

MINUTES

Meeting of the Hunter College Senate

23 October 2019

The 631st meeting of the Hunter College Senate convened at 3:43 PM in HW room 714.

Presiding: Laura S. Keating, Chair

Attendance: The elected members of the Senate with the exception of those marked absent in Appendix I.

Alternate Senators were formally seated in accordance with the procedures approved by the Senate, and clickers were distributed to them.

Minutes The revised minutes of 3 April and the minutes of 8 May were distributed at the door and will be voted on at the next meeting.

**Report by the
Administrative
Committee:**

a) Approved Curriculum Changes

The following curriculum changes as listed in the attached Report dated 23 October 2019 have been approved as per Senate resolution and are submitted for the Senate's information: Items: US-2320 Art & Art History (New course), US-2321 Film & Media (Change in course), US-2322 Curriculum & Teaching (Change in Degree Program), US-2275 Nutrition (Change in degree program), US-2324 Public Health (Change in minor), GS-1317 Anthropology (New course), GR-1318 Computer Science (Changes in courses).

b) Special Senate Election for Vacant At-large Seats

In accordance with Article IV, 2H i and ii of the Charter for a Governance of Hunter College, the Administrative Committee is presenting the names of all nominees received to date:

Faculty:	Lázaro Lima (AFPRL)
Students:	Margaret Brennan (Psychology)
	Tahseen Chowdhury (Political Science)
	Chelsea Yu (Chemistry.Chinese)
	Audrey Sargente (Human Biology, Political Science, Certificate in Public Policy)
	Brian Sullivan (Economics/Film)

It was moved that the Secretary be instructed to cast a single ballot in favor of the nominees. The motion carried by voice vote without dissent.

c) Reminder: Senate is accepting nominations for Search Committee for Dean of the School of Nursing

It was reminded that the Senate Office would accept nominations until Thursday, 24 October by 5pm.

**Report by the
President**

President Raab said the following:

“Thank you so much, Laura for all you do. We should all celebrate. It has just been announced that there is a new contract, and we are finally, as a university, addressing the long-standing issue of increasing adjunct pay. Please give a round of applause, I think that is great. I just got the news from the Central Office, so, I think we'll talk more about this. We are very excited about that.

57 “We had a very good meeting with the Senate Budget Committee. We asked representatives of our student
58 government to participate in order to have a conversation about Hunter’s financial plan, which was
59 submitted to the Central Office about a week ago. Randy Filer, Chair of the Budget Committee, is planning
60 to present to the Senate.
61

62 “I was also talking to the Senate Administrative Committee to remind the committee and the full body
63 that we are working very hard in the FP&B on a revision of the Bell Schedule with the objective of
64 increasing the number of classes that we can schedule for our students. Shirley Raps, the Chair of the Bell
65 Schedule Committee for the Senate has been working with the joint committee--of the Senate and the
66 FP&B--on a generalized plan for a change on the Bell Schedule. That general work has now come down
67 to specific options that the FP&B is considering. The FP&B will vote at the end of the semester and then
68 will bring to the full body, Shirley’s committee and the Administrative Committee, a proposal for a revised
69 Bell Schedule. We are working very hard using data analysis and all sorts of space analysis to see how
70 we can maximize the use of space in this building so we can provide the number of classes to meet
71 students’ demand and help the students towards graduation. I am hoping that all of you will be very
72 engaged next semester and help us move to a revision that will meet that objective.
73

74 “I am very excited to announce and put on everyone’s schedule the wonderful celebration of Presidential
75 Awards for Excellence that will be right after the Senate meeting on November 6th. We actually set it up
76 so everybody can do hard work during the meeting and then come have a celebration in the reception in
77 the Faculty Dining Room right after the meeting adjourns. I want to take a minute to read the winners as
78 an incentive to have everybody come and celebrate. The Presidential Award for Excellence in Scholarship
79 is awarded to Dr. Victoria Johnson from Urban Policy and Planning, and Dr. Lei Xie from Computer
80 Science. The Presidential Award for Excellence in Creative Work is awarded to Dr. Phil Ewell from our
81 Music Department. Presidential Award for Excellence in Applied Scholarship is awarded to Dr. Karen
82 Koellner from Curriculum and Teaching in our Education School. The Presidential Award for Excellence
83 in Service goes to our wonderful librarian Phil Swan. The Presidential Award for Excellence in Full-time
84 Teaching has two recipients: Professor Suzanne Babyar from Physical Therapy and Professor Gabriela
85 Smeureanu from Chemistry. The Cecile Insdorf Award for Excellence in Part-time Teaching will be
86 awarded to a long time adjunct, Professor Richard Klotz from the Math Department. Our wonderful
87 Professor Mike Drain who just retired, will be receiving Lifetime Achievement Award for his long-time
88 scholarship, service and leadership in the Chemistry Department. I hope all of you will join us.
89

90 “I would like to use my time today to focus on the results of the COACHE Study. One of the interesting
91 findings is the way the faculty recognizes support for the faculty at Hunter. I think one of the reasons for
92 that strong feedback are these awards ceremony announcements, so I think it’s a good connection. I am
93 very grateful to all of you for participating in this study. As you will hear from Associate Provost Jenny
94 Tuten, Hunter had the highest participation rate in the CUNY system, much higher than our last
95 experience. Thank you, in particular, to our chairs for helping to lead the study in your departments. Jenny
96 will talk a little more about things that we learned from last time. She will talk about how we took this
97 data, addressed it and have shown significant improvement. Things that faculty noted as areas that needed
98 improvement are things that we will be looking at strategically to help improve over the next few years,
99 before the next COACHE report. So, it is a pleasure to have an opportunity to say to the whole community
100 that Jenny Tuten did an extraordinary job in getting participation and working on the results from the last
101 cycle. We thank her very much. We thank the Steering Committee from all the Schools who helped put
102 together the plan for participation which as I said was significantly improved from last time. Just as you
103 start, Jenny, I want to ask everyone to give her a round of applause.
104

105 President Raab asked Professor Jennifer Tuten, Acting Associate Provost for Faculty Development to
106 present the results of the COACHE survey. The presentation is in Appendix II.
107
108

109 Minutes
110 Meeting of the Hunter College Senate
111 23 October 2019

112
113 Committee
114 Report

General Education Requirements Appeals Committee

115 Professor Keating called on Professor Jennifer Gaboury, Chair of the General Education Requirements
116 Appeals Committee to present a yearly report. The report is in Appendix III.

117
118 **Nominating Committee**

119 Professor Keating called on Professor Lisa Marie Anderson, Chair of the Nominating Committee to
120 present the report.

121 The Nominating Committee is submitting the following nominations for seats currently vacant on
122 Senate Committees:

123
124 **1. UNDERGRADUATE COURSE OF STUDY COMMITTEE**

125 Faculty Alternate: Anna Ortega-Williams (Social Work)

126
127
128 **2. GRADUATE COURSE OF STUDY & ACADEMIC REQUIREMENTS COMMITTEE**

129 Faculty Alternate: Elsie Jolade (Nursing)

130
131
132 **3. COMMITTEE ON THE BUDGET**

133 Student: Gillian Blanco (Human Biology)
134 Student Alternates: Monira Hasan (Psychology)

135
136 **4. COMMITTEE ON EVALUATION OF TEACHING**

137 Student: Andrew Shkreli
138 Darin Kalev
139 Student Alternate: Alexa Michel

140
141 **5. COMMITTEE ON CHARTER REVIEW**

142 Faculty from Sciences & Mathematics: Kelle Cruz (Physics & Astronomy)
143 Faculty from Social Sciences: Michaela Soyer (Sociology)
144 Faculty from Humanities & Arts: Sarah Chinn (English)

145
146 **6. COMMITTEE ON ACADEMIC ASSESSMENT AND EVALUATION**

147 Faculty from Social Work: Bernadette Hadden
148 HEO Representative Alternate: Chris Scott (Director of Institutional
149 Research)

150
151 It was moved that the Secretary be instructed to cast a single ballot in favor of the nominees. The motion
152 carried by voice vote without dissent

153
154
155 The meeting was adjourned at 4:48 PM.

156
157 Respectfully submitted,

158
159
160 Sarah Jeninsky
161 Secretary

APPENDIX I

The following attendance was noted from the meeting

(A) =Alternate, A=Attended, X=Absent, E=Excused

Faculty					
AFPRL	Anthony Browne	A	Mathematics & Statistics	Bill Williams	X
	Milagros Denis-Rosario	(A) A			0
	Lázaro Lima*	(A) X		Patrick Burke	(A) A
Anthropology	Jackie Brown	A		Barry Cherkas	(A) A
	David Hodges	(A) A	Medical Laboratory Sciences	Abigail Morales	E
	Milena Shattuck	(A) A		Chad Euler	(A) X
Art & Art History	Harper Montgomery	A		Muktar Mahajan	(A) X
	Thomas Weaver	A	Music	Jewel Thompson	A
	Emily Braun	(A) X		Michele Cabrini	(A) A
	A. K. Burns	(A) X			(A)
Biological Sciences	Derrick Brazill	X	School of Nursing		0
	Shirley Raps	A		Cheryl Zauderer	A
	Paul Feinstein	(A) X		Jin Young Seo	A
	Maria Pereira	(A) X		So-Hyun Park	(A) X
Chemistry	Gabriela Smeureanu	A	Philosophy	Laura Keating	A
	Nancy Greenbaum	(A) A		Frank Kirkland	(A) A
	Manashi Chatterjee	(A) X		Omar Dabbour	(A) A
Classical & Oriental Studies	David Petrain	X	Physics & Astronomy	Kelle Cruz	X
	Leah Garrett	(A) A			(A) X
	Lawrence Kowerski	(A) A			(A) X
Computer Science	Anita Raja	A	Political Science	John Wallach	A
	Felisa Vazquez-Abad	(A) A		Sanford Schram	(A) X
		(A)		Michael Lee	(A) A
Curriculum & Teaching	Lacey Peters	A	Psychology	Roseann Flores	A
	Karen Koellner	A		Jonathon Rendina	X
	Debbie Sonu	(A) X		Peter Moller	(A) X
	Christine Rosalia	A		Chris Braun	(A) X
Dance	Kathleen Isaac	X	Physical Therapy	Nicki Silberman	A
	Lori Brungard	(A) X		Thomas Holland	(A) X
		(A)			(A) X
Economics	Randall Filer	X	Romance Languages	Paolo Fasoli	A
	John Quiang Li	X		Magdalena Perkowska	(A) X
	Tim Goodspeed	(A) X			(A)
	Avi Liveson	(A) X	School of Social Work	Alexis Jemal	A
Educational Foundations & Cou	Goeum Na	A		Anna Ortega-Willam	X
	John Ranellucci	(A) X		Jonathan Prince	(A) X
	Amanda Crowell	(A) X		Ilze Earner	(A) X
English	Sarah Chinn	A	Sociology	Mark Halling	A
	Amy Robbins	A		Mike Benediktsson	(A) X
	Chong Chon-Smith	A		Michaela Soyler	(A) X
	Janet Neary	(A) A	Special Education	Virginia Gryta	A
Film & Media Studies	Tami Gold	X		Kristen Hodnett	(A) A
				Sari Gupta	(A) X
	Martin Lucas	(A) X	Speech-Language Pathology and Audiolo	Donald Vogel	E
	Larry Shore	(A) A		Nancy Eng	(A) X
Geography	Ines Miyares	A		JungMoon Hyun	(A) X
	Shipeng Sun	(A) A	Theatre	Louisa Thompson	A
		(A)		Jonathan Kalb	X
German	Elke Nicolai	X		Claudia Orenstein	(A) X
	Eckhard Kuhn-Osius	(A) X	Urban Policy and Planning	Lily Baum Pollans	A
	Lisa Marie Anderson	(A) A		Victoria Johnson	(A) X
History	Eduardo Contreras	A		Matthew Lasner	(A) X
		0 (A) X	School of Urban Public Health	Phil Alcabes	A
	Jill Rosenthal	A		Susan Cardenas	(A) X
Library	Sarah Ward	A		Victoria Fischer	(A) X
	Adina Milliken	X	Women & Gender Studies	Jennifer Gaboury	A
	Mee' Len Hom	(A) A		Catherine Raissiguier	(A) A
		(A)		Rupal Oza	(A) X

Students

Joelle Tirado	X
Pooja Chopra	X
Richard Lu	X
Alexa Michel	A
Brian Sullivan	A
Mia Becewa	X
Saif Zihiri	X
Riana Khan	X
Kendra Cornelis	X
Noam Sohn	X
Nafeeza Ali	A
YanHong Li	X
Serenity Colon	X
Sohail Khan	X
Shannon O'Rourke	X
Zaiba Iqbal	X
Hardik Bhaskar	X
Leonid Prog	X
Linda Yohannes	X
Anam Khalid	X
Bryan Terry	X
Michael Galka-Giaquinto	X
Andrew Shkreli	X
Jasmine Azecharie	X
Dorothy Slater	A
Ariela Radonic	X
Luisais Taveras	X
Jeanine Hampton	X
Mila Adelman	X
Ariel Ortega	A
Milana Khaitova	X
Chaya Dickel	X
Naho Hirohata	X
	0
Igal Sultanov	X
Brian Sullivan	X
	0
Chelsea Yu	A
Tahseen Chowdhury	X
Harrison Cade	A
Priyal Thakkar	X

At-Large, Lecturers and Part-Time Faculty

Student Services	Kevin Nesbitt	A
	Luis Roldan	(A) A
Library	Jocelyn Berger-Barera	A
Library	Tony Doyle	A
	0	0
	0	0
Medical Lab Science	Hongxing Li	A
Religion	Barbara Sproul	X
THHP	Jerry Press	X
Mathematics & Statistics	Sandra Clarkson	A
	0	0
Educational Foundations	Jeanne Weiler	A
THHP	Sarah Jeninsky	A
Psychology		0

Ex-Officio

President, USG	Kamalpreet Kaur	X
Vice President, Graduate Student Association	Kamalpreet Kaur	X
President Alumni Association	Kim Hafner	X
President, HEO Forum	Denise Lucena-Jerez	A
President, CLT Council	Amy Jeu	X

ADMINISTRATION

Senators:		
HEO/CLA Representative	Brian Buckwald	E
Vice President for Student Affairs	Eija Ayravainen	A
	0	0
Provost	Lon Kaufman	A
Dean, School of Arts & Sciences	Andrew Polsky	A
Alternate Senators (3):		
Dean of Education	Michael Middleton	A
General Counsel & Dean of Faculty	Carol Robles-Román	A
School of Nursing	Gail McCain	A

APPENDIX II

The COACHE Survey

The Collaborative on Academic Careers in Higher Education (COACHE) is a research-practice partnership and network of over 250 partner institutions dedicated to improving outcomes in faculty recruitment development, and retention.

COACHE Faculty Satisfaction Survey 2019

Presentation to the Senate

October 23, 2019

How the survey works:

Rate items on a scale from 1- 5

very dissatisfied, dissatisfied, neither satisfied nor dissatisfied, satisfied, very satisfied

Full COHORT comparison: 105 COACHE participants from across U.S.

Select PEER comparison: Baruch, Brooklyn, City, Lehman, Queens

Faculty members spent approximately 20 minutes completing survey

Response Rate: Spring 2019

	Hunter	CUNY Peers	Cohort
All Faculty	62%	50%	46%
Tenured	60%	49%	48%
Pre-tenure	60%	51%	48%
Non-tenure track	97%	96%	41%
Full Professor	60%	49%	47%
Associate Professor	66%	54%	48%
Men	57%	45%	43%
Women	66%	56%	53%
White	61%	50%	49%
Faculty of Color	64%	49%	43%
Asian/Asian-American	62%	41%	38%

HUNTER COLLEGE 2015 COACHE SURVEY

Participation

	Hunter	CUNY Peers	All Participating Institutions
Overall	41%	41%	49%
Tenured	41%	41%	48%
Pre-Tenure	38%	42%	50%
Full Prof	40%	41%	47%
Associate	47%	45%	49%
Men	38%	38%	45%
Women	44%	45%	55%
White	40%	42%	51%
Faculty of Color	42%	39%	42%

Survey Themes (Benchmarks)

Nature of Work: Research, Teaching, Service	Shared Governance
Resources and Support	Appreciation and Recognition
Interdisciplinary Work, Collaborations & Mentoring	Department Engagement, Quality & Collegiality
Tenure and Promotion	Retention & Negotiation
Institutional Leadership	

Survey Themes: Nature of Work (sample items)

Research	Time spent on research; Influence over focus of research; Support for travel ; Support for obtaining grants
Teaching	Time spent on teaching; Number of courses taught; Quality of students taught; Support for assessing student learning
Service	Time spent on service; Attractiveness of committees

Survey Themes: Tenure and Promotion (sample items)

Tenure Policies	Clarity of: Process, Criteria, Standards, Body of Evidence for deciding tenure, Consistency of message, Clarity of whether I may achieve tenure
Tenure Expectations: Clarity	Clarity of expectations: Scholar, Teacher, Advisor, Colleague, Campus Citizen, Wider Community
Promotion to Full	Dept culture encourages promotion; Clarity or process, criteria, standards, time frame

Survey Themes: Resources and Support (sample items)

Facilities and work resources	Support for improving teaching; office; lab, research studio space; classrooms; clerical/administrative support; library resources; computing and technology
Personnel and family policies	Right balance between professional and personal; childcare; eldercare; commuter benefits
Health and retirement benefits	Health benefits for yourself; health benefits for family; retirement benefits; phased retirement

Hunter College : Areas of Strength (top 1 or 2 of CUNY peers/top 30% of cohort

Leadership: Departmental
Department Collegiality
Department Engagement
Department Quality
Appreciation and Recognition

Hunter College: Areas of Concern (5th or 6th among CUNY peers/bottom 30% of cohort)

Tenure Expectations: Clarity

Looking at the Data by Benchmarks

Dark Green: Significantly above

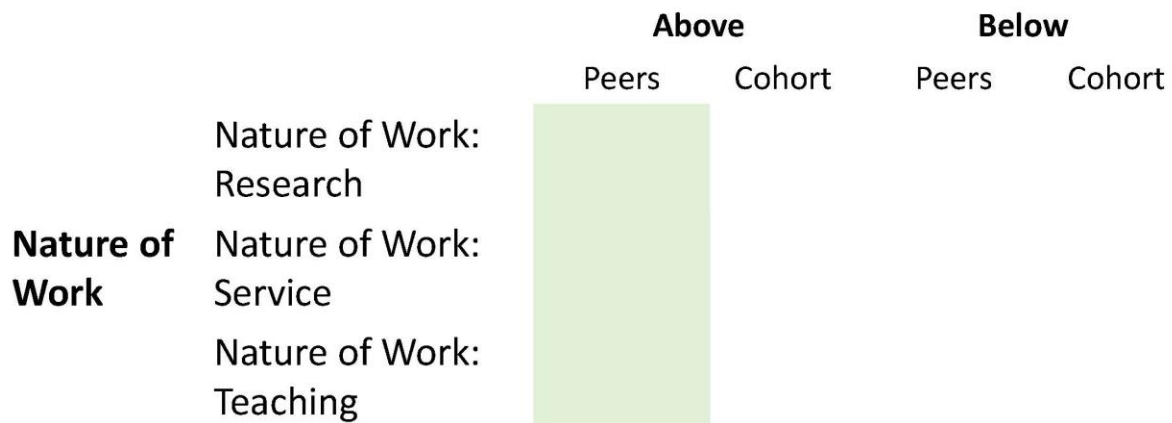
Light Green: Somewhat above

Light Yellow: Slightly below

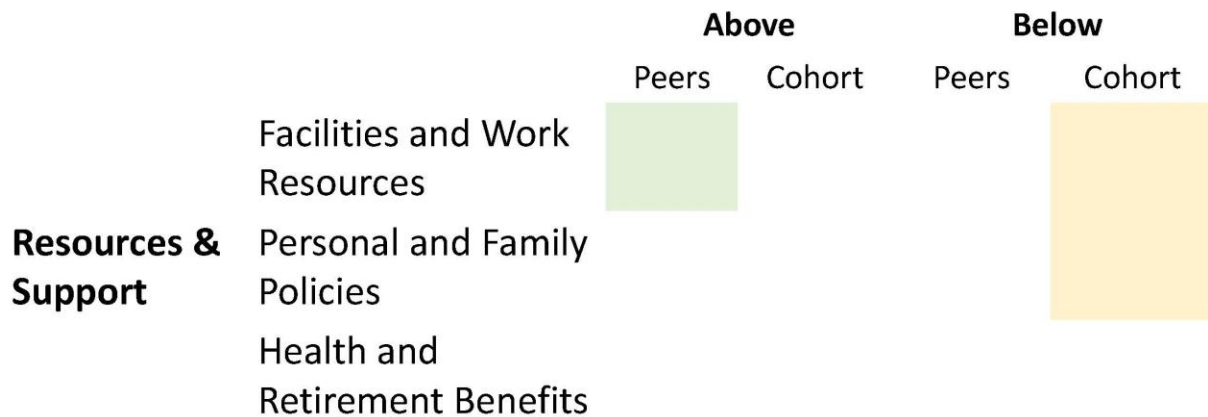
Orange: Significantly below

No Color: On a par with the others

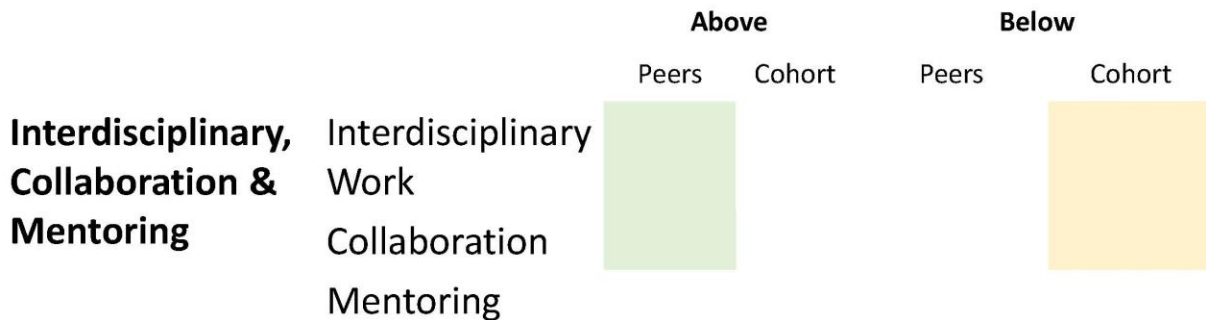
Benchmark: Nature of Work



Benchmark: Resources and Support



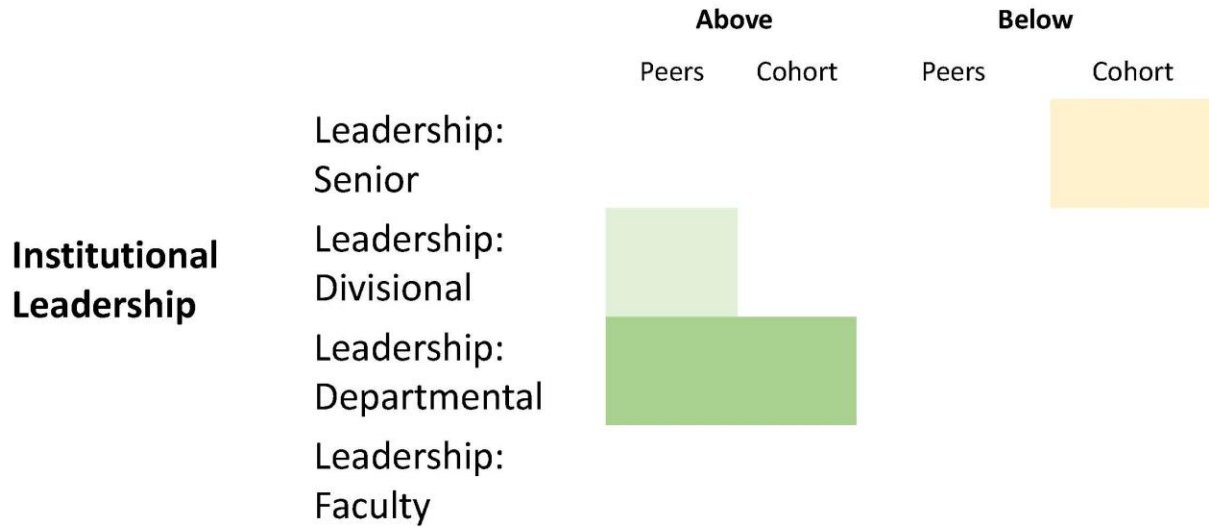
Benchmark: Interdisciplinary Collaboration and Mentoring



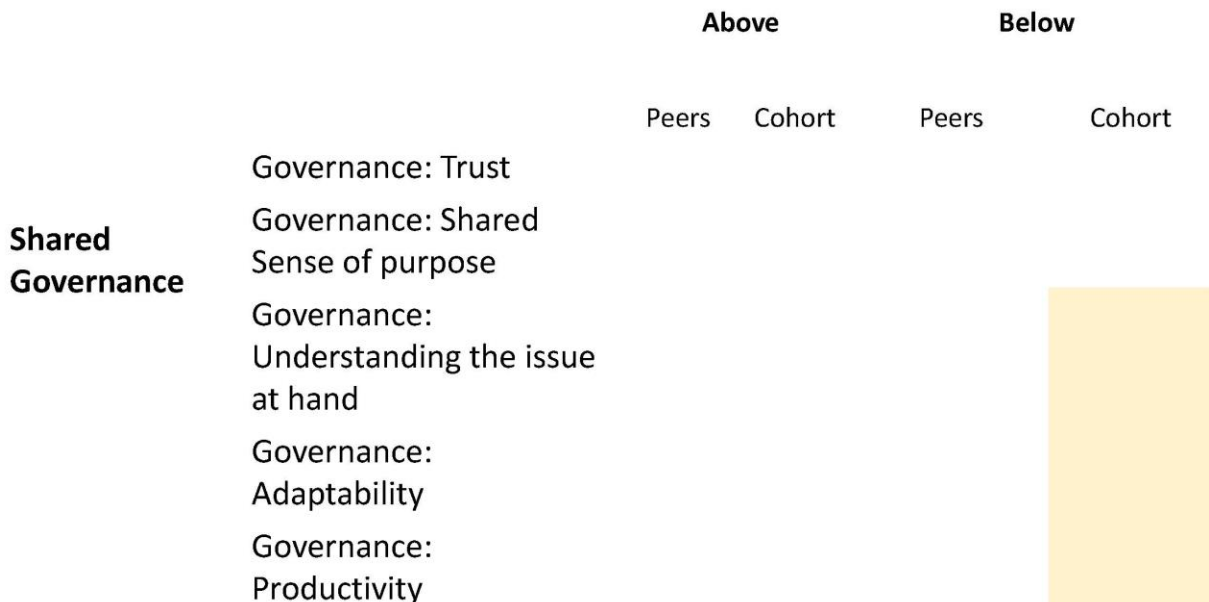
Benchmark: Tenure and Promotion




Benchmark: Institutional Leadership



Benchmark: Shared Governance



Benchmark: Departmental Engagement

		Above		Below	
		Peers	Cohort	Peers	Cohort
Departmental Engagement	Departmental Collegiality				
	Departmental Engagement				
	Departmental Quality				

Benchmark: Appreciation and Recognition

		Above		Below	
		Peers	Cohort	Peers	Cohort
Appreciation	Appreciation and Recognition				

Positive Changes in Benchmark Scores from 2015

Theme	2015	2019	% change
Mentoring	2.94	3.13	6.5 %
Leadership: Divisional	3.06	3.22	5.2%
Leadership: Faculty	3.08	3.28	6.5%
Governance: Trust	2.85	3.02	6.0%
Governance: Shared sense of	2.88	3.02	4.9%
Governance: Understanding	2.75	2.89	5.1%
Governance: Productivity	2.91	3.08	5.8%

Negative Changes in Benchmark Scores from 2015

Theme	2015	2019	% - change
Tenure Expectations: Clarity	3.38	3.02	10.7%

Global Considerations: *Best Aspects*

Quality of Colleagues

Quality of Undergraduate Students

Quality of Graduate Students

Location

Global Considerations: *Worst Aspects*

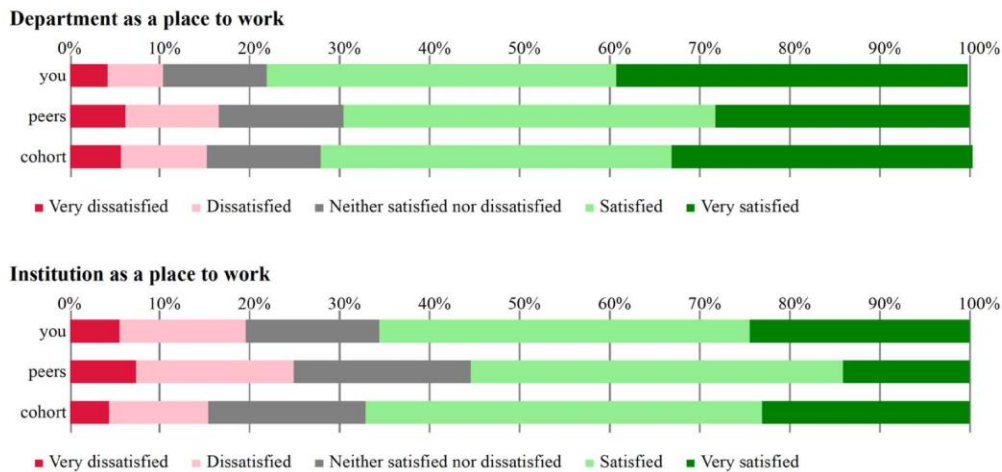
Quality of Facilities

Compensation

Teaching Load

Cost of Living

Global Considerations: *The Department and Institution as a Place to Work*



Next steps: Share the data

FP&B

Senate

FDA

Blackboard Organization: All faculty are enrolled in a Bb organization where PDFs of data can be found.

Next steps: Review and discuss data

Faculty Steering Committee formed in spring 2019 to support survey completion. There were representatives from all schools, to include faculty of diverse backgrounds, diverse ranks and experiences.

Task Force will be drawn from that committee with invitation to Senate Administrative Committee to suggest representatives. Others may nominate faculty to serve.

Next steps: Task Force process

Meet to discuss data and identify areas of focus

Develop recommendations by Spring 2020

APPENDIX III

GER Appeals Committee report

Appeals for students in the GER

	1A	1B	1C	2A	2B	2C	2D	2E LAB	2E non lab	3A	3B	FL	Annual total
2009	1			1	1	0	0	0	0	0	2	1	6
2010	0			0	1	1	0	2	0	2	4	1	11
2011	0			0	1	0	1	2	0	5	0	3	12
2012	0			0	0	2	0	2	0	2	2	1	9
2013	0			1	4	2	1	8	1	8	3	9	37
2014	0			2	2	5	1	23	4	4	9	31	81
2015	0			0	8	0	0	0	2	0	1	6	17
2016	0	2	2	1	3	2	1		17	9	2		39
2017									3	1	1		5
2018	2	0	0	0	4	4	0		4	2	2		18
2019	2	3	1	1	2	2	2		6	1	3		23

Appeals for Students in the HCR (CUNY Common Core)

	EC	MQR	LP	WC	USE	CE	IS	SW	FL	Annual total
2013	0	2	2	0	0	0	0	2	0	6
2014	1	3	6	1	2	1	3	4	2	23
2015	8	8	5	9	2	7	12	5	0	56
2016	7	12	5	16	2	9	18	9	16	94
2017	3		1	6		2	3	6	0*	21
2018	7	3	8	9	3	11	7	12	16	76
2019	9	6	13	9	6	15	9	9	15	91

Appeals for P&D

	PD A	PD B	PD C	PD D	Annual total
2009	30	29	33	4	96
2010	26	32	37	13	108
2011	25	22	23	6	76
2012	36	17	30	4	87
2013	22	17	37	3	79
2014	18	19	33	2	72
2015	0	0	6	0	6
2016	15	24	34	12	85
2017	6	6	5	1	18
2018	19	14	13	4	50
2019	27	23	11	5	66