MINUTES
Faculty Affairs Committee
October 16, 2019
2:00 p.m. 411 Axinn Library

Voting Members Present:

Deborah Elkis-Abuhoff

Ann Grafstein

Rina Hirsch (Chair)

Stephen Hernandez *(sit-in for Rebecca Natow)*

Maureen Houck

Kris Lotier

Kevin McElroy

Elisabeth Schlegel

Sylvia Silberger

Elisabeth Ploran (AAUP President – call-in)

Holly Seirup (Dean, HPHS)

Terri Shapiro (Sr Vice Provost for Academic Affairs)

Cornell Craig (Chief Diversity & Inclusion Officer)

Absentees:

Russell Chun

Michael Heiss

Xiang Fu

Jean-Paul Rodrigue

Non-Voting Members Present:

1. Meeting was called to order at 2:02 p.m.
2. Minutes of the September 18, 2019 meeting were unanimously approved.
3. Rina requested if someone could volunteer to present the Online CTR Rubric for a vote at Full Faculty on Monday, October 21, 2019 since she will be out for a Jewish holiday. In the case that Bill Caniano would prefer someone from the FAC to present it, Silvia indicated she would present it or answer any questions related to it. Maureen also indicated she would be there to answer questions as well.
4. Rina provided an update that all DPC chairs have been emailed regarding issue of predatory publications.
5. Chief Diversity & Inclusion Officer, Cornell Craig, spoke to the committee about initiatives in place to address diversity issues.
   a. Currently, there are four 101 level one-hour workshops that have been developed by Cornell's office in collaboration with the Office of Human Resources/Learning & Development:
      i. Race 101
      ii. International Students 101
      iii. LGBTQ+ 101
      iv. Accessibility 101
   b. When asked what can be done to develop faculty sensitivity to our Jewish population and other groups on campus (e.g., politically conservative students), Cornell indicated that he has met with Rabbi Dave to work on an interfaith initiative.
   c. Rina indicated that faculty in the business school have students complaining that they feel they are being ostracized by faculty in their liberal arts courses due to their political views. Rina expressed this is something that we should work on now since we could experience issues with this as the next presidential election nears. Cornell noted that issue and indicated he would look into something related to encouraging diversity of thought with regards to politics.

6. The committee reviewed Faculty Policy Series #28 on Retirement, comparing it with the CBA because, as noted by Provost Berliner, there are some items that are not covered by the CBA. The committee unanimously approved the following amendments to FPS #28:
   a. The committee eliminated the first 3 paragraphs and replaced it with the following: "Retiring faculty members should refer to the Collective Bargaining Agreement (CBA) for current retirement benefits. In addition to what is stipulated in the CBA, qualifying retirees will receive the following:"
   b. Items 1, 2 and 3 were removed because the CBA dictates health insurance, major medical, and group life insurance.
   c. Item 8 was removed because the University Club no longer requires membership.
   d. The committee discussed item 5 related to tuition remission for faculty dying, retiring, or becoming disabled while in the employ of the University. Though the CBA has almost identical language with regard to this item, the committee felt that it should be left in FPS #28. Though the language is somewhat ambiguous, the committee felt that the intent of the language was to provide tuition remission to any dependent children and/or spouse of the faculty member, no matter how long after the death, retirement, or point of becoming disabled of that faculty member.
7. The committee unanimously approved the following amendments to the CTR instrument for use in online/hybrid delivery courses:
   a. Item 4: "The instructor encourages meaningful ~~questions~~ interactions from/among students:"
   b. Item 5: "The instructor's responses to your questions ~~from students~~ are:" Add: N/A option
   c. Item 9: "Considering the level of difficulty of this course, the ~~class sessions are~~ course is paced:"
   d. Item 15: "Assignments (e.g., papers, projects, problem sets, assigned readings, virtual field trips) contribute to the learning experience in this course):"
   e. NEW ITEM: "The course website is easy to navigate:" 1-Strongly Agree to 5-Strongly Disagree.
8. Terri provided an update to the committee regarding the online CTR pilot program.
   a. Campus labs will not be used because things they promised they could do can't be done without operating two systems simultaneously, which doesn't save us any effort than what we are currently doing. (E.g., Campus Labs wouldn't be able to make the quantitative CTR scores available for students without a whole other system to transfer that information into).
   b. Hofstra will develop the system in-house, which will be less expensive and will permit us to develop it with all of our requirements built in.
   c. The hope is that it will be ready to launch in Spring 2020. Volunteers will be solicited in January and informed that the system was developed in-house (per Holly's suggestion).
9. Tabled Discussion of:
   a. Discuss adding CTR criteria to evaluate instructor's diversity initiatives in curriculum and/or support for an inclusive classroom environment.
   b. Discuss changing the title of the Secretary of the Faculty to Deputy Speaker and changing the responsibilities of the position with the goal of serving in an outreach capacity and formalizing the reporting apparatus for special committees.
   c. Discuss having faculty pictures automatically associated with Outlook/Blackboard accounts with an opt-out option.
10. Meeting was adjourned at 3:17 p.m.