

MINUTES

Meeting of the Hunter College Senate

6 December 2023

- 1 The 684th meeting of the Hunter College Senate convened at 4:01 PM in HW 714.
2
- 3 **Presiding:** Sarah Chinn, Chair
4
- 5 **Attendance:** The elected members of the Senate with the exception of those marked absent in Appendix I.
6
7 Alternate Senators were formally seated in accordance with the procedures approved by the Senate for in-
8 person meetings, and they were enabled to vote using iClicker.
9
- 10 **Chair**
11 **Remarks:** Chair Chinn said the following:
12
13 “I would like to talk a little about the most recent meeting. It was clear that both students and faculty had
14 strongly held feelings. I know that the meeting was uncomfortable for many senators. As far as I can tell
15 what people have said to me, most members felt the meeting went as smoothly as it could have given the
16 powerful feelings that so many of us have about academic freedom given the ongoing crisis in Israel and
17 Palestine and our own struggles dealing with the enormities of destruction we have seen in the news on
18 and since October 7th. At the same time, I have had feedback from other senators who were unhappy with
19 the way the meeting went. They felt the students were confrontational and disrespectful towards both the
20 procedures of the Senate and more specifically, towards the President. I understand their discomfort. It is
21 difficult to hear anger and frustration and to sit with conflict. I do not disagree that some Senate members
22 were confrontational.
23
24 “There are two points I would like to make before we move onto the agenda. First, as the person chairing
25 the meeting and moderating discussion, I was actually impressed that, however passionate a speaker was,
26 they followed the protocols we have in place. When it was clear that chanting when the President arrived
27 was inappropriate, and that it was her time to speak, the chanting stopped and the students lowered their
28 signs not to block the cameras for our colleagues in Brookdale and Silberman. Those who wanted to speak
29 raised their hands and waited to be called on. When one speaker went off topic and was reminded what
30 was under discussion at that moment, they immediately shifted the focus and addressed the subject at
31 hand. I would argue that our students respected the procedures of the Senate. They did not accuse or insult.
32 They wanted to be heard. Second, and to me most important, strong feelings, even anger have a place in
33 debate. Those of you who have been Senate members for a while know that I have certainly spoken out
34 of principled outrage at some meetings. What matters is that we are not so distracted by someone's tone
35 that we are unable to hear their message. Of course, ideally, all debates would be temperate and calm, but
36 that is not always how disagreement works. We must always, always strive for a respectful, meaningful
37 dialogue, no matter how intensely we connect to the issue up for debate, but a tone that is discomfiting
38 does not disqualify someone from speaking or invalidate what it is that they say. Indeed, I would argue
39 that in confronting the President, our students were being respectful. They were asking real and difficult
40 questions and expecting to be heard and answered. I was glad that our last meeting, all the speakers:
41 students, faculty, and staff saw the Senate as a space in which they could be heard and taken seriously by
42 their fellow senators and by our President; something we have not been able to take for granted for a very
43 long time.”
44
- 45 **Agenda:** Chair Chinn reported that two items were added under the Administrative Committee report: charge to
46 the Committee on Academic Freedom and election of students to the Senate Task Force on the Science
47 Park and Research Campus (SPARC). The agenda was adopted as revised.
48
49
- 50 **Minutes:** The minutes of 20 September 2023 were approved as distributed.
51
52

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56
 57 **Report by**
 58 **the Provost:** Chair Chinn invited Acting Provost Manoj Pardasani to present the COACHE survey. The presentation is
 59 in Appendix II.
 60

61
 62 **Report by the**
 63 **Administrative**
 64 **Committee:**

65 **a) Approved Curriculum Changes**

66 The following curriculum changes as listed in the attached reports Part I and II dated 6 December
 67 2023 have been approved as per Senate resolution and are submitted for the Senate's information.
 68 Items: UR-2537 Curriculum & Teaching, Educational Foundations, and Educational Foundations
 69 (Routine change in courses), GR-1584 Curriculum & Teaching, Educational Foundations, and
 70 Educational Foundations (Routine change in courses), US-2539 Film & Media (New courses), US-
 71 2538 Curriculum & Teaching (New course), US-2541 Political Science (Routine Deregistration of a
 72 Program), US-2540 Special Education (Routine Deregistration of a Program), US-2542/GS-1585
 73 Nursing (Routine Deregistration of a Program), US-2543/GS-1586 Nursing (Routine Deregistration
 74 of a Program), US-2544/GS-1587 Nursing (Routine Deregistration of a Program), US-2545/GS-1588
 75 Nursing (Routine Deregistration of a Program), GS-1572 Special Education (New degree program),
 76 GS-1573 Special Education (New degree program), GS-1574 Special Education (New degree
 77 program), GS-1575 Special Education (New courses), GS-1576 Special Education (New course), GS-
 78 1577 Special Education (New course), GS-1583 Special Education (New course), GS-1578
 79 Curriculum & Teaching, Educational Foundations, and Educational Foundations (Change in degree
 80 program), GS-1579 Curriculum & Teaching (New course), GS-1580 Curriculum & Teaching
 81 (Change in course), GS-1581 Educational Foundations (Change in course), and GS-1582 Educational
 82 Foundations (New course).
 83

84 **b) Charge to the Committee on Academic Freedom**

85 The Administrative Committee decided to charge the Senate Academic Freedom Committee to
 86 investigate circumstances around the postponement and eventual screening of the film "Israelism",
 87 including but not limited to incursion of the Administration into a department and program sponsored
 88 event, the mechanisms by which use of space at the College is evaluated and administrated and the
 89 relationship between the safety of Hunter community members and the dictates of academic freedom.
 90

91 **c) Election of Nominees for Search Committee for Chief Librarian**

92 The election of Chair panel, a panel of 10 faculty members and 6 student members from the below
 93 pool of nominees. From this panel, the President shall choose a search committee consisting of 5
 94 faculty members and 3 students.
 95

96 **NOMINEES FOR CHAIR PANEL:**

97 Nicole S. Bennett, Associate Provost & Assistant Vice President, Office of the Provost
 98

99 It was moved that the Secretary be instructed to cast a single ballot in favor of the nominee for the
 100 Chair panel. The motion carried by voice vote without dissent.
 101

102
 103 **STUDENTS**

104
 105 Saidmukhammad Ergashev (Chemistry)
 106 Michael Tamsuriyarnit (Media Studies/Journalism)
 107 Nicole Palmetto (Public Health)
 108

109 It was moved that the Secretary be instructed to cast a single ballot in favor of the nominees for the
 110 student slate. The motion was approved by voice vote without dissent.
 111
 112

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 117 **NOMINEES FOR MEMBER PANEL:**

118
 119 **FACULTY**

120
 121 **1. Humanities & Arts:**

122 Jack Kenigsberg, English
 123 Lazaro Lima, AFPRL
 124 Julie Van Peteghem, Romance Languages

125
 126 **2. Social Sciences:**

127 Mike Owen Benediktsson, Sociology

128
 129 **3. Sciences & Mathematics**

130 Frida Kleiman, Chemistry

131
 132 **4. School of Education**

133 Gina Riley, Special Education
 134 Salvador Ruiz, Special Education
 135 Melissa Jackson, Special Education

136
 137 **5. Schools of Nursing, Health Professions, and Urban Public Health**

138 Jaya Rachwani Parshotam, Physical Therapy

139
 140 **6. School of Social Work**

141 Caroline Gelman

142
 143 **7. Library**

144 John Carey
 145 Ingrid Bonadie-Joseph
 146 Meshaw Browne
 147 Sarah Ward
 148 Phillip Swan

149
 150 Tellers were appointed, and written ballots were distributed for the election of six faculty members
 151 for the Member Panel. The count will be available at the next meeting after paper ballots are received
 152 from Brookdale.

153
 154 **Committee**
 155 **Reports:**

156 **Nominating Committee**

157 Chair Chinn called on Professor Edgar Troudt, Chair of the Nominating Committee, to present a report.

158
 159 The Nominating Committee is submitting the following nominations for seats currently vacant on
 160 Senate Committees:

161
 162 **1. GRADUATE COURSE OF STUDY & ACADEMIC REQUIREMENTS COMMITTEE**

163 Faculty from Social Work: Willie Tolliver

164
 165 **2. UNDERGRADUATE ACADEMIC REQUIREMENTS COMMITTEE**

166 Faculty from School of Social Work: Anna Ortega-Williams

167
 168 **3. GOVERNANCE COMMITTEE**

169 Faculty from Sciences & Mathematics: Diego Loayza (Biology)
 170 Faculty from Social Work: Keith Chan
 171 Faculty from Nursing, Health Professions,
 172 and Urban Public Health: Judith Aponte (Nursing)

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4. **COMMITTEE ON THE CALENDAR**
Faculty from Humanities & Arts: Uchenna Itam (Art & Art History)
Faculty from Social Sciences: Zachary Shirkey (Political Science)
Faculty from Nursing, Health Professions,
Urban Public Health: Barbara Ravida (Nursing)
 5. **NOMINATING COMMITTEE**
Faculty: George Patterson (School of Social Work)
 6. **COMMITTEE ON MASTER PLAN**
Faculty Alternate: Alex Fietzer (Educational Foundations)
 7. **COMMITTEE ON ACADEMIC FREEDOM**
Faculty from Social Work: Jonathan Prince
 8. **COMMITTEE ON ACADEMIC ASSESSMENT & EVALUATION**
Faculty from Social Work: Marina Lalayants
Alternate: Ellen M. McCabe (Nursing)
 9. **GENERAL EDUCATION REQUIREMENTS APPEALS COMMITTEE**
Faculty: Chris Mitchell (WGS)

200 It was moved that the Secretary be instructed to cast a single ballot in favor of the nominees.
201 The motion carried by voice vote without dissent.
202
203

204 **Joint Report by Committee on General Education and the Undergraduate Course of Study**
205 **Committee**

206 Chair Chinn invited Professor Christopher Mitchell, co-Chair of the Undergraduate Course of Study
207 Committee and Professor Lawrence Kowerski, Chair of the Committee on General Education, to report
208 on the process of approving courses for the new Pluralism & Diversity requirement. Their presentation is
209 in Appendix III.
210

211
212 **Committee on the Calendar**

213 Chair Chinn invited Professor Zachary Shirkey, Chair of the Committee on the Calendar, to report.
214 Professor Shirkey said the following:
215

216 “As you may remember from a couple of Senate meetings ago, there was a discussion on features of the
217 Bell Schedule that were perhaps suboptimal. The Committee on the Calendar, as per the charge and when
218 the Bell Schedule was changed, is going to look at what is working well and what is not working well. As
219 part of that, we plan to collect data in the Spring semester. What we will do exactly has not been
220 determined, but we will probably have a combination of some surveys and the interviews with department
221 chairs, students, administrative data, and things like that. Particularly, we would like to look at use of
222 space and enrollments and how to optimize our limited space at Hunter, which is obviously a challenge,
223 but do so in ways that work for all members of the Hunter community. We are particularly interested in
224 finding ways how that currently less used times can be the in early evening or Tuesday’s community hour,
225 which has been an issue. So, in part for that, for the Fall 2024, there is a waiver from the Senate that chairs
226 can request to schedule courses in that Tuesday community hour to allow for better optimization of space.
227 We want to propose any changes to the Senate in the Fall of 2024 with a plan of effective date of Fall
228 2025. So, that is the Committee on the Calendar’s plan for the coming Spring.”
229
230
231
232

233 **Minutes**
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237 **New**
238 **Business:**

239 Gustavo Ordonez, Acting Vice President for Administration provided an update on the steam leak in the
240 East building at the 68th Street campus.

241
242
243 Professor Jessie Daniels (Sociology) was nominated for the Academic Freedom Committee as a faculty
244 representative from Social Sciences. It was seconded. The motion carried by voice vote without dissent.

245
246
247 A concern was raised over an exclusion of the Arabic Program from the screening of the film "Israelism".
248 The Arabic Program was originally a co-sponsor of the showing with the Film & Media department.

249
250
251
252 The meeting was adjourned at 5:01 PM.

253
254 Respectfully submitted,

255
256
257 Sarah Jeninsky
258 Secretary

APPENDIX I

The following attendance was noted from the meeting

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

Faculty	Name	Attendance	Department	Name	Attendance
AFPRL	Anthony Browne	X	Mathematics & Statistics	Sandra Clarkson	A
	Milagros Denis-Rosario	(A) A			
	Lázaro Lima	(A) A			
Anthropology	Jackie Brown	A	Medical Laboratory Sciences	Robert Thompson	(A) X
	Stephanie Levy	(A) A		Barry Cherkas	(A) A
	Milena Shattuck	(A) A		Chad Euler	A
Art & Art History	Itam Uchenna	A	Music	Steven Einheber	(A) X
	Chitra Ganesh	X		Muktar Mahajan	(A) X
	Emily Braun	(A) X		Michele Cabrini	X
Biological Sciences	Dave McKenzie	(A) X	School of Nursing	L. Poundie Burstein	(A) X
	Ben Ortiz	A		William Samuels	X
	Jesus Angulo	A			
Chemistry	Paul Feinstein	(A) X	Philosophy	Stephen Yermal	X
	Carmen Melendez	(A) X		Deidre O'Flaherty	(A) X
	Gabriela Smeureanu	A		Laura Keating	A
Classical & Oriental Studies	Nancy Greenbaum	(A) X	Physics & Astronomy	Daniel Harris	(A) X
	Brian Zeglis	(A) X		Omar Dahbour	(A) A
	Nadya Kobko-Litskevitch	X		Kelle Cruz	A
Computer Science	Yasha Klots	A	Political Science	Yuhang Ren	(A) X
	Lawrence Kowerski	(A) A		Ying-Chih Chen	(A) X
	Doron Friedman	(A) X		Lina Newton	A
Curriculum & Teaching	Raj Karpan	X	Psychology	Charles Tien	(A) X
	Justin Tojeira	X		Michael Lee	(A) X
	Saptarshi Debroy	(A) X		Roseanne Flores	A
Dance	William Sakas	(A) X	Physical Therapy	Darlene DeFour	A
	Edgar Troutd	A		Glenn E Schafe	(A) X
	Stephen Demeo	A		Peter Serrano	(A) X
Economics	Maverick Zhang	(A) X	School of Social Work	Jaya Rachwani	A
	Tim Farnsworth	X		Milo Lipovac	(A) X
	Maura Donohue	X		Chad Woodard	(A) X
Educational Foundations & Cou	Ana Nery Fragoso	(A) X	Sociology	Magdalena Perkowska	X
	David Capps	(A) X		Mark Halling	A
	Tim Goodspeed	X		Mike Benediktsson	(A) X
English	Michelle Liu	A	Special Education	Michaela Soyer	(A) X
	Kenneth McLaughlin	(A) X		Salvador Ruiz	A
	Avi Liveson	(A) X		Melissa Jackson	(A) A
Film & Media Studies	Sarah Bonner	X	SLPA	Kathryn Furlong	(A) A
	Jeanne Weiler	(A) A		Donald Vogel	A
	John Keegan	(A) X		Nancy Eng	(A) X
Geography & Environmental Sci	Sarah Chinn	A	Theatre	JungMoon Hyun	(A) A
	Angie Reyes	X		Louisa Thompson	X
	Mark Miller	A			
German	Janet Neary	(A) A	Urban Policy and Planning	Claudia Orenstein	(A) A
	Larry Shore	A		Lily Baum Pollans	A
	Tami Gold	(A) A		Victoria Johnson	(A) X
History	Gustavo Mercado	(A) X	Nutrition and Public Health*	vacant	(A)
	William Solecki	X		Susan Cardenas	X
	Sun Shipeng	(A) A		Khursheed Navder	(A) A
Library	Christina Mekonen	A	Women & Gender Studies	Steven Trasino	(A) X
	Elke Nicolai	(A) A		Jennifer Gaboury	A
	Aine Zimmerman	(A) E		Catherine Raissiguier	(A) X
	D'Weston Haywood	A		Rupal Oza	(A) X
	Manu Bhagavan	(A) X			
	Aaron Welt	A			
	Iris Finkel	A			
	Ajatshatru Pathak	A			
	Mee' Len Hom	(A) A			
		(A)			

Students

Nicole Palmetto	A
Umar Faruque	X
Ariadna Pavlidis-Sanchez	X
Aysha Khan	A
Ronette Johnson	X
Olivia Massey	X
Lorraine Santana	A
Jacob Appet	X
Christopher Orzech	X
Ermina Chowdhury	A
Ayanna Wiltshire	X
Viet Thanh Phan	A
Nourhan Ibrahim	X
Veronica Witkowski	A

At-Large, Lecturers and Part-Time Faculty

Student Services	Burhan Siddiqui	A
	Luis Roldan	(A) X
Library	Jocelyn Berger-Barera	A
English	Donna Paparella	X
Psychology	Stefan Schlussman	A
Social Work	James Mandiberg	X
Medical Lab Science	Hongxing Li	X
Religion	Wendy Raver	A
Political Science	Rosa Squillacote	X
	0 vacant	
Special Education	Gina Riley	A
	0 vacant	
THHP	Sarah Jeninsky	A
Art & Art History	Peter Dudek	X

Ex-Officio

President, USG	Bushir Juwara	X
Vice President, GSA		0
President Alumni Association	Elizabeth Wilson-Anstey	X
President, HEO Forum	Denise Lucena-Jerez	A
President, CLT Council	Amy Jeu	X

ADMINISTRATION

Senators:		
HEO/CLA Representative	Irina Ostrozhnyuk	X
Vice President for Student Affairs	Eija Ayravainen	A
Provost	Manoj Pardasani	A
Dean, School of Arts & Sciences	Andrew Polsky	A
Dean of Education	Jennifer Tuten	A
Alternate Senators (3):		
Dean of Social Work	Mary Cavanaugh	X
General Counsel & Dean of Faculty		0
Dean of Nursing	Ann Marie Mauro	X

APPENDIX II

HUNTER COACHE SUMMARY OF SURVEY RESULTS SPRING 2023

NICOLE BENNETT, ASSOCIATE PROVOST & ASSISTANT VICE PRESIDENT FOR ACADEMIC AFFAIRS
RHONDA BONDIE
SANGEETA PRATAP
CAROLYN SUN
ALEXIS JEMAL
JOSHUA PLOTNIK
WENSHING, CHOU
LILLY POLLANS

OVERVIEW

THIS PRESENTATION...

SHOULD PROVIDE US WITH A FOUNDATION FOR IMPROVING FACULTY SATISFACTION THROUGH:

- Comparisons between Hunter College and our CUNY peers
- Comparisons between Hunter College and 86 national peer institutions
- Comparison between the 2023 COACHE Survey and the 2019 Survey
- Information about areas that can be used for faculty recruitment and retention

SHOULD NOT BE USED TO LAY BLAME, MAKE JUDGEMENTS, OR CRITICIZE.

THE HIGHER EDUCATION (COACHE) FACULTY SATISFACTION SURVEY

Designed to reveal faculty attitudes in a variety of areas encompassed by the following themes:

- Nature of Work – teaching, research, and service;
- Resources and Support;
- Interdisciplinary Work, Collaboration, and Mentoring;
- Tenure and Promotion;
- Institutional Leadership
- Shared Governance;
- Department Engagement, Quality, and Collegiality;
- Appreciation and Recognition;

Retention and Negotiation

COMPARISON INSTITUTIONS

- Other CUNY 4-year colleges (Baruch, Brooklyn, City, Lehman, and Queens Colleges)
- A national cohort of 86 colleges/universities designated as generally similar

RESPONSE RATE BY FACULTY CLASSIFICATION

	HUNTER	PEERS	NATIONAL COHORT
All Faculty	40%	40%	42%
Tenured	40%	40%	45%
Pre-tenured	31%	37%	45%
Non-tenure Track	100%	97%	38%
Full Professor	43%	43%	46%
Associate Professor	43%	43%	43%

***Faculty in their first and final years of employment are not allowed to take this survey.**

RESPONSE RATES BY SELF-REPORTED DEMOGRAPHICS

	HUNTER	PEERS	NATIONAL COHORT
All Faculty	40%	40%	42%
Men	33%	33%	39%
Women	46%	47%	49%
White	40%	41%	47%
Faculty of Color	38%	38%	39%
Asian/Asian-American	42%	34%	35%
Underrepresented Minorities	36%	41%	43%

SUMMARY - COMPARISONS TO PEERS & NATIONAL COHORT

1ST OR 2ND IN SATISFACTION COMPARED TO CUNY PEERS

1st place

- Nature of Work: Research
- Nature of Work: Teaching
- Health and Retirement Benefits
- Tenure Policies
- Tenure Expectations: Clarity
- Promotion to Full
- Departmental Collegiality
- Departmental Engagement
- Departmental Quality

2nd place

- Nature of Work: Service
- Facilities and Work Resources
- Personal and Family Policies
- Interdisciplinary Work
- Leadership: Senior
- Leadership: Departmental
- Governance: Shared Sense of Purpose
- Appreciation and Recognition

Hunter ranked in the top two when compared to CUNY peers in 17 out of 25 categories.

3RD OR LOWER IN SATISFACTION COMPARED TO CUNY PEERS

- Collaboration
- Mentoring
- Leadership Divisional
- Leadership: Faculty
- Governance: Trust
- Governance: Understanding the Issue at Hand
- Governance: Adaptability
- Governance: Productivity

HIGHLIGHTS RELATED TO BOTH CUNY PEERS & NATIONAL COHORT

Areas of **STRENGTH**

1st or 2nd among CUNY peers and in top 30% of national cohort

- Departmental Collegiality
- Departmental Engagement
- Departmental Quality
- Leadership: Departmental
- Promotion to Full
- Tenure Expectations: Clarity
- Tenure Policies

Area of **CONCERN**

5th or 6th among CUNY peers and in bottom 30% of national cohort

- Leadership: Divisional

1ST AMONG CUNY PEERS FOR

Associate Professors

- Nature of Work: Research, Teaching, and Service
- Personal and Family Policies
- Collaboration
- Mentoring
- Promotion to Full (not questioned about tenure)
- Departmental Leadership
- Governance: Shared Sense of Purpose
- Department: Collegiality, Engagement, and Quality

Pre-Tenure Faculty

- Nature of Work: Research, Teaching, and Service
- Facilities and Work Resources
- Personal and Family Policies
- Tenure Policies
- Tenure Expectations: Clarity
- Departmental Leadership
- Department: Quality

1ST AMONG CUNY PEERS FOR

Women Faculty

- Nature of Work: Research, Teaching, and Service
- Tenure Expectations: Clarity
- Promotion to Full
- Governance: Shared Sense of Purpose
- Department: Quality

Faculty of Color

- Nature of Work: Teaching
- Health and Retirement Benefits
- Tenure Policies
- Tenure Expectations: Clarity
- Promotion to Full
- Department: Quality

SUMMARY – COMPARISON TO 2019 SURVEY

OVERALL SATISFACTION 2023 SURVEY VS. 2019 SURVEY

Higher in 2023	Same in 2023	Lower in 2023
<ul style="list-style-type: none"> • Nature of Work: Service • Personal and Family Policies • Health and Retirement Benefits • Collaboration • Tenure Expectations: Clarity • Promotion to Full • Leadership: Departmental • Departmental Quality 	<ul style="list-style-type: none"> • Nature of Work: Teaching • Tenure Policies <p>*Items in red = higher satisfaction when compared to our CUNY peers</p>	<ul style="list-style-type: none"> • Nature of Work: Research • Facilities and Work Resources • Personal and Family Policies • Interdisciplinary Work • Mentoring • Leadership: Divisional • Leadership: Senior • Leadership: Faculty • Governance: All items • Appreciation and Recognition

AREAS OF STRENGTH AND CONCERN

2019 Survey Strengths

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

2023 Survey Strengths

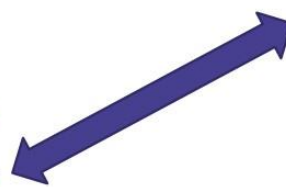
- Departmental Collegiality
- Departmental Engagement
- Departmental Quality
- Leadership: Departmental
- Promotion to Full
- Tenure Expectations: Clarity
- Tenure Policies

2019 Survey Concerns

- Tenure Expectations: Clarity

2023 Survey Concerns

- Leadership: Divisional



OVERALL SATISFACTION QUESTIONS (RETENTION & NEGOTIATION)



TOP ISSUES THAT ARE ON THE MINDS OF FACULTY (GOOD & BAD)

Competitive Advantages for Recruitment

- Quality of Colleagues
- Support of Colleagues
- Quality of Graduate Students
- Quality of Undergraduate Students
- Geographic Locations

Competitive Threats to Recruitment

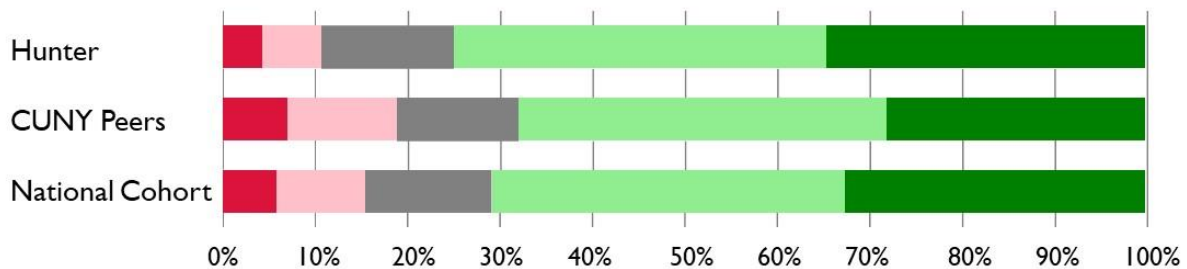
- Quality of Facilities
- Compensation
- Cost of Living
- Too Many Service Assignments
- Teaching Load

TOP AREAS FOR IMPROVEMENT – IN YOUR OWN WORDS

- Facilities and resources for work – 31%
- Compensation and benefits – 17%
- Nature of Work: Teaching – 17%
- Nature of Work: General – 15%
- Culture – 12 %

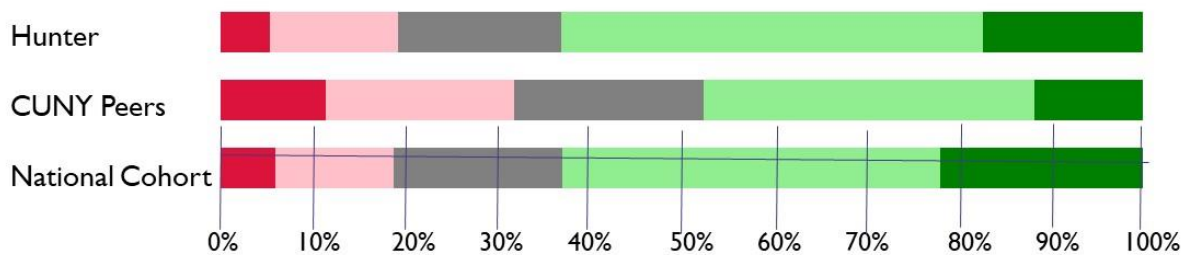
OVERALL SATISFACTION – WOULD YOU RECOMMEND HUNTER?

Department as a Place to Work -



OVERALL SATISFACTION – WOULD YOU RECOMMEND HUNTER?

Institution as a Place to Work-



NEXT STEPS

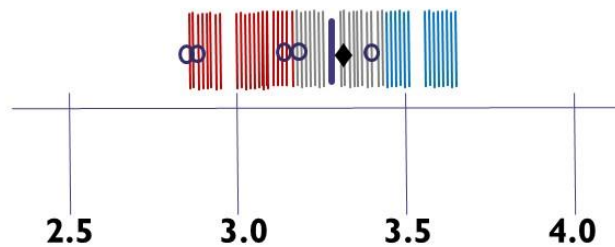
1. Dissemination: Engage Faculty in discussion about the results and how we should use them for continuous improvement:

- Hunter College Senate
- Faculty Delegate Assembly
- Task Forces related to the Strategic Plan
- New Committees
- Departments (Can tease out data based of broad fields like Humanities/Science/etc.)
- FP&B

2. Action

QUESTIONS

Example
Nature of work: Service



◆ = Hunter College's current response, which is compared to:

1. CUNY peer's current response = ○

2. National Cohort responses:

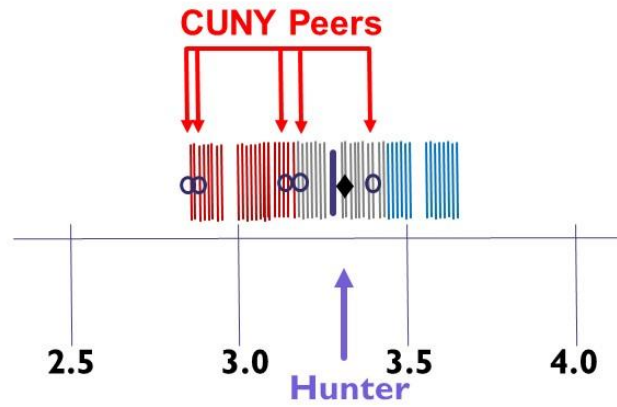
Top 30% of institutions

Middle 40% of institutions

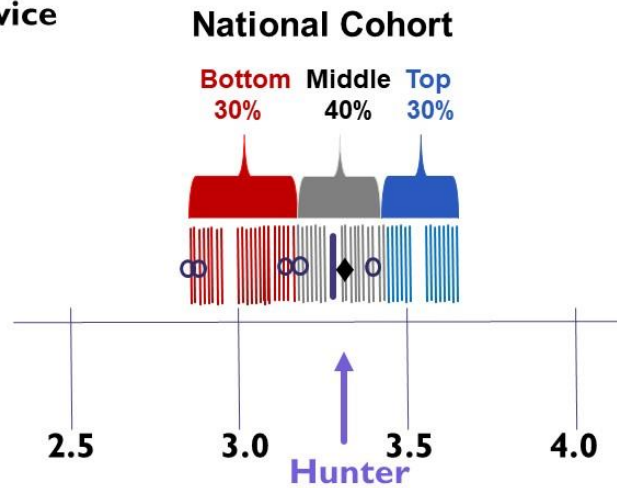
Bottom 30% of institutions

3. Hunter College's previous response = —

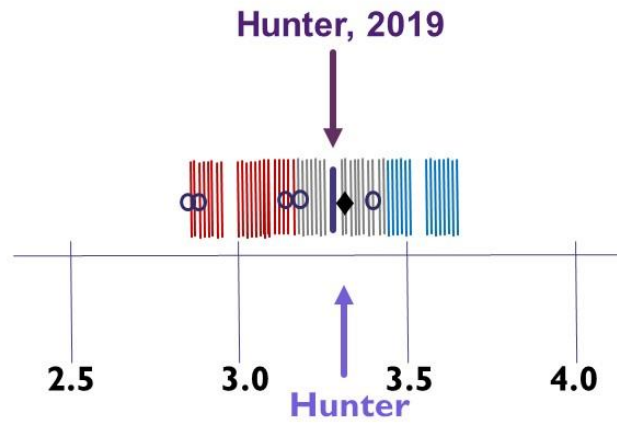
Example
Nature of work: Service



Example
Nature of work: Service



Example
Nature of work: Service



APPENDIX III

Undergraduate Course of Study Committee Report to the Hunter College Senate December 6, 2023

Procedures for Approval of New Pluralism and Diversity Categories

Explanation of Subcommittee Composition and Process

- On November 29, the Undergraduate Course of Study Committee (UCSC) approved a procedure for approving the new Pluralism and Diversity (P&D) categories. The UCSC voted to create a process similar to previous CUNY and Hunter College-wide curricular revisions in which the UCSC had to handle a large volume of documents in a short period of time by creating subcommittees to review incoming documents.
- The UCSC will create four subcommittees corresponding to the new P&D categories to review courses submitted within those categories. For example, courses seeking designation as P&D Category A will be reviewed by a subcommittee charged with reviewing all documents submitted for P&D Category A designation. Courses with multiple P&D designations will be reviewed separately by the subcommittees charged with reviewing documents for each category. For example, a course seeking designation as both P&D Category A and B (or any combination of Categories A-D) must be reviewed separately by each subcommittee tasked with reviewing documents submitted under each Category. Courses that submit documents for multiple designations may therefore be approved for one category, but may not be approved for another. Alternatively, they could be approved for both categories.
- Each UCSC P&D Subcommittee (A-D) will be comprised of two voting members of the UCSC, as well as one member of the Senate P&D Subcommittee serving in an advisory role.
- Documents submitted to the UCSC by Departments or Programs will be distributed in a Dropbox and reviewed by each Subcommittee.
- Unanimous approvals will be referred to the full UCSC for ratification by batch.
- Unanimous disapprovals will be referred back to Departments or Programs for revision and resubmission.
- Disagreement within the UCSC subcommittee, including objections raised by Ex-Officio members, will be referred to the full UCSC for debate and a final vote.
- If the UCSC does not approve a course for P&D designation in one or more Categories, documents will be sent back to Departments or Programs for revision and resubmission.

