

Faculty Executive Committee Meeting

August 28, 2018

3pm S-316

Agenda

1. Approval of Agenda
2. Approval of Minutes 5-22-18
3. Treasurer's Report: Faculty Account and Food Pantry account
Ending FEC serving as conduit for donations to the QCC Food Pantry
4. Faculty Website: Status Report
5. Chairperson's Report (updates)
 - Draft of CUNY Cloud Service Policy
 - Faculty Affairs Advisory Committee, Barbara Blake-Campbell new faculty representative.
 - Teaching Load Reduction and reassigned time
 - Appointment of Faculty with disregard for BOT criteria and QCC criteria
 - Faculty working past midnight on campus
 - College P&B Compliance with BOT Policy
 - Communication to PSC re Email access-- NO RESPONSE
 - CUNY Faculty Diversity FUND \$900,000 What was QCC request? NO RESPONSE (**attachment**)
 - Dean Larios communication to FEC-NO RESPONSE to request for clarification, explanation or evidence(**attachment**)
6. Faculty Meeting -- Planning for Fall 2018—possible topics: [CUNY Alert](#), [Title IX](#), (**attachment**)
7. Elections Run by the FEC in 2018-2019-review
8. Resolving the matter of the refusal of the QCC administration to make available a list of all full time faculty eligible to vote and to serve in faculty positions so that the FEC can conduct voting in accord with the bylaws. Without explanation the QCC Administration ended a practice of over 45 years and stopped supplying the lists.
9. Review of the College Budget- all parts and sources
10. Review of the Student Technology Fee Budgets for last three years
11. Review of faculty associated with Pre-College, Continuing Education and Workforce Development
12. Discussions on Freedom of Speech at our College
13. Possible Academic Senate Actions:
 - Efforts to bring a restoration of academic department email distribution lists access and opt out dialogue lists for Faculty and Community
 - Religious Observances and class schedules
 - Ombudsman
 - Anti Bullying
 - Bylaws changes-Presiding Officer, size of faculty at large, recall for absences and failure to perform duties
14. Review of the Governance Documents for Amendments: Governance Plan, QCC Faculty Bylaws, Academic Senate Bylaws
15. Old Business
16. New Business

Treasurer's Report 8-28-18

Nothing new to report from the last meeting.

Food Pantry Transactions

Date	Description	Amount: Checking	Amount: Money Market	Balance: Checking	Balance: Money Market
10/25	Opening deposits – Chase account	\$10,608.75		\$10,608.75	
10/26	Deposit	\$4,255.38		\$14,864.13	
11/1	Reimbursement to P. Pecorino	\$1,077.55		\$13,786.58	
11/2	Deposit	\$470.00		\$14,256.58	
11/17	Opened TD Bank checking and money market accounts and opening deposit	\$340.00	\$0	\$340.00	
11/17	Withdrawal of funds – Chase	\$10,000.00			
11/17	Remaining balance at Chase	\$4,317.11			
11/18	Deposits to Checking and Money Market	\$2,500.00	\$7,500.00	\$2,840.00	\$7,500.00
11/22	Replacement Check to Metropolitan Foods	\$622.50		\$2,217.50	
11/22	Amount Available			\$2,217.50	\$7,500.00
12/04	Deposit	\$250.00	\$90.00	\$2,385.89	
12/07	Deposit	\$308.00	\$4,317.11		\$4,317.11
12/11	Deposit	\$50.00			
12/14	Reimbursement to Susan Jacobowitz	\$425.70			
12/21	Deposit		\$50.00	\$1,960.19	
12/28	Deposit	\$300.00		\$2,260.19	
2/16/18	Reimbursement to Margot Edlin	\$414.93		\$1,970.96	
2/16/18	Deposits		\$70.00		
	Current Balance			\$1,970.96	\$12,301.24
	Total Balance				\$14,272.20

Date	Description	Amount	Balance
10/25/17	Dr. Pecorino purchase of foods from Fairway for direct donation to Food Pantry	\$1001.00	
10/30/17	Deposit donations	\$265.00	\$265.00
11/17/17	Deposit donations	\$100.00	\$100.00
11/22/17	Reimbursement to Susan Jacobowitz	\$280.06	\$84.94
12/7/17	Deposit donations	\$558.00	\$642.94
12/11/17	Deposit donations	\$50.00	\$692.94
12/14/17	Reimbursement to Susan Jacobowitz	\$425.70	\$267.24
12/28/17	Deposit donations	\$300.00	\$567.24
2/16/18	Reimbursement to Margot Edlin	\$414.93	\$152.31

QCC FACULTY GOVERNANCE LEADERS EVENTS: TENTATIVE CALENDAR 2018-2019

FEC Meetings	Academic Senate	PSC Meetings EC 3-4pm GEN 12-2 Oakland	QCC General Faculty Meeting	Department Chairs Meet alone	Department Chairs with Provost
Fourth Tuesdays 3-5pm S316	Second Tuesdays 3-5pm M-136	EC and Chapter General Mtgs	Wednesday 12-2pm. M-136	Second Tuesdays 2-3pm	First Tuesdays 3-5pm
August 28					
October 2	Sept 25	EC Tue, Sept 4 GEN MTG ??		Sept 25	Sept 4
Oct 23	October 9	EC Oct16	Oct 24	October 9	Oct 2
Nov 27	November 13	EC Nov20 GEN MTG ??		November 13	Nov 6
Dec 25 No mtg	Dec 11	EC Dec18		Dec 11	Dec 4
Jan 29					
Feb 26	Feb 19	EC Feb 5 GEN MTG??		Feb 19	Feb 5
Mar 26	Mar 12	EC Mar 19	Mar 20	Mar 12	Mar 5
Apr 30	Apr 9	EC Apr 16 GEN MTG ?????		Apr 9	Apr 2
May 28	May 14	EC May 21		May 14	May 7

From: Pantaleo, Josephine
Sent: Wednesday, July 25, 2018 12:04 PM
To: Pecorino, Philip <PPecorino@qcc.cuny.edu>
Cc: _Faculty Executive Committee <_FacultyExecutiveCommittee@qcc.cuny.edu>; Pantaleo, Josephine <JPantaleo@qcc.cuny.edu>
Subject: RE: Request for Information re QCC diversity program

Good afternoon, Members of the FEC,

The Chancellor's Faculty Opportunity Fund proposal was received on December 8, 2017, after the recruitment process for the College's 21 faculty searches was underway.

Having launched in August 2017, 6 of these 21 faculty searches had already been certified and offers of hire given to candidates, and the remaining 15 faculty job postings had already closed.

Attached is a sampling of the diversity strategic recruitment and retention efforts made at Queensborough Community College during the 2017-18 period.

We appreciate the FEC's interest in QCC's continued progress to diversify its faculty and staff in thought, perspective, and identity.

Jo Pantaleo
CDO

From: Pecorino, Philip
Sent: Thursday, May 24, 2018 2:46 PM
To: Pantaleo, Josephine <JPantaleo@qcc.cuny.edu>
Cc: _Faculty Executive Committee <_FacultyExecutiveCommittee@qcc.cuny.edu>
Subject: Request for Information re QCC diversity program
Josephine A. Pantaleo
Chief Diversity Officer

Recently, Dr. Arlene Torres, University Dean of Recruitment and Diversity, CUNY, presented an update on Diversity Hiring and Retention at CUNY to the CUNY Faculty Governance Leaders. The Faculty Executive Committee (FEC) is aware of this program of the University to support efforts for the diversity of the faculty. As you are aware the FEC would like to support efforts to diversify the faculty more than it is at present and to retain faculty with diverse backgrounds who enrich our community. To that end the FEC requests learning what, if any, effort has been made by our College to obtain funding from the \$900,000 funding offered by the University and, if it has, what were the proposed uses for that funding?

We thank you for any information that you can offer us on this.

The Faculty Executive Committee:

Edmund Clingan, Parliamentarian
Margot Edlin, Treasurer
Marvin Gayle, Webmaster
Philip A. Pecorino, Chairperson
Alicia Sinclair, Events Manager
Cheryl Spencer, Elections Officer
Ted Rosen, Secretary

From: Pecorino, Philip
Sent: Friday, May 25, 2018 1:01 PM
To: Larios, Liza J. <LLarios@qcc.cuny.edu>; _Faculty Executive Committee <_FacultyExecutiveCommittee@qcc.cuny.edu>
Cc: _Departmental Chairs <_DepartmentalChairs@qcc.cuny.edu>
Subject: RE: Concerns

Dean Larios:

I am concerned by your mention of negative actions in the form of recall for members of the Faculty Executive Committee (FEC) in your email below of May 2nd.. Why would you mention such a possibility when you know there are no procedures for such under governance of the College or University? Further, you make no reference to any rule, regulation, bylaw or policy that I or the FEC may have violated let alone any actual evidence that either I or the FEC have acted improperly in any way. You do not offer or refer to any evidence that the FEC has violated any Bylaws or Policies of the Board of Trustees. You do not offer or refer to any evidence that the FEC has violated any Bylaws or Policies of our own college. At most you state that you have been asked if “the FEC involvement rises to the level of ‘interference’.” You do not indicate in what way such may have occurred.

If you were simply conveying information about reports received from others and no judgment on your own part on the veracity of those reports, you would not report that you have “grave concern”. But you do report that you have grave concern which indicates a judgment on your part and you have formed it without offering I or the FEC opportunity to reply to whatever are the reports you have received containing unspecified allegations and charges. I thus must take note that you have reached conclusions without offering an opportunity for those accused to respond to whatever the claims and charges reported to you may have been.

You state that “These questions are of grave concern to me – and I feel it necessary to share this ‘climate’ with you.” Why should there be a grave concern at all? What violations have occurred? What exactly do you mean by “climate” and where does it exist? Further, it is not possible for either I or the FEC to accept your request “take this email under consideration in your future actions” as we have no idea what you are communicating. What actions? When? Where? With whom? In what way improper? Based on what would it be improper in any way?

Further, and most important on the matter of the relation of the FEC to Departments and the question of interference, I note that in the past the FEC has routinely made communications to and about departmental matters and there were no claims of interference. Far from it, the FEC was thanked for its recommendations, advice and information concerning bylaws and policies. The FEC has always had a role to play and it is more than when there is a recall action. It has a role whenever the rights and welfare of faculty are involved. That is our charge. Here are just some of the past actions of the FEC related to actions with QCC Academic Departments:

Business Department

FEC investigated claims related to an election of a Chairperson and rendered a report to all members of the department. The FEC was even invited to do so by President Call. There was no claim of interference.

Department of Biological Sciences and Geology

We have actual emails from and to members of the Department of Biological Sciences and Geology going back to 2014 concerning department matters and rules and procedures and asking for FEC advice and thanking us for it during the time the department had as its chair Dr. Melvin Gorelick. FEC communications were sent to the ENTIRE DEPARTMENT concerning bylaws on the right of faculty to have a department meeting and with regard to the procedures for elections in a department and the FEC received expressions of gratitude from members of the Department. We received requests in the past from several members including, but not limited to, Dr. Dave Klarberg and Dr. Nidhi Gadura for advice on Bylaws, which we provided, and they thanked us for it. There was no claim of unauthorized interference regarding FEC actions during the time Melvin Gorelick was Chairperson

At this time the FEC received requests from a number of members of this department. We rejected most of them as calling for actions that were not proper for the FEC. We did however send a note to the Department Chairperson concerning department minutes and the faculty bylaws calling for conformity with Robert’s Rules of Order and Dr. Gadura respectfully thanked us for that. This involved an application of QCC Bylaws.

We also received a request regarding the eligibility of Dr. Monica Trujillo for voting and serving as a course coordinator. We refused to take a position on her eligibility and referred the matter to the department for its action. We are pleased to learn that the department has so acted.

Department of Foreign Languages and Literature

Going back to 2015 and 2016 FEC received multiple reports and requests from members of the department. The FEC needed to conduct a recall of a Chairperson and to handle several requests for such with which the FEC did not take action. The FEC made recommendations to President Diane Bova Call on more than one occasion and no one declared it was interference. President Call summoned the FEC and the entire department to a meeting at which the FEC reiterated its recommendation to the President and no one declared it was interference.

Department of Health, Physical Education and Dance

The FEC was notified that there was a deliberate breach of confidentiality of the Department P&B actions by the Chairperson of the Department and that it was intended to and did occasion conflict amongst members of the department. The FEC received signed documents and testimonies and notified the College and issued a report. The FEC was thanked by members of the Department. The College took some action which it believed to be appropriate and no one declared it was interference.

I now request the following information to better understand what you are attempting to communicate:

- All documents relating to any information received by yourself related to the reports you claim were made to you.
- All documents relating to any concerns expressed to you by any faculty members regarding the actions to which you refer in the email you sent on May 2nd 2018.
- All documents relating to anything that led to your having "grave concern".
- All documents relating to anything contributing to what you describe as "this 'climate'".
- All documents relating to anything that describes what might constitute in your meaning "interference".
- All documents of the University or College relating to anything that defines what constitutes "interference".

In this request the term "document" or "documents" is intended to mean any tangible thing, within the custody or control of CUNY or QCC or their attorneys, or agents, upon which any expression, communication or representation that has been recorded by any means. Further note, that the term "relating to" should be construed to mean and include "evidencing", "referring to", "reflecting", "involving", "concerning", "summarizing", "comprising", "constituting", "consisting of", "containing", "mentioning", "showing", "discussing", "describing", "alluding to", "memorializing", and "commenting upon".

If you have any questions concerning the information requested, please contact me.

Finally, I believe that I and the FEC have always acted in accord with CUNY Polices and Bylaws and the QCC Governance Plan and Faculty Bylaws and shall continue to do so. If you can provide us with any actual examples of alleged improper action we will certainly review the facts alleged. Until then emails with veiled threats based upon alleged secret information are not proper.

Philip A. Pecorino, Chairperson
Faculty Executive Committee

QCC GOVERNANCE PLAN

Article II. D. POWERS OF THE FACULTY

1. The faculty shall be responsible for the academic status, role, rights, obligations, and freedoms of the faculty, and such other matters that may affect the welfare of the faculty consistent with this document. The faculty through its Executive Committee may address communications to the Board of Trustees by the President in some document whether it be a Chancellor's Report or some other report in which the vote must be recorded.

QCC FACULTY BYLAWS

2.2 The Faculty Executive Committee of Queensborough Community College shall be the principal agency of the Faculty in carrying out its Bylaw responsibilities. Any requests for clarifications of meaning and interpretations are to be directed to the Faculty Executive Committee who are the interpreters of its meaning at the College.

6.1 The Faculty shall be responsible for the academic status, role, rights, obligations, and freedoms of the Faculty, and such other matters that may affect the welfare of the Faculty consistent with this document. The Faculty through its Faculty Executive Committee may address communications to the Board of Trustees.

6.5 The Faculty through its Faculty Executive Committee shall have access to all relevant information as it deems necessary for the fulfillment of its responsibilities.

From: Larios, Liza J.

Sent: Wednesday, May 2, 2018 12:13 PM

To: _Faculty Executive Committee <FacultyExecutiveCommittee@gcc.cuny.edu>

Cc: _Departmental Chairs <DepartmentalChairs@gcc.cuny.edu>

Subject: Concerns

I have recently received questions from faculty in four separate academic departments about FEC involvement in matters that they feel should normally be handled under the auspices of the departments. Each of the concerns relates to different topics and all members of the FEC have been named. I have been asked if the FEC involvement rises to the level of 'interference'. Questions have also been raised about the possibility of recalling the chair of the FEC or any of the members therein. These questions are of grave concern to me – and I feel it necessary to share this 'climate' with you.

I do not have the liberty to divulge names; persons who have approached me have either asked for confidentiality or have expressed fear of retaliation. I ask, though, that you take this email under consideration in your future actions.

Thank you.

- Liza