

BROOKLYN COLLEGE  
OF THE CITY UNIVERSITY OF NEW YORK  
FACULTY COUNCIL

October 13, 2016

- (6295) Call to order      The second meeting of Faculty Council for the 2016-2017 academic year was called to order at 3:30 pm in the Woody Tanger Auditorium by Professor Langsam (CIS).
- (6296) Roll call      The roll call was taken at the door. Department Chairs and Representatives: Day (Africana Stud.), Ciszowska & Dowd (Chemistry), Van Sickle (Classics), Cherrier (E&ES), Andersen (Film), Mohanty (Finance), Balk (H&NS), Alonso (Mod Lang), Adams (SEED), Elizalde-Utnick (SPCL); School Delegate: Childers, Sowers & Vitale (Humanities & Soc Sci.), Hardin & Lipke (Nat. & Bev. Sci.), Cumberbatch & Hejtmanek (Program Dir.), Cohen, Grubbs & Massood (Vis. Media & Performing Arts) were absent (-21); Tremper (English) & Llanos (Modern Lang.) were excused (2); Administrators: Jackson, Carey, Gilbert, Fitzgerald, Hewitt, Gold & Ali were also absent and excused. All other members were present.
- (6297) Minutes of September 6, 2016      The minutes of September 6, 2016 were approved unanimously.
- (6298) Steering Committee      Professor Langsam read out the following statement for a moment of silence on the death of Professor Edward Paoella (English):
- “Edward Paoella passed away on February 11, 2016 after battling leukemia. He was 74 years old.*
- “Ed was Brooklyn College all the way. He received his BA (1964) and MA (1967) at Brooklyn College and began teaching full time at the college in 1970 until he retired more than 30 years later. He was a witty, brilliant, and provocative teacher, devoted to his students and to the college, and was regarded with great fondness by his colleagues. He was a strong presence in the department through his very active service; he was elected to the B’nai Brith Hillel Foundation of Brooklyn College.*
- “Ed specialized in seventeenth-century literature. He was a pioneer in reception history; he completed a critical history of the work of John Cleveland, and, as a serious bibliophile, amassed a book collection devoted to seventeenth-century studies and named for the memory of Cleveland. His enthusiasm was on display when he sponsored a luncheon in his apartment attended by, among others, former President Robert Hess and the eminent psychologist Alfred Adler, for a viewing of his collection of some 10,000 books, which he designated to be donated to the college upon his death. This gift will result in a significant matching grant to the Library.*
- “Ed was also a pioneer in gay studies. He wrote about being gay at Brooklyn College in the 1960s for the Brooklyn College Magazine (May 1987) and fought for the inclusion of the phrase ‘sexual orientation’ to be included in the CUNY ‘Equal Opportunity’ statement (1972). He was co-editor of the Gay Teachers Association Newsletter, and was the archivist for*

*Congregation Beit Simchat Torah, the New York gay synagogue. He was invited by Mayor Edward Koch to a reception at City Hall to initiate Gay Pride Week in New York. His correspondence regarding the Gay Teachers Association resides in the Manuscripts and Archives Division of the New York Public Library. He wrote and lectured widely about gay literature; he was the first to introduce a course on gay literary consciousness in the English Department.*

*"He brought sparkle and verve to everything he did and said. He is much missed."*

Professor Langsam announced that nominations and elections for the Triennial Election of Secretary of the Faculty and Members of the Standing Committee on Review would be held online as follows:

Nominations – October 17-21, 2016; Elections – November 7-11, 2016.

(6299) Communications  
from the Administration

President Anderson announced that due to general interest on the fiscal challenges at CUNY, she would be making a budget presentation at the Council on Academic Policy (CAP) the next day. She planned on making the same presentation for the college community on November 14 from 2:15-3:30pm. CAP had also asked for information on faculty reassigned time, adjunct budgets, and temporary services budgets for departments and schools, and she would report on those at subsequent CAP meetings. She thought that her budget presentation might help provide some context for the resignation of President Coico of City College. As a result of this resignation, William Thompson, chairperson of CUNY's Board of Trustees, sent a letter to the Inspector General requesting an investigation of all CUNY college foundations, including the Research Foundation. Brooklyn College may, as a result, receive some requests if the Inspector General decides to move forward on Trustee Thompson's request. This is a challenging time in the relationship between CUNY and the state government. On a positive note, the signing bonuses associated with the new faculty and staff contract were to be distributed that day. Any information on the retroactive pay and the institution of the new pay scale, which would probably be happening in mid-January, she would pass along to James Davis, Brooklyn College's PSC chapter chair, for distribution. CUNY's freedom of expression policy that went to the Board of Trustees last year has been tabled. There will be public hearings on that policy in January. President Anderson will report on the results of her listening tour at the Stated Meeting of the Faculty on October 20. The Provost asked her to convey his request that courses for the new Brooklyn College general education be submitted as soon as possible. President Anderson then presented a major report on facilities at Brooklyn College in response to frequent faculty requests and her understanding that there had been limited prior formal and informed communications from the administration about facilities (*President Anderson's presentation is appended*). Professor Shortell (Sociology) thanked the President for the presentation and suggested as a follow-up that a campus-wide committee on facilities be established to bring people together to educate, provide input on priorities, and identify issues that are interfering with teaching and learning. This would help getting buy-in from the entire campus. President Anderson agreed that this wasn't just a faculty issue, and she welcomed involving a wider community in strategic planning and advocating for more support our facilities. Professor Bloomfield expressed his view that many of facilities challenges arose from lack of

resources CUNY-wide. This has led to a growing dissatisfaction with the Chancellor's advocacy for CUNY in Albany on multiple issues. He hoped that the President would bring the message to the Chancellor that the faculty feels under-supported as well as underfunded. President Anderson acknowledged that this is a difficult message for her to report to the Chancellor, but she would endeavor to convey that the challenges facing the college have led not only to lower morale, but have also affected the faculty's ability to engage in our academic agenda, and their confidence in leadership. Other suggestions from faculty were to invite the Chancellor and state legislators for a tour of the facilities, and utilizing the press to raise public awareness of the issues with stakeholders. In support of lobbying, Professor Aja (PRLS) reported that the American Society of Civil Engineers has called for greater investment by local governments in infrastructure, giving a grade of D to colleges and universities. President Anderson, in response to a question about Brooklyn College's \$8 million budget gap, explained that due to a decrease in the state's funding, the college endured a 3% cut to the base budget last year and an additional 2% cut on top of that this year. That 5% cut along with mandatory cost increases that were not included in the college's base translated to an approximately \$8 million gap that the College needs to figure out how to close. Last year the cut was actually a 6% cut, but CUNY Central absorbed half that base budget cut, leaving 3% for the campuses to endure. This year the campuses had to absorb the full state budget cut.

(6300) Committee on Committees

Professor Shortell announced that Professor McEntee (Biology) had agreed to join the Committee on Course and Standing, but that there remained one opening on that committee and two other vacancies: the chair of Honors, Citations and Awards and the chair of Research. The slate was approved unanimously.

(6301) Liaison with the University Faculty Senate

Professor Queneau (Business Management) reported on the University Faculty Senate (UFS) meeting of September 20, 2016. Chancellor Milliken discussed the CUNY Master Plan, which is available online, and outlined the following priorities for CUNY: increasing growth and importance of online education; focus on student success, completion and graduation rates; building and sustaining a strong faculty; commitment to broaden student access, more student support and a stronger connection with the Department of Education. CUNY would be working with McKinsey & Company, a management-consulting firm, to identify administrative efficiencies. The Chancellor talked about the need to build a more coherent brand for CUNY. Another priority was to make more connections with international universities. He briefly discussed the new economic model for public higher education, which relies on increased private fundraising; the downside is that 98% of that fundraising is dedicated by the donors to specific purposes, which limits what can be done with those dollars. Regarding the contract, the Chancellor understood that many of the faculty were dissatisfied with the delay, but CUNY was eighth in line for contracts that needed to be ratified by the state; he anticipated that the retroactive pay portion would be distributed by mid-January. Vice Chancellor Rabinowitz informed UFS that the CUNY Task Force on Developmental Education

had completed their report. Sharing some of their findings, they identified some of the barriers to student success and graduation. A key determinant was Mathematics and likely issues were: the long sequence of prerequisites; the lecture format as mode of instruction; and high-stakes testing. The Task Force suggested possible alternatives such as: using a co-requisite model; allowing students in majors that don't require algebra to take for example statistics or mathematical modeling instead, reducing the effects of high-stakes tests and changing the mode of delivery of instruction away from the lecture format. Vice Chancellor Schaeffer spoke about the need for a university policy on freedom of expression. He explained that such a policy could be very helpful to support college presidents in defending colleges from outside criticism about controversial speakers. The purpose of the policy was to maximize freedom of expression while minimizing disruption. Language in the policy about designated areas where people would be allowed to demonstrate had been removed. Professor Shortell asked about the reaction of UFS to the university's Vice Chancellor for Academic Affairs taking the position that algebra might not be an essential part of a student's college education. Professor Queneau explained that there was concern that this might lower the standards. There was some resistance to the idea, but the Vice Chancellor stated that she wanted useful alternatives for students who were not going to need algebra in their majors. Professor Langsam reported that when VC Rabinowitz presented this part of the plan to the CUNY governance leaders, two objections were raised: first, that this could easily turn into a discriminatory program in which students who, given the right training might do well in STEM fields, would now be discouraged from doing so and be shunted into the non-algebra track; and many faculty leaders were concerned that this plan was not well-thought out, which they felt was supported by the fact that the Vice Chancellor would not give the plan out in writing. More disturbing, she did not seem to be soliciting opinions and ideas about the plan from faculty who are the experts in education, but would be presenting it as CUNY policy, similar to how it had implemented the Pathways program. Professor Queneau added that there was some concern that there hadn't been enough mathematics experts serving on the Task Force. He himself did not feel that the plan was a final one. He believed her purpose was to present the problem and various alternative models. Professor MacIntyre (Music) asked if CUNY was planning any specific initiatives to support its goal of increasing online education. Professor Queneau said that the Chancellor mentioned that CUNY's School of Professional Studies (SPS) ranked first for online programs in New York State and 11th in the country. The Chancellor envisioned more convergence among different formats such as hybrid and fully online and hoped in the future to see online instruction and resources provided by all CUNY colleges. Professor Raphan (CIS) asked for more detail about the proposed non-algebra track. His concerns and skepticism about how one could teach statistics without algebra were echoed by Professor Klein (Economics) who spoke from his own experience teaching statistics.

#### (6302) Degree Lists

Professor Bowdoin (Library) reported that the Committee on Review of Student Records had reviewed the lists, and they were in order. Degree Lists 2017/3 & 4 were approved with a vote of 78 yeas, 0 nays, and 0 abstentions.

(6303) Report of  
Standing Committees

*Committee on Undergraduate Curriculum and Degree Requirements:* Professor Li (ECAE) presented the annual report and announced that Monday, October 17 was the deadline for submission of curricular items for the November meeting of Faculty Council. Professor Langsam thanked the committee for its important work.

*Committee on Graduate Curriculum and Degree Requirements:* Professor Evans (Library) presented Curriculum Document 235. The document was approved with a vote of 75 yeas, 0 nays, and 1 abstention.

*Committee on Master Planning, Educational Policy and Budget:* Professor Bank Muñoz (Sociology) presented the annual report. Professor Robin (Political Science) asked for clarification of two items: first, what particularly struck the committee concerning administrative expenditures, and, second, how budget decisions affecting departments are made in terms of overall college goals. Professor Bank Muñoz reported that the committee was struck by how lean budgets were across all levels, including at the administrative level. Detailed budgets take a long time to compile, so the reports were two years behind. Moving forward the committee talked about working with the administration to use current and projected data to be ahead of the curve and an anticipated budget rather than just analyzing historical information. The committee believed that those programs that were seen as able to generate income were being prioritized in fundraising possibly at the expense of the college as a whole. Professor Bank Muñoz mentioned the accreditation of the Koppelman School of Business and the establishment of the Barry R. Feirstein Graduate School of Cinema as examples of where the committee felt, irrespective of the merits, there had been insufficient college-wide discussion of how these fit into the educational mission of the college as a whole. Fundraising needs to be more directly tied to helping our students achieve our college goals for them. Professor Robin asked how much the accreditation of the School of Business was costing. Professor Zelcer (Accounting) responded that the cost was \$8-\$10 million, completely paid for by Mr. Koppelman, so there was no direct cost to the college. VP Sillen (Institutional Advancement) stated that to his knowledge Master Planning had not contacted him about these issues, and that he looked forward to sharing with the committee the full extent of college fundraising. Professor Langsam gratefully accepted the report, thanked the committee for its work, and looked forward to its continuing work in all these areas.

*Committee on Research:* Professor Langsam presented the annual report for Professor Gonsalves (English) and thanked the committee for its work.

*Committee on Review of Student Records:* Professor Bowdoin presented the annual report. Professor Langsam thanked this very hard-working committee for its essential work in making sure the student lists are accurate.

(6304) Adjournment

The meeting was adjourned at 4:43 pm.

Respectfully submitted,

Yedidyah Langsam  
Chair

Sharona A. Levy  
Secretary

## APPENDIX

President Michelle J. Anderson's presentation on Facilities

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## Brooklyn College Facilities



### What prompted this presentation?

- Specific request by Faculty Council Steering Committee to address potentially hazardous conditions, OSHA compliance, and the general state of facilities at Brooklyn College.
- Request from PSC chapter chair James Davis and Prof. Jean Grassman to discuss these issues.
- Frequent faculty requests to respond to [#BrooklynCollege](#) imagery and arguments.
- Limited prior formal and informed communication on these important issues from the administration.

## Reality of this campus



- Historic campus
- Many buildings built during FDR era
- Most of our buildings are 50+ years old
- Use of asbestos, PCBs, lead paint was standard practice when built
- These compounds are stable unless disturbed:
  - All college renovation and repair projects specifically assess and abate these materials before project commences.
  - By law, abatement includes independent monitoring before, during, and after.
- **Our work to maintain these historic buildings is cut out for us.**

## Notes on Violations

### No Violations in at Least Five Years

- Asbestos
- PCBs
- Lead (paint or water)
- Mold
- OSHA (3 inspections in 5 years and no violations)

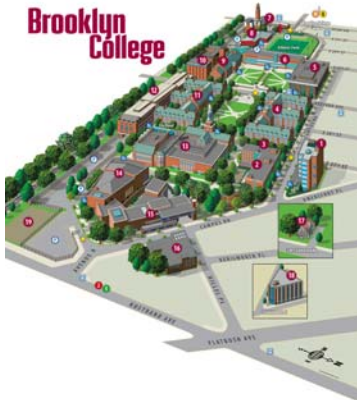


### Violations

- Metropolitan Food Service (not Brooklyn College)
  - DOH issued violation last year, closure of cafeteria
- Lab chemical storage/disposal
  - Last year EPA and FDNY found violations
  - We took corrective action, but more to do.
  - We will likely pay fine and be subjected to more frequent inspections.



## Overview of Facilities Department



- Responsible for 2.5 million square feet of 15 buildings across 35 acres of grounds
- Three Areas
  - Operations & Maintenance
  - Planning & Construction
  - Environmental Health & Safety

## Operations & Maintenance

- Headcount 147 FT staff: custodial, grounds, pest control, skilled trades (electricians, plumbers, carpenters, masons, and painters), operating engineers, building systems
- 16 open slots ('16 cuts) (but 2 filled this week)



- ★ • Even at full staffing, O&M is too small to provide preventative maintenance for buildings.
- ★ • Decades of accumulated deferred maintenance (since 1970s).

## Planning & Construction



- Headcount 6 FT staff: architects, engineers, and planners
- 2 open positions
  - No Director of Planning due to '16 cuts
  - Down 1 Campus Architect due to '16 cuts

## Environmental Health & Safety



- Headcount 3 FT staff
- 1 open position
  - No EHS Lab Safety Manager (plus no EHS Director FY15)
- 76 active and heavily used labs with special EHS challenges
- Rapidly changing regulations with new requirements for:
  - Fire safety ('14)
  - Legionnaires Disease ('15)
  - Lead ('16)

*#BrooklynCollege*

## Boylan and Ingersoll Roof Leaks



- Original slate roofs of 1930s vintage, past lifespan
- Had no money to fix, so tarp/drain inevitable leaks
- Worked for years with Central to get \$1.6 million to replace roofs
- Then 2 years of engineering, design, and contracting
- Project almost complete (~2 months)
- Tarps are down or coming down

## James 3<sup>rd</sup> Floor Leak

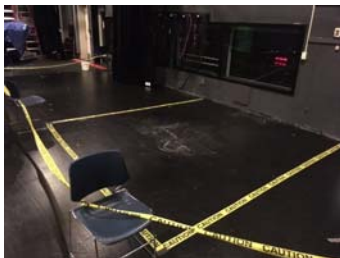


- Original copper pipes 50+ years old
- Immediately patched, sprouted new leaks, turned off water
- Working with Chairs to coordinate
- Many ceiling tiles will remain missing until we can fix problem

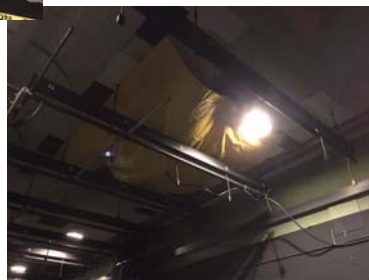
What room looks like today



## Recent Whitehead TV Studio Leak

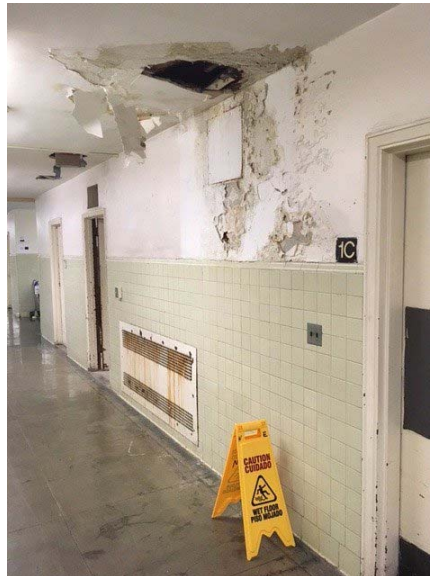


- Believe it is condensation from ceiling ducts
- Immediately lobbied Central for \$300,000 for emergency repairs. Money allocated.
- DASNY schedule to be determined.



## Ingersoll Steam Pipe Leak

- Steam pipe is buried behind wall
- Pipe supplies steam to many labs, so will have to close labs to replace
- No exposed asbestos, but behind an interior wall, pipe insulation likely has asbestos, would require abatement (time and \$)
- At least six-figure repair; lobbying Central as emergency project
- Within week, build floor-to-ceiling box to confine/protect site



What steam pipe leak area looks like today



## Bathroom Fixtures



- Surveyed all bathrooms on campus and prioritized repairs in late '15
  - 10% broken
- Repair priority sequence: ADA fixes, bathrooms in highest use areas, bathrooms where multiple fixtures out, bathrooms where one fixture of many out
- Number of "out of service" fixtures decreased
  - 4% broken
  - Better but not perfect

## Water Fountains



- Similar system to prioritize repairs
- Plan to replace irredeemable fountains with bottle filling stations
- Other planned stations installed in James, Whitehead, and Boylan as plumbers become available

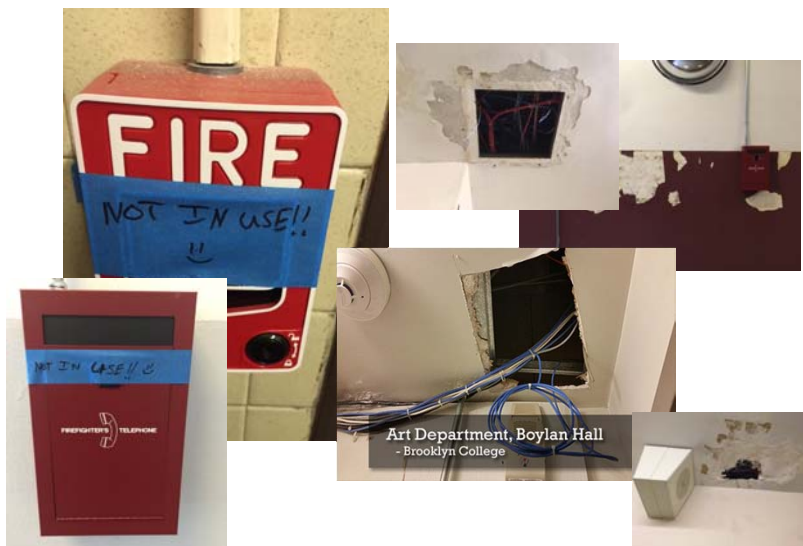


## Whitman Basement—Work Starts July 1



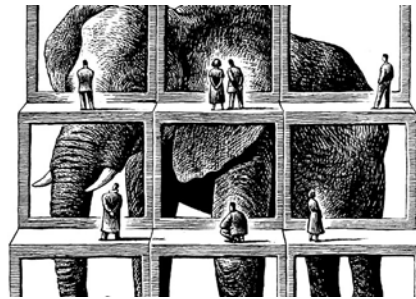
- Significant leaks over many years from original entry ramps into Whitman
- Caused substantial concern over many years
- Took years of lobbying to get \$7 million to repair Whitman
- Engineering and architectural plans now complete
- Project slated for July 1, 2017
- Whitman will be closed for at least year

## Ongoing Fire Alarm System Replacement



- \$15.5 million project
- By law, we must mark new alarms as “not in use” until activated.
- Open ceiling hatches and related wall damage will be repaired when project is complete.

## Bigger Picture



- All CUNY undergraduate campuses
- 5 years of Compact funding restrictions
- Delays often caused by maze of requirements for lobbying for funding, allocation, procurement, contracts, design process
- Appearances may be deceiving. Not all facilities issues that appear bad are dangerous, or even bad. Some things that looks fine may, in fact, be bad.
- Again: Even at full capacity, we don't have sufficient staff to engage in preventative maintenance, and years of deferred maintenance leads to critical, larger, and costlier projects.

## How to Report to Facilities

- Emergencies (leaks, power outages, hot and cold complaints, vermin)
  - Regular hours: x 5885
  - Off hours: x 5511 (public safety)
- Non-Emergencies: Go to BC portal, click on "E-Services," then click "Facilities Work Request," and report so we can follow-up
  - Not black hole, no communication back, maybe there should be
- Follow-up questions, comments, concerns after you report:  
[fxfitzgerald@brooklyn.cuny.edu](mailto:fxfitzgerald@brooklyn.cuny.edu)
- **Our facilities team is working hard. Thank you for your understanding!**