

Queensborough Community College

Spring Faculty Meeting  
March 13th, 2013 at 1-3 PM  
M-136

Agenda: "Re-appointment, Tenure and Promotion"

Lunch in the Well

FEC Chairperson's Report: Prof. Alexandra Tarasko  
Approval of Minutes from Spring Faculty Meeting: Dr. Wilma Fletcher-Anthony  
Treasurer's Report: Dr. Nathan Chao  
President's Report: Pres. Diane Call  
Review of proposed revisions of Faculty Bylaws: Dr. Phil Pecorino

Panel Presentation:

Dr. Joseph Culkin, Chair, Social Sciences  
Dr. Mona Fabricant, Chair, Mathematics and Computer Sciences  
Prof. Jeanne Galvin, Chief Librarian  
Prof. Georgia McGill, Chair, Speech Communication and Theater Arts  
Dr. Karen Steele, Interim Vice President for Academic Affairs  
Dr. Gilmar Visoni, Chair, History

Moderator: Dr. Joe Bertorelli  
Q&A session to follow

New Business

Due to lack of a quorum there were no official actions taken by the faculty.

Notes:

**FEC Chairperson Alex Tarasko** welcomed the faculty and congratulated President Call on her appointment. Professor Tarasko continued by noting the efforts for faculty development and hiring of new faculty. She encouraged the faculty to work together, in the context of free expression of diverse view. She apprised the faculty of upcoming elections and asked for full participation.

**The minutes** of the previous faculty meetings held in April 2012 and December 2012 were presented. They were both accepted, the latter with amendments.

Amendments:

1. Copy of the referendum to nullify the actions of the Academic Senate meeting of November 13, 2012 pertaining to Pathways was attached.
2. Item #8: Announcement of results that took place after adjournment was deleted.

**The Financial report** was presented by Professor Nathan Chao. He noted that the faculty dues had remained the same over the years (\$10/year). These dues are collected by sending out up to 3 notices. Less

was spent in the academic year 2012-2013 due to the cancellation of the fall faculty meeting following Hurricane Sandy. Details are as follows:

Balance from Spring 2012 Treasury Report	\$3324.83
New Dues Collected since last report	\$2690.00
Expense: flowers for Prof. Bourbon in hospital	\$45.07
Expense: luncheon for Spring Faculty meeting	<u>\$760.00</u>
New Balance of disbursible funds	\$5209.76

Note: FEC has \$3500 in QCC Fund where annual gains are used to purchase a half page ad in the annual Partners for Progress Journal.

Prior to that placement, we spent \$300 annually to purchase the ad.

**President Call** reflected on her career at Queensborough and reiterated her commitment to faculty development as demonstrated by her dissertation. She shared that 154 full-time faculty had been hired since fall 2011. She thanked the faculty for their support.

**Professor Philip Pecorino** presented the revision of the Faculty Bylaws to fit the revised Governance Plan. The changes were: definition of faculty, FEC's role in interpretation of Bylaws, definition of meeting per the open meeting law, elections, meeting with the President once per semester, CAPS, change of designation of Dean of Students to Chief Student affairs Office, election of adjunct CLTs by departments, and gender-neutral language. The document will be sent out for ratification. Professor Pecorino encouraged faculty to vote when that occurred.

**Panel presentation: "Re-appointment, Tenure and Promotion"**  
Moderator - Professor Joe Bertorelli

Panelist	Main points
Professor Joseph Culkin, Chair of Social Sciences	Service: Seek opportunities to participate in initiatives and projects. Academic Senate Committees. Look at the Department level - service learning, Learning Committees. Speak to the Chairperson or senior faculty member to determine the best fit. Involvement leads to engagement and relationships across the campus. Be selective- learn to say No.
Dr. Mona Fabricant, Chair, Mathematics and Computer Sciences	Collegiality: ability to work with colleagues is a part of the job. Disagree respectfully. Listen instead of dominating the discussion. Get to know colleagues and their work. Don't get angry - get tenure!
Professor Jeanne Galvin, Chief Librarian	Scholarship: Do not be terrified into inaction; no book is required; e-publishing and self-publishing are not accepted; articles for peer-reviewed journals and requested book reviews are encouraged; help is available in the library; consider lag times and acceptance rate for journals in each discipline; try to create articles from national and local conference presentations; address questions and concerns to senior faculty, mentor or chairperson; there is no rule on number of articles or number of pages. Publish or perish.

Professor Georgia McGill, Chair, Speech Communication and Theater Arts	Scholarship of creativity: discuss culture of the department with Chairperson/senior faculty; set expectations/goals at the annual meeting with the Chairperson; Define role (director, sculptor, playwright) and means/form of creative work and check for appropriateness; Identify goals and definition of success; Consider the audience, means/scope of distribution/peer-review expectations; ask the college for help. Set priorities.
Dr. Gilmar Visoni, Chair, History	Teaching: Consider the culture of the department. Listen to advice, seek the assistance of the Chairperson or mentor, establish relationships within the department, and learn from observations. Patterns such as lateness can be identified from student evaluations. We want you to succeed.
Dr. Karen Steele, Interim Vice President for Academic Affairs	Hiring and retention: hiring of faculty starts with request for faculty lines, and progresses through approval of PVN, search with two rounds of interview, discussion of salary, meeting with the President, approval by department and college P&B, approval by CUNY Board. New faculty receive extensive orientations. The Academic Review Committee is elected by the FEC for appeals of negative votes by department or college P&B. VP Steele sits as a non-voting member on the ARC but votes on the College P & B. Files are reviewed by College P & B members. Mid-tenure review process for non-tenured tenure track faculty (Assistant Professors): According to University policy the review occurs in the spring/summer of the third year, after the faculty member has been reappointed for the fourth year of service. VP Steele writes a report on progress with recommendations. This should be presented to the department Chairperson, who discusses with the faculty member and then sends the report to the faculty member's file. VP Steele provides letters of recommendations for grants - ample notice must be provided.

Questions from the audience regarding denial of tenure, teaching load vs. scholarship and entry level salary were addressed.

Chairperson Georgia McGill questioned the FEC about a response to the PSC's alleged distribution of a list of faculty who are endorsed by the union for the Academic Senate. PSC Chair Judy Barbanel denied the endorsement. A discussion followed about attempts to further divide the faculty, in addition to the rifts created by Pathways.

Susan Jacobowitz presented a Statement of QCC faculty on Pathways (attached) on behalf of the FEC for anonymous responses. Outcome: Faculty who support the statement: 55; faculty who do not support the statement: 8.

Respectfully submitted,

**Wilma Fletcher-Anthony**

Secretary of the Faculty Executive Committee