

Meeting Minutes of the Faculty Student Council
Wednesday, December 9, 2020, 2:30-4:30pm
via Zoom

Call to Order and Approval of the Minutes

Elizabeth Geltman, Chair, called the meeting to order at 2:30 pm. She requested and received approval of the minutes of the meeting of October 28, 2020.

Dean's Report

Ayman reported on the budget, noting that the situation has changed little since he reported at the FSC's October meeting. The school is being funded month to month and the assumption is that there will be a 20% budget cut across CUNY for this fiscal year. Though SPH continues to be in good financial shape, a robust spring admissions cycle is very important and the school must continue to be fiscally conservative. Ayman reported on the school's student debt plan and the various sources of student debt funding. The plan is to focus on helping students close to graduation so that they can complete their degrees and graduate. Ayman noted that the CUNY Board of Trustees is expected to approve SPH's revised Governance Plan at its meeting next week. Once approved, the school will move ahead with instituting the changes in the new plan while simultaneously beginning work to revise SPH's By Laws. These changes include moving ahead with elections in the new membership categories of the Governance Council, as well as elections for the restructured departmental and school-wide APT committees. He said he would host an informational meeting to review and discuss the changes and voting processes at a special meeting on January 12, 2021. He expects the school will hold elections for most of the new positions before the February 24, 2021 meeting of the new Governance Council; the final elections will be held at the February 24, 2021 meeting. Ayman said that the ad hoc Governance Plan Task Force, with FSC Chair Geltman, will begin work to revise the By Laws in January and expects to seek approval of the revised By Laws at a spring meeting of the Governance Council.

Faculty Compensation at CUNY SPH: Pay Equity

Dean Ayman El-Mohandes and Susan Klitzman, Senior Associate Dean of Administration

Ayman said that today's presentation on faculty compensation at the school, with Susan, is to promote transparency. The level of data they will present is unprecedented at CUNY. The presentation will show the trajectory of compensation since the school unified five years ago. He noted that he expects this trajectory to continue once the university gets past the current budget crisis. Ayman said he will share slides comparing SPH to national rankings and Susan will share data on SPH's numbers across gender and faculty ranks.

Ayman reviewed the slides comparing SPH faculty salary trends at different faculty rankings to all ASPPH institutions, from 2012-2019. The data shows that at all rankings CUNY SPH has increased faculty salaries from 2016-2019 so that the median compensation is now about the same or slightly higher than all schools across the country. Susan reviewed the data showing faculty salaries by rank and gender across the US from

2019-2020. She then reviewed the chart showing SPH faculty salaries by rank and gender for Fall 2020. At the ranks of assistant and associate professor there is no gender gap and female professors earn slightly more than male professors. There is a salary gap at the rank of professor. She reviewed recent CUNY and SPH initiatives to enhance equity in faculty compensation. These include securing salaries above base for tenure and tenure-track titles, and other titles; providing additional compensation for faculty administrative roles; and providing salary increases upon tenure and promotion, as well as equity and merit increases. She reviewed the data comparing tenure and promotion and equity and merit increases by gender at SPH. At the conclusion of the presentation, Ayman said equity in salary has advanced significantly since the unification of the school in 2016 through concentrated efforts, and he said that he will continue to work to achieve greater equity. In the discussion that followed, several faculty members expressed thanks to the Dean for his efforts to raise salaries over the last five years and for the clear data and transparency of the presentation. Discussion also followed on the need to promote additional female faculty members from associate to full professorship.

Curriculum Committee Report

Sean Haley, Curriculum Committee Chair

Sean requested approval for a curricula adjustment for MPH course 696 in CHSS to change the pre-requisite requirements from PRE CHSS 622, 623, 624; CO or PRE CHSS 625 to PRE or CO CHSS 625; PRE 18 credits completed. The FSC Chair called for a motion to hold a vote, which was seconded and approved. The vote yielded the following result: 34 yes votes, 0 no votes, 3 abstentions. The Chair said that the motion is carried and approved by the FSC. Sean requested approval for a curricula adjustment for MPH course 625 in CHSS to change the pre-requisite requirements from PRE CHSS 622, 624 and PRE or CO CHSS 623 to PRE or CO CHSS 623. The FSC Chair called for a motion to hold a vote, which was seconded and approved. The vote yielded the following result: 33 yes votes, 0 no votes, 3 abstentions. The Chair said that the motion is carried and approved by the FSC.

Assessment Committee Report

Ilias Kavouras, Assessment Committee Chair

Ilias reported on the COACHE faculty satisfaction survey, which has been completed. The report contains recommendations and an action plan and it is the product of a process that included faculty discussion in various groups and at different meetings (town halls, FSC meetings), discussion of committee members with faculty, and input via a drop box survey and the FSC Blackboard site. He provided an overview of the report's specific recommended actions to address benchmark concerns. The benchmarks are: interdisciplinary work (teaching and research), mentoring, tenure policies and clarity, and governance adaptability and understanding. Ilias then reviewed the recommended actions within each benchmark. He also reviewed suggestions for aligning the recommendations with the strategic planning process now underway. He thanked the members of the Assessment Committee for their work on the report. In the discussion that followed, the Dean and faculty expressed their appreciation to Ilias and the Committee for their thorough and detailed work. The Dean requested that the action plan be fully integrated into the strategic planning process for efficiency and alignment. Ilias said that he would work with the strategic planning team to do this. The Dean also noted that the group who will work on the tenure policies and clarity benchmark should review the data on tenure at the school to make sure the perceptions on tenure are supported by the data.

APT Committee Report

Christian Grov, APT Committee Chair

Christian reminded the faculty of the dates for requesting fellowship leave and he said he or Andrew Maroko are available to answer any questions regarding eligibility. He noted that a message with the details was sent to the faculty.

Senior Associate Dean of Student and Academic Affairs' Report

Ashish Joshi, Senior Associate Dean of Student and Academic Affairs

Ashish presented a PowerPoint presentation with updates on projects within his office. These include adding new "4+1" programs between SPH and the CUNY Colleges, planning the spring course schedule, and implementing and managing the Resource Navigator training program for NYC's Test and Trace Program. He thanked his staff for their work on these various activities.

Committee for Equity and Inclusion

Sahana Gupta, Executive Chief Diversity Officer/Title IX Coordinator/ADA-504 Coordinator

Sahana announced the faculty and staff membership of the school's new Committee for Equity and Inclusion, which was established to take the lead on diversity and equity initiatives across the school and to embed these values and activities in the strategic planning process. Students also will be elected to the Committee. She thanked the Committee members for their willingness to serve and she said the Committee will begin its work shortly.

Dean for Research's Report

Michele Kiely, Associate Dean for Research, SPaR

Michele said that her office produced a plan for CUNY Central for the Office of Research on reopening, which is on the website. Faculty should refer to that report for instructions and information.

Adjournment

There being no further business, Elizabeth adjourned the meeting at 4:25 p.m.

Minutes respectfully submitted by Doris Suarez

Addendum to the Meeting Minutes of the
Faculty Student Council
Tuesday, January 12, 2021, 2:30-3:00pm
via Zoom

Dean Ayman El-Mohandes held a special informational meeting of the full-time faculty, staff and adjunct faculty on January 12, 2021 regarding the voting membership and election procedures of the new Governance Council.

At the conclusion of the meeting, the FSC members attending, who constituted a quorum, discussed convening as the FSC to vote on the proposed election procedures. The FSC Chair called for a motion to hold the vote today, rather than calling for another meeting. The vote yielded the following result: 29 yes votes, 2 no votes, 1 abstention. The Chair said that the motion is carried and approved by the FSC. The Chair called for a motion to approve the transitional election protocols of the Governance Council of CUNY SPH. The vote yielded the following result: 27 yes votes, 1 no vote, 2 abstentions. The Chair said that the motion is carried and approved by the FSC.

Addendum to the Minutes respectfully submitted by Doris Suarez