

BROOKLYN COLLEGE  
OF THE CITY UNIVERSITY OF NEW YORK  
FACULTY COUNCIL  
September 15, 2020

- (6640) Call to order      The first meeting of Faculty Council for the 2020-2021 academic year was called to order at 3:30 pm by Professor Langsam (CISC) via Zoom.
- (6641) Roll call      The roll call was taken at the door. Department Chairs and Representatives: Staniczenko (Biology), Pham (BUS), Napoli (HIST), Koizumi (HNS), Dunbar (KINS), Weston (PSYC), Miele & Murrow (SEED); Delegates: Grayson (BUS), O'Connor-Petruso (EDUC), Muth (NBS), Nissenbaum (Prog Dir) & Christman (VMPPA) were absent (-13); Administrators: Lopes & Scharron Del Rio were also absent and excused. All other members were present
- (6642) Minutes of May 12, 2020      The minutes of May 12, 2020 were approved unanimously.
- (6643) Steering Committee      Professor Langsam led a moment of silence to remember faculty, staff, students, and their family members lost to COVID-19.
- Professor Langsam announced that nominations for the Brooklyn College Association Board would take place online. He announced that elections for the UFS will take place online during the week of September 21-September 25, 2020.
- (6644) Committee on Committees      Professor Levy (CASD) presented the full slate for Faculty Council committees with changes and nominations from the floor. The slate was elected unanimously.
- (6645) Liaison with the University Faculty Senate      Professor Cohen (MUSC) spoke about the most recent meeting of the University Faculty Senate. See Appendix A.
- (6646) Degree Lists      Professor Langsam announced that Degree Lists 2021/1 & 2 were approved by Steering under executive action

(6636)  
Committee on  
General  
Education

Committee on Undergraduate Curriculum and Degree Requirements: Professor Shortell announced the deadlines for the upcoming year.

Committee on Academic Integrity: The annual report was presented and accepted.

Committee on General Education: The annual report was presented and accepted.

Committee on Honors, Citations & Awards: The annual report was presented and accepted.

Committee on Student Advisement: The annual report was presented and accepted.

(6647) Old  
Business

There was no old business.

(6648) New  
Business

A question was posed about President Anderson's Communication to Faculty Council, to which she replied that the many issues were better served by another meeting.

(6649)  
Adjournment

The meeting was adjourned at 4:00 pm.

Respectfully submitted,

Yedidyah Langsam  
Chair

Martha Nadell  
Secretary

## Appendix A

Report on the 417<sup>th</sup> Plenary Session of the University Faculty Senate of the City University of New York.

Tuesday, 31 March, 2020, 6:30 – 8:00 p.m. via Zoom

This was the first UFS meeting held via Zoom. It went relatively well.

UFS Chair, Martin Burke, reported on the most recent Board of Trustees meeting, held by phone. He relayed the board discussion of special grading policies for the Spring 2020 term due to the COVID pandemic and the sudden switch to distance learning. He also shared reports to the board on the distance learning transition and proposed measures to ensure academic continuity for CUNY. Burke then discussed the uncertainty about the CUNY budget due to the pandemic and the expectation of significant budget cuts as well as the possibility of distance learning continuing through the summer and into the fall semester.

As part of the reports of UFS standing and advisory committees, a resolution was submitted by the Status of the Faculty Committee adding “political belief” and “affiliation” to the CUNY non-discrimination policy (see addendum 1). The resolution was approved.

Three UFS senators submitted a statement concerning the failure of the CUNY administration to abide by CUNY’s shared governance policies with regard to the recalibration period imposed by the administration shortly after the transition to distance learning (see addendum 2). The statement was approved.

Respectfully submitted,  
Douglas Cohen, Conservatory of Music

### Addendum 1

#### **RESOLUTION ON ADDING POLITICAL BELIEF AND AFFILIATION TO CUNY’S NON-DISCRIMINATION POLICY-** Approved by UFS Status of Faculty committee on 2.18.2020

Whereas, The City University of New York (“University” or “CUNY”) is committed to a policy of equal employment and equal access in its educational programs and activities; and

Whereas, item I of The City University of New York Policy on Equal Opportunity and Non-Discrimination, “Policy on Equal Opportunity and Non-Discrimination” (hereafter, the “Non-Discrimination Policy”) presently states, in relevant part: “It is the policy of the University— applicable to all colleges and units— to recruit, employ, retain, promote, and provide benefits to employees (including paid and unpaid interns) and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, status as a victim of domestic violence/stalking/sex offenses,

unemployment status, or any other legally prohibited basis in accordance with federal, state and city laws”<sup>1</sup>; and

Whereas, CUNY’s “Policy on Equal Opportunity and Non-Discrimination” prohibits discrimination, harassment, and retaliation<sup>2</sup>; and

Whereas, CUNY affirms that it is uniquely positioned to serve as a national leader and model, exemplifying the benefits that accrue when diversity and inclusion are integral components of an institution’s educational philosophy and core mission<sup>3</sup>; and

Whereas, CUNY affirms that a pluralistic community is fundamental to the exchange of ideas and knowledge, scholarly discourse, and the engagement of the University’s diverse communities<sup>4</sup>; and

Whereas, many public and private colleges and universities in the United States include political ideas, political beliefs or political affiliation as protected categories in their non-discrimination policies<sup>5</sup>; and

Whereas, at CUNY there is currently no policy that protects faculty subject to discrimination, harassment or retaliation due to political beliefs or affiliations; therefore

Be it resolved:

That political belief or affiliation will be added to CUNY’s Non-Discrimination Policy as a protected category, so that it will state as follows (new language in bold print):

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<sup>1</sup> <https://www2.cuny.edu/about/administration/offices/legal-affairs/policies-procedures/equal-opportunity-and-non-discrimination-policy/>

<sup>2</sup> <https://www2.cuny.edu/about/administration/offices/legal-affairs/policies-procedures/equal-opportunity-and-non-discrimination-policy/>

<sup>3</sup> <https://www2.cuny.edu/about/administration/offices/hr/recruitment-diversity/diversity-inclusion/>

<sup>4</sup> <https://www2.cuny.edu/about/administration/offices/hr/recruitment-diversity/diversity-inclusion/>

<sup>5</sup> See: <https://www.umass.edu/equalopportunity/sites/default/files/2018-11/AAND%20Policy%2011-16%2018.pdf>  
And <https://policy.psu.edu/policies/ad91>  
And <https://policies.syr.edu/policies/university-governance-ethics-integrity-and-legal-compliance/non-discrimination-and-equal-opportunity-policy-statement/>

“It is the policy of the University—applicable to all colleges and units— to recruit, employ, retain, promote, and provide benefits to employees (including paid and unpaid interns) and to admit and provide services for students without regard to race, color, creed, national origin, ethnicity, ancestry, religion, age, sex (including pregnancy, childbirth and related conditions), sexual orientation, gender, gender identity, marital status, partnership status, disability, genetic information, alienage, citizenship, military or veteran status, **political belief or affiliation**, status as a victim of domestic violence/stalking/sex offenses, unemployment status, or any other legally prohibited basis in accordance with federal, state and city laws.

**Protection from discrimination, harassment, and/or retaliation on the basis of membership in or association with any of the protected categories does not permit discrimination, harassment, and/or retaliation against others based on their membership in or association with any other protected categories.”**

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Addendum 2

### **UFS Statement on Shared Governance**

While the University Faculty Senate supports the spirit and motives behind the Chancellor’s Recalibration Period for Educational Equity, and shares his concern about student equity, by not consulting with the UFS before announcing the Recalibration, the Chancellor’s Office has failed to respect the imperatives of shared governance. Therefore, the UFS voices its disapproval of this failure, and expresses its concern about the disruptions caused by the Recalibration. Even in these unprecedented circumstances with the difficult conditions facing the faculty, students and staff, we urge the Chancellor and the Board of Trustees to abide by the principles of shared governance at CUNY as expressed in the Charter of the UFS (Article I.3) and in the CUNY Bylaws (Section 8.10).

Lisa Hale Rose, UFS Senator, Borough of Manhattan Community College

Michael Spear, UFS Senator, Kingsborough Community College

Cynthia S. Wiseman, UFS Senator, Borough of Manhattan Community College

