

**Faculty Executive Committee Meeting**  
**August 30, 2016**  
**3-4pm President's Conference Room**  
**4-5pm in H-217**  
**Tentative Agenda**

1. Approval of the Agenda
2. Approval of Minutes 5-24-16
3. Treasurer's Report: Current balances, access to funds, estimate of expenses -David Humphries
4. Chairperson's Report
  - ARC—restricting membership to FULL PROFESSORS
  - QCC Early Alert System- advisor responses
  - Fall 2016-requesting criteria from department chairpersons for ½ year fellowship leave with FULL PAY
  - Access to the all faculty list by FEC members-authorizations
  - FACULTY email list- Restricted Access opt in for FACULTY DIALOGUE
  - Department Chairs-empowerment –problems with one another
5. Report on Elections Fall 2016 and Spring 2017-Alicia Sinclair  
Elections to be Run by the FEC in 2017
  - FEC Chairperson
  - FEC Members
  - UFS Full-Time Three-Year Delegates
  - UFS Full-Time One-Year Alternate(s)
  - UFS Part-Time Three-Year Delegate(s) (if necessary)
  - UFS Part-Time One-Year Alternate
  - Elected Adjunct CLT (if necessary)
  - CLT Member of College P&B
  - Academic Review Committee Panel (6)
6. Report on Technology Fee Committee- Anthony Kolios
7. Report on Technology Plan Committee- Anthony Kolios
8. Report on FEC website- Anthony Kolios-FEC agenda and minutes and committees and faculty meeting materials
9. Report on Community (Institution) Building Committee- Wilma Fletcher-Anthony
10. Items with the President
  - Resolution to Problems in Department of Foreign Languages
11. Faculty Meetings
  - Fall 2016 November 9, 2016 update from Phil Pecorino, assistance of Edmund Clingan on research into topic
  - Spring 2017 March 8, 2017 TOPIC ????
12. Old Business
  - a.) Grant Review/Approval Process
  - b.) Requests of Academic Senate Committees
    - Request for Academic Senate Committee to report on Security Camera Use on campus
    - Request for Academic Senate Committee to report on Technology in Classrooms
    - Request for Academic Senate Committee to report on Parking
  - c.) Request to Provost: (A)How are we doing? What is the current assessment on the effectiveness of:
    - HIPS
    - Honors
    - WI
    - Online Instruction
  - d.) Request for Academic Senate Committee to report on faculty teaching in Continuing Education
  - e.) Department chairs as faculty members: should be subject to the same rules relative to attendance and absences,  
i.e., Absences need to be reported whether or not they are authorized or un authorized
13. New Business
  - Academic Senate and Bullying-informal survey tabulations distributed
  
  - Steering Committee recommends that FEC handle it.

## Cases of Complaints Involving Bullying:

- Faculty—Faculty >>>The FEC will be able to handle such and will soon announce what it will do—File complaint with FEC
- Faculty—Student >>>Students are covered by the Student Faculty Disciplinary Policy—File complaint with Dean of Students
- Student—Student >>>Students are covered by the Student Faculty Disciplinary Policy—File complaint with Dean of Students
- Student—Faculty >>> Student complaints concerning faculty in non-academic settings policy.-File Complaint with Provost
- Cases involving Staff.—follow the process as indicated in labor contract

### A Process for Dealing with Faculty Conduct that is Problematic

1. A matter bearing on conduct of a faculty member may be referred to FEC for investigation upon formal request of any faculty member or upon informal request by an FEC member.
2. The FEC, as a whole, can review the matter and decide whether to deal with the matter informally or formally.
3. If the decision by the FEC as a whole should decide to deal with the matter formally, then the process for that as established by CUNY or QCC or the FEC (see below) would be followed.
4. If the decision by the FEC as a whole should decide to deal with the matter informally then the process for that as established by the FEC would be followed (see below).

#### INFORMAL PROCESS

In an informal process members of the FEC could speak with parties involved in an attempt to resolve the matter in a manner acceptable to the parties.

Informal resolutions should not result in formal process being invoked. Informal resolutions should not result in any documents being generated or letters or email sent. If not possible to achieve informal resolutions, then either the FEC can then (1) utilize its formal process (below) for dealing with faculty behavior that is problematic or (2) recommend that other formal processes be initiated by department chairpersons or the president or other administrators or officers of the College or University.

#### FORMAL PROCESS

1. A matter bearing on conduct of a faculty member may be referred to FEC for investigation upon formal request of any faculty member or upon informal request by an FEC member.
2. FEC can appoint some of its members to fact find. FEC reserves the right to bring in fact finders outside of Committee membership when circumstances warrant.
3. The FEC factfinders will report back to FEC, which will decide on a course of action.
4. A) The FEC can simply issue a private or public report on the matter expressing its own judgments as to violation of CUNY or QCC bylaws, policies or regulations.  
4.B) Or the FEC has the option of proposing to the faculty that the faculty itself act to censure or reprimand [or other levels of condemnation] as faculty deems appropriate as faculty as a whole render their judgment via a ballot.

In such cases, before the matter is referred to the faculty for its judgment via ballot, the FEC will report its decision to take this action to the member(s) facing such action and ask for a response to the charges and allegations that would include exculpatory evidence within thirty days. No evidence or charge shall be made known outside of the FEC and those immediately involved without a proper chance for rebuttal by those whose behavior is under review.

- 5.A. In the event the rebuttal is deemed successful by the FEC, then the FEC will end the matter and all materials will be destroyed.

5.B. In the event the rebuttal is deemed unsuccessful by the FEC, then the FEC will consult via ballot the faculty as a whole as to the judgment of the faculty whether the conduct under investigation is unbecoming of a QCC faculty member. FEC will establish temporary websites providing the charges, rebuttals, and evidence before the balloting takes place.

6. The Faculty will have a [fifteen day?] window in which to vote by means of ballot distributed by the FEC and in a manner that provides for the validity of the ballot and the anonymity of those casting ballots which can be accomplished through physical materials or electronic means. Such a procedure will insure only qualified ballots will be cast, verified for eligibility and counted.

7. A majority of the electorate needs to participate. If no majority does so participate it will be taken as a failure of the faculty to conclude that the conduct was deserving of any judgment and possible further action. The FEC will then inform the faculty whose conduct is under review of the voting result.

A) If there is a majority participating and the outcome is to affirm the conduct was unbecoming then the FEC issues a statement similar to what is below:

“The Faculty of Queensborough Community College have found [or not found] Professor [Name]’s conduct unbecoming a member of the Faculty and condemns this behavior. This judgment should be considered in all of Professor [Name]’s future professional activities in the College.”

The website materials related to the case will be taken down and a single report placed onto the website of the FEC.

B) In a negative vote, the FEC so informs those whose conduct was under review and the faculty as a whole of the result and any related websites should be removed and documents placed under seal.

8. In certain cases after the judgment of the faculty as a whole affirms the conduct as unbecoming, the FEC might ask the President to impose a disciplinary action under the authority of that office and a process provided in the contract.

#### CAUTION:

Any final form for this process will have to be cleared by CUNY legal authorities and possibly revised and re-submitted to the FEC for its approval. The FEC members and other faculty involved in the process of review need to know that that are indemnified in the event of legal actions taken by anyone. They are so indemnified when acting within the scope of their duties and responsibilities.

#### NOTES:

1) It is the hope that this mechanism would be rarely employed. Most problems can be resolved within a department. When a chair or senior faculty member engages in misconduct, discipline is difficult and to be avoided if at all possible. Junior faculty and longtime colleagues are reluctant to speak out. It is hoped that the knowledge that anonymous tips can prompt an FEC review could deter unprofessional behavior. FEC would generally not investigate minor or frivolous complaints.

2) Faculty should judge faculty conduct. The faculty has the best ability to judge what is proper and improper conduct. It is more likely than an administration to resist political pressure. Sixty years ago, three conditions were almost guaranteed to force a faculty member’s dismissal: 1) being a communist, 2) being gay, 3) being pregnant. We would like to think that some faculties, if asked to vote in those days, would not have found those conditions worthy of dismissal. While the FEC can investigate a situation, actual censure must be in the hands of the whole faculty asked to vote under the opinion section of the By-Laws (and thus not requiring an majority vote of all serving faculty).

3) ‘Sunshine is the best disinfectant.’ A grey zone has opened between contractual complaints and administrative discipline. There is no process defending the faculty by-laws. It is not the Union’s job nor is it the province of the Administration. A censure process will place before the entire faculty a specific list of complaints of misconduct while ensuring that both sides can be heard. Unlike the Administration, the faculty has no punishment power: it cannot fire anyone or suspend pay. However, one should not discount the power of peer pressure and shame. Faculty action, including censure, might also pressure an Administration to remove a chair or encourage a recall or speed retirement. After a censure, the Administration might consider a punishment.

# FACULTY EVENTS CALENDAR 2016-2017

FEC Meetings	Academic Senate	PSC Meetings ???????	QCC General Faculty Meeting	Department Chairs Meet alone	Department Chairs with Provost
Fourth Tuesdays 3-5pm H-217	Second Tuesdays 3-5pm M-136	EC and Chapter General Mtgs	Wednesday <u>12-2pm.</u> M-136	Second Tuesdays 2-3pm	First Tuesdays 3-5pm
<b>August 30</b> President Call 3pm					
<b><u>September 27</u></b> Dean Palmer	<b><u>September 13</u></b>	<b>Sept 6 EC</b> Sept 28 General Meeting Oakland		<b><u>September 13</u></b>	<b><u>September 6</u></b>
<b>October 25</b>	<b><u>October 18</u></b>	<b>Oct 20 EC</b>		<b><u>October 18</u></b>	<b><u>October 4</u></b>
<b>November 29</b>	<b><u>November 8</u></b>	<b><u>Nov 15 EC</u></b> Nov 30 General Meeting Oakland	<b>November 9</b>	<b><u>November 8</u></b>	<b><u>November 1</u></b>
<b><u>December 20</u></b>	<b><u>December 13</u></b>	<b><u>Dec 20 EC</u></b>		<b><u>December 13</u></b>	<b><u>December 6</u></b>
<b>January 24</b> Dean Palmer					
<b><u>February 28</u></b>	<b><u>February 14</u></b>	<b>Feb 21 EC</b>		<b><u>February 14</u></b>	<b><u>February 7</u></b>
<b><u>March 28</u></b> President Call 3pm	<b><u>March 14</u></b>	<b>March 21 EC</b>	<b><u>March 8</u></b>	<b><u>March 14</u></b>	<b><u>March 7</u></b>
<b>April 25</b>	<b>April 11</b>	<b>April 20 EC</b>		<b>April 11</b>	<b>April 4</b>
<b>May 23</b>	<b>May 9</b>	<b>May 16 EC</b>		<b>May 9</b>	<b>May 2</b>

## **CUNY QCC SOCIAL PROMOTION GRADE INFLATION**

The last informal survey of QCC faculty conducted by the Faculty Executive Committee (FEC) produced a clear indication that a significant number of faculty indicated their concern over such matters as pressures on faculty for retention of students and for progress towards graduation. This raises concern over the possibility of grade inflation and even social promotion extending from the K-12 setting into our own College. The FEC heard this concern and has arranged a program to present the data and to hear faculty voices and provide answers to questions and address concerns.

In a country where there is growing concern for the results of large investments in higher education there is focus on the rate of graduation and beyond that a growing interest in ascertain the rate of employment post-graduation. There have been efforts and proposals to link the funding of public higher education to the outcomes in terms of graduation and employment rates. Within such an atmosphere there should be no surprise that many faculty are concerned that they will be evaluated in terms of the retention rates in their classes and that in turn raises the concern that particularly among the non-tenured, contingent faculty who teach most of the contact hours there might be pressure to inflate grades.

Thus far at QCC, the data would not appear to indicate any significant grade inflation over the last few years. Is this a relief or is there still more about which to be concerned? The data also indicates no significant improvement in the college readiness rates amongst the graduates of the NYC DOE. During the period of Mayor William De Blasio and Chancellor Carmen Farina, there have been reports of a return to what is tantamount to social promotion in K-12 classes. If this is the case how are CUNY colleges to produce increases in their retention and graduation outcomes? Is more support needed or will there be grade inflation?

# Queensborough Community College

## FACULTY MEETING

NOVEMBER 9, 2016

12:00- 2pm

Medical Arts Room M-136

12:00-12:30 Reception Luncheon

12:35 Welcome

12:40 President Call

12:45 FEC Reports

- Treasurer
- Secretary
- Elections

12:50 TOPIC: CUNY QCC SOCIAL PROMOTION GRADE INFLATION

PANEL:

National Situation: national scholar or writer

- Stuart Rojstaczer, a former Duke University professor
- Christopher Healy, a Furman University professor
- [Scott Jaschik](#) INSIDE HIGHER EDUCATION

1:20 NYC DOE Situation: CUNY DOE liaison person

1:25 CUNY Situation: CUNY OIR representative

1:30 QCC Situation: QCC OIR representative

1:35 QCC Faculty Members willing to speak

1:40 Q&A

2:00 adjourn