

MINUTES OF THE FACULTY COUNCIL
November 20, 1974

Present: President Colston, Chairman; Deans Bullard, Donovan, Hermo, Kalin, Minkin, Rosenfeld, Rosenstock, Saueracker, Stillerman; Professors Barnette, D'Andrea, Ehrenpreis, Galub, Gottesman, Graham, Hart, Hill, Just, Kolliner, Kor, Lawrence, Martinis, May, Miranda, Morowitz, Pitman, Prince, Stabile, Stein, Steuerman, Takei, Terry, Thomas, Wise; Dr. Cancienne; Messrs. Ciofalo, Erdsneker, Horn, Moore, Richman, Vernoff

The meeting was called to order by Dr. Colston at 4:15 p.m. in Language Hall, Room 26.

Dr. Colston introduced Dr. Cancienne who will replace Mr. Schunke as Labor Relations Designee.

For the benefit of those not present at the November 7 meeting, Dr. Colston gave a brief review of the October 1974 Commission on Academic Personnel Practice in The City University of New York. As the need for recommendations was necessary, reports from various departments and individuals were requested. A committee whose objectives were to review the report and make recommendations was formed by Dr. Colston. Members of the committee were: Professors Davidson, Ehrenpreis, Gottesman, May, Merrigan, Pitman, and Riley. The following is a summary of the report as presented by Dr. Gottesman. Those interested in the entire report may contact members of the committee or Mrs. Morowitz, Secretary of the Faculty Council. In general, the committee responded positively to the Commission's goal to achieve "Uniform Academic Personnel Practices."

Recommendations were made in the following areas:

Recruitment (p. 9)

In light of references to "budgetary chaos" and "unrealistically low budgets," the Commission's recommendations for a one-year search for new candidates appear to be unfair as (a) with a low budget, sufficient recruitment cannot be achieved, (b) if found early in the search, qualified candidates may not be willing to wait the one-year period. Therefore, the committee suggested that departments cannot be bound by a time restriction other than to say that a reasonable period of time should be spent in searching, interviewing, and selecting.

Reappointment (p. 11)

1. An appointment and reappointment carry no presumption of reappointment or tenure.

Recommendation: Substitution of the word "assurance" for "presumption."

2. Initial appointments for Associate and Full Professors should be two years.

Recommendation: Substitution of the word "may" for "should."

3. Standards & Criteria for reappointment (p. 12-13): The Commission suggests that "Standards and criteria employed in the process of evaluation of faculty. . . . be consistent throughout the University."

Recommendations:

- 1) There is a lack of consistent workload standard that allows some faculty to teach six hours while others teach 12 or 15 hours.
 - 2) To attain equal opportunity for scholastic growth in the community college, a reduction of maximum hours from 15 to 12 hours should be instituted.
 - 3) There is a great disparity between the academic level of entering students in the senior and junior colleges. This disparity places a greater workload upon the community college faculty. Recommendation: More equal distribution of students.
4. In reference to "Scholarly and Professional Growth," this growth should not be confined to publications.

Recommendation: "Evidence of scholarly contributions to their disciplines and evaluations of these contributions, should be sought from each department."

Tenure

The committee endorsed the Commission's recommendation to retain the five year probationary period.

Promotion

1. The Commission's stipulation of a Ph.D. for rank of Assistant Professor was questioned, but it did not receive the approval of the majority of the committee.
2. The present screening process for promotions was considered sufficient. Therefore, the use of an outside panel was not considered necessary.

Equivalencies & Waivers (p. 18: B) - Recommendations:

1. In the accounting discipline, a CPA plus an appropriate Master's Degree be an accepted equivalent.
2. Paragraphs on Waivers remain vague.

Recommendation: Equivalencies in all areas must measure up to the Ph. D. level of achievement.

Academic Personnel Practice

While the committee did not support student participation in P & B, it did support well designed and appropriately administered student evaluations.

Improved Management

1. If the performance records of presidents and other senior academic officers is to be mandated, it is recommended that faculty and non-classroom instructional staff input be included.
2. The "dual professional career system," was viewed as "conducive to divisiveness and detrimental to faculty morale."

The discussion was then opened to further recommendations which will be assimilated into the report.

1. Prof. May asked for interpretation of the term "earned doctorate." "Who," he asked, "determines what constitutes an appropriate earned doctorate."

Dean Corbman maintained that each department determines this for itself.

Dr. Colston suggested that further specific clarification of this term be requested.

2. Dr. Prince made note of the vague terminology used in the report, (re: enrollment, remediation), and requested further clarification.
3. Prof. Lawrence noted that the report stressed scholastic achievement. She stated that industrial experience is just as important.
4. Dean Bullard asked for more specific clarification of guidelines in equivalencies and waivers.
5. Dr. Galub made the following recommendations:
 - 1) A meeting between the Chancellor and candidates for Full Professor
 - 2) In light of changes in enrollment patterns, voluntary retraining of faculty should be made available when necessary.
 - 3) Re: recruitment - adjunct personnel should be given an opportunity to compete for newly opened job lines.
6. Prof. Graham recommended that the "Asher Certification for Speech" be held as a valid equivalency.
7. Prof. Ehrenpreis, in reference to the Commission's recommendation that selection of a departmental chairperson be made by Presidential appointment, suggested the following motion:

"The Faculty Council shall take exception to any mode other than departmental selection of their chairperson" For - 37, Against - 2.

8. Dean Minkin questioned the Commission's stipulation of a Ph. D. for the rank of Assistant Professor. A Ph. D., she contended, did not necessarily mean that the individual could relate to our type of student.

Prof. Kor recommended that the doctorate be used for differential pay only. He agreed with Dean Minkin. He said that the doctorate tells us nothing of the individual's teaching effectiveness.

Prof. Just stressed the need for an objective standard for use in place of the doctorate.

9. Prof. Just also requested greater clarification as to the status of remediation specialists.

The response to the Report and Recommendations of the Commission on Academic Personnel Practice in The City University of New York and those subsequent recommendations will be presented to Dr. Colston.

Respectfully submitted,



Rachelle Morowitz, Secretary