

Baruch Faculty
Senate Plenary
November 3, 2022
Minutes

A total of 76 members of the faculty senate, general faculty, staff, and students logged into the Zoom meeting.

Professor Terry Martell, Chair, Baruch College Faculty Senate, convenes the meeting at 12:30 p.m.

- I. Approval of the Agenda:** The agenda is approved by assent and without additions.
- II. Approval of the Minutes:** The minutes of the October 6th, 2022 meeting is approved by assent.
- III. BFS Reports**
 - a. Chair's Report: Professor Terry Martell**

Professor Martell welcomes everyone to the plenary. His report is primarily about the newly added college goal that seeks to promote faculty research, scholarship, and creative activities toward an intellectually stimulating learning environment at the college. He thanks President Wu for adding this goal over the summer and also the BFS Executive Committee for meeting over the summer to formulate how best to address this goal. The BFS Executive Committee's *Proposal for Faculty Research Support* can be found [here](#). This was disseminated to the faculty senate prior to this meeting and can be summarized with the following key points:

- Faculty research support is the highest priority of the faculty.
- Financial support for research should be predictable and recurring.
- Financial support for research should be channeled through the deans of the three schools and the library with guidance from the chairs.
- A priority for research support should be faculty who have proven the ability to produce impactful research.
- A research active faculty is the best, most cost-effective way to ensure the continued success of Baruch College.

Professor Martell invites additional comments from the members of the BFS Executive Committee. Professor Bellamy notes that the committee has been invested in securing research support for faculty for quite some time and has been more actively involved in understanding the college budget. Professor Martell reminds everyone that any research allocation must be funded from the college budget and that the February plenary will be devoted to a college budget

presentation. Professor Grein notes that the term “predictable” is very important and that enduring support, especially for tenured faculty tends to disappear. Professor Martell adds that the priority here is support for *research active faculty* and not about jump starting those that are inactive.

Discussion

Professor Gareis offers the following statement:

Until recently, we had a *Research Reassigned Time* (RRT) system at Baruch that worked well in all three schools. The system—at least in Zicklin and Weissman—provided an annual 3 hours of RRT to research-active faculty. The criteria were modeled after the definition of faculty status by the AACSB and therefore had solid grounding. Then, in 2017, we lost RRT due to “budgetary challenges” and haven’t gotten it back. In 2019, a Presidential RRT Task Force recommended that “each School’s . . . process for allocating [RRT] should be continued”—that is that the opt-out system of automatic RRT for research-active faculty should be continued and that the allocation of the necessary funds to school budgets should be a “top strategic priority.” In February of 2020, in support of the Task Force’s report--but also out of concern that no steps had been taken yet--a resolution was passed by this Senate. It was resolved that the College should make a public commitment to outlining the steps and starting the process for securing the necessary funding to permanently preserve RRT. Then the pandemic happened. It’s 2022 and time to bring opt-out RRT back. Research-active faculty are forced to cut corners in either their teaching or research. It’s impossible to do justice to both on a 3/3 teaching load. So here is my question:

What are the steps that the College is taking for securing the necessary funding to permanently preserve RRT?

Professor Martell responds to this question and notes two options: (1) Increase the adjunct budget to cover RRT or (2) increase the class sizes.

Professor Davis asks about the current support that faculty receive to support research at the college. Under the current contract, untenured faculty receive 24 credits of release time for research. These credits tend to be run down over the first 5 years of being at the college. Hence faculty are no longer contractually supported in their 6th and 7th years and post tenure. Indeed for many there is essentially a pay cut as you stop getting a summer salary. Professor Davis also asks is the covid relief funds can be used for research support. Professor Martell notes that these funds are one-time funds and so do not fall into the category of *predictable funds* for the support of faculty research.

IV. Reports from College Officers

a. Report from President Wu

President Wu presents an overview of Baruch College's Seven College Goals for FY23. His report can be found [here](#).

Discussion

Professor Seltzer asks that given the college goals of DEI if there is an evaluation and/or assessment on the success of hiring diverse faculty in recent years. President Wu promises that that report is forthcoming.

b. Report from Provost Essig

Provost Essig describes the activities of the Office of the Provost in relation to the seven College Focus Goals and is included in the written report above.

Discussion

Professor Bellamy notes that the RRT issue can also be resolved through securing external funding. Faculty can build into their research an infrastructure to support the research they are doing. Professor Heinrich notes that it would be a good thing if faculty were to receive workload credit for advising students. Provost Essig notes that her comments were reserved for those advisors that come through the professional advisement center. Any workload credit for advisement should be discussed with your respective Deans. Professor Kullitelleke asks about our future enrollment strategy and budgetary implications. Provost Essig notes that our enrollment numbers are not directly tied to our budget allocation but that the budget allocation is from CUNY is based on several factors that includes a historical allocation and revenue targets. President Wu notes that CUNY itself is enrollment driven and that we get upwards of 35% of our budget from meeting enrolment targets.

V. New Business

VP Mary Gorman notes in the chat that for those of us who are first generation college graduates that we can have our photograph taken for *National First Generation Day*.

Professor Wagner offers the following statement:

Thank you for the opportunity to address you all. I wanted to discuss the need for a school wide policy dealing with covid and routine faculty and committee meetings. Unlike this meeting there are meetings on campus where in person attendance is mandatory for all members all the time with no online option. The result of this is that members come to meetings when they may feel just a little unwell which is exactly when they are the most contagious. There should be an option for people to attend virtually when circumstances call for it. In addition there should be a policy that if someone does go in person to a meeting and either catches covid there or had covid when they attended once the leader/chair is informed the chair has an obligation to send an email notifying the other members they were exposed to covid so they can take whatever steps they feel appropriate.

VP Cobb notes that the college follows CUNY policy on covid protocols which itself is dictated by the CDC. This involves notifying the respective liaison that you have tested covid positive and the liaison then contacts those that are deemed “close contacts” and may have been exposed to covid. Professor Ryan asks about any changes in the mask mandate. VP Cobb notes that the mask mandate was in place last fall but was lifted in the spring.

Professor Heinrich asks for an update on the ground floor reparations. VP Cobb notes that these reparations should be complete by the end of the year. Professor Engels-Friedman asks whether or not staff are appropriately protected from dust and debris. VP Cobb notes that staff working on the reparations are under contract and should be adequately protected but will take it under advisement.

VI. Adjournment

Adjourned at 2:15pm.