseminate it to the members of the Academic Senate, with a request for comments we can share with the University Faculty Senate:

STATEMENT OF POLICY ON MULTIPLE POSITIONS

1. PREAMBLE

Each full-time faculty member is obligated to view his/her appointment to a college or university faculty position within The City University as his/her major professional commitment. This commitment obligates the faculty member in two ways: he/she is at once a member of the national and international world of learning and a member of The City University community. Though his/her first responsibility to The City University is that of teaching, he/she recognizes the obligation to be regularly accessible for conferences with his/her students, to participate in appropriate extracurricular undertakings, and to serve on various college and university committees and as a member of college and university councils and other assemblies.

The City University of New York is a major research university. A full-time faculty member is expected to create new knowledge in his/her discipline through scholarly research, writing, and creative works. He/she constantly makes all efforts to improve his/her professional standing through study and thought, and also through activities such as research, publication, attendance at professional conferences, and the giving of papers and lectures. Such professional involvements also enhance his/her abilities as a teacher and as a member of The City University community; such professional involvements support the value of his/her activities on campus and equip him/her to participate in significant educational innovations as well as furthering his/her professional stature.

2. MULTIPLE POSITIONS

a. OUTSIDE THE CITY UNIVERSITY

Full-time appointment to a college or university faculty position is a full-time assignment. Faculty members have a responsibility to observe professional standards of behavior in becoming involved in activities supplemental thereto. No employment, consultative, or other work outside The City University may be engaged in by a faculty member unless he/she receives prior approval from the P & B of his/her department after full disclosure of his/her total academic commitment, the proposed outside

employment, consultative, or other work, and other outside work theretofore approved. The P & B committee shall not approve any outside employment, consultative, or other work unless such employment or work relates to the professional interests, strengthens the professional competence, or enriches the professional performance, and does not interfere with the professional standing of the faculty member. No employment, consultative or other work, remunerative or otherwise, shall be approved by the P & B Committee or engaged in if the services of the faculty member to his/her college or the university or his/her ability to meet his/her commitments to his/her college or the University will be impaired thereby. If the departmental P & B approves such employment or work, the amount of time that the faculty member may expend thereon shall be determined by the departmental chairperson after consultation with the faculty member, and subject to the review of the college president. In no event shall the total amount of time to be expended on such outside employment or work be or be approved for more than an average of one day a week, or its equivalent during the academic year.

b. WITHIN THE CITY UNIVERSITY – TEACHING

- 1) Where the best interests of the college or the university make it desirable or necessary to draw upon full-time personnel in one unit or branch for service in another, requests for such service should originate with the principal academic or administrative officer of the requesting unit and have the approval of the principal academic or administrative officer of the other unit. It is the policy of the university and its colleges to achieve exchanges of services, wherever possible, by budgetary interchange or by the balancing of interchanged services, with no additional academic load or extra remuneration for the individuals concerned. Variations from this norm will be allowed only with the special permission of the Chancellor, or the appropriate president.
- 2) Within the framework noted in section 1, full-time non-tenure-track and tenured faculty will be eligible for consideration for an overload assignment when such assignment is determined to be in the best interest of the college and to serve a specific academic need. Permission to take on an overload teaching assignment will only be granted up to a maximum of eight classroom contact hours total over the fall and spring semesters.
- 3) In addition to the overload assignment permitted in paragraph 2, a full-time non-tenure-track or tenured faculty member will be eligible for consideration for additional overload assignments of no more than six classroom contact hours during the academic year in courses offered during the Winter Session, in courses offered exclusively on Saturdays or Sundays, or in courses offered as part of on-line degree programs.
- 4) Full-time non-tenured tenure-track faculty will not be permitted to engage in any overload teaching.

c. WITHIN THE CITY UNIVERSITY – RESEARCH, CONSULTING, EMPLOYMENT

The City University regards scholarly activity and research as part of the normal activity and responsibility of the faculty. In fact such activities are part of the basis on which faculty members are evaluated, reappointed, or promoted. The public looks to the University as a source of new information, reinterpretations, and advancing intellectual activities. Also, the University is looked upon as a community of scholars. This carries the implication of joint scholarly effort and mutual support and availability amongst faculty and students. The faculty is given full-time annual paid employment to cover all the activities of teaching, research, consulting, curriculum development, counseling, committee work, etc.

When special funding in support of research is available, it is presumed to make possible, or easier, the scholarly activity that faculty and students wish to or are willing to pursue. Accordingly, it is the policy of the Board of Trustees that there may not be paid any extra compensation to full-time members of the faculty for work done during the academic work year. This limitation applies to research, consulting, or any other employment with The City University or any of its associated organizations, regardless of the source of funds. For the particular case of extra teaching, the policy is expressed in Section 2b above.

Under the special circumstances of an urgently needed short-term administrative and/or service assignment, a President or Vice Chancellor in the Central Office may authorize specific extra compensation for a faculty member whose services are required as an overload. This authorization must define both time and money limitations, and must state that it was not possible to relieve the faculty member of other duties to an equivalent extent. Such non-teaching overload assignments will be limited to 150 hours per semester at the nonteaching hourly rate, or a total of 300 hours for the entire academic year. Further adjustments may be authorized by the Chancellor or the Chancellor's designee.

d. WITHIN THE CITY UNIVERSITY – SUMMER ACTIVITIES

Compensation for CUNY summer activities shall not exceed a total for all such activities of three months of the faculty members' full-time CUNY salary. This includes, but is not limited to, teaching in a summer session in The City University of New York, performing administrative duties (such as service as a department chairperson), and conducting research paid for using funds originating from the CUNY Research Foundation. Faculty may, under certain rigorously documented and justified circumstances, be paid to engage in overload work (work exceeding 40 hours per week) during the summer when the overload is paid by funds from any of the colleges' individual foundations (assuming that that foundation can run a payroll). The faculty member shall report to the college at which he/she has a full-

time appointment all such summer activities in advance of participating in them to ensure that they do not exceed contractual rules or University practices.

3. RESTRICTIONS ON MULTIPLE POSITIONS FOR FACULTY ON LEAVES FROM THE CITY UNIVERSITY OF NEW YORK

When faculty members are granted leaves of absences, they are expected to devote their time and energy to the purposes for which the leave is granted. As a general rule, employment within or outside of the University during leaves of absence is prohibited, unless such involvement is integral to the purpose for which the leave is granted, and with the exception of employment outside of the University during Travia leave. Any employment either within or outside of the University during a leave of absence, other than employment outside of the University during Travia leave, requires the approval of the President, pursuant to guidelines to be promulgated by the Chancellor.

For the purposes of this policy, Fellowship Leaves and Scholar Incentive Awards will cover periods within the boundaries of the academic year, and do not include the period of the annual summer leave.

4. MULTIPLE EXTRA INVOLVEMENT

From the beginning of the fall semester until the day after spring commencement, the total extra involvement shall not exceed 300 hours of extra consultation or non-teaching adjunct work (see section 2.c), or 14 classroom contact hours of extra teaching (that is, the combined extra teaching permitted under Paragraphs 2.b.2 and 2.b.3) , or a proportional combination of these two types of activities.

5. MECHANISMS OF PAY

During the academic year, all work done for CUNY must conform to the rates of pay indicated in the collective bargaining agreement.

During the summer, when faculty are paid at the hourly rate to do teaching or non-teaching CUNY work, the rate of pay must conform with the collective bargaining agreement. Further, the pay given to faculty during the summer for service as a department chair must conform to the contractual formula negotiated for that purpose. In addition, during the summer faculty paid with funds originating from the CUNY Research Foundation must be paid at the CUNY rates of pay. However, when other types of funds are used (such as funds from individual college foundations), faculty may be paid at a rate that differs from the collective bargaining rate, as long as all other policies accruing to that source of funding are followed.

6. ANNUAL REPORT

At the regular June meeting, the Chancellor shall report to the Board the steps taken by the Presidents to implement these regulations and the extent of compliance with the limitations set. The reports shall contain details from the Presidents about all excesses over any of the guidelines herein stated, including the names of all persons involved and the specific reasons for the excesses. The University will continue to monitor overload assignments. Overload assignments shall be reported to the Board of Trustees as part of the annual report.