

BROOKLYN COLLEGE  
OF THE CITY UNIVERSITY OF NEW YORK  
FACULTY COUNCIL  
December 7, 2021

- (6765) Call to order      The fourth meeting of Faculty Council for the 2021-22 academic year was called to order at 3:30 pm by Professor Shortell (SOCY) via Zoom.
- (6766) Roll call      The roll call was taken at the door. Department Chairs and Representatives: Yarrow (CLAS); Delegates were absent (-1); were excused (0): Administrators: Coombs, McGinnis, Gould, Bedford, Tolia & Scharron del Rio were also absent and excused. All other members were present.
- (6767) Minutes of November 16, 2021      The minutes of November 16, 2021 were approved unanimously.
- (6768) Steering Committee      Professors Levy (CASD) and Cavanaugh (ANTH) were elected unanimously to serve to three-year terms for the Committee on Committees. Professors Murrow (SEED) and Saint Paul (SOCY) were nominated, and Professor Saint Paul was elected for the seat vacated by Professor Florence's upon her election to the Steering Committee of Faculty Council.
- Professor Shortell reminded members of Faculty Council of the protocol for developing new programs in the guide for program development. He also reminded departments to seek clearance for new courses early in the process of curriculum development.
- (6769) Communications from the Administration      President Anderson referred to her most recent letter for information about the omicron variation, campus safety, fall exams, winter registration, spring courses, and information about support for students, staff, and faculty, who are experiencing increased stress.
- President Anderson reported that the vaccination mandate for faculty and staff is currently on hold. She then informed Faculty Council that CUNY's budget request to New York State includes the cost of mandatory contractual cost increases, fringe benefits,

and new full-time faculty lines; it does not include a tuition increase. She reported on lobbying efforts and announced meetings with borough, city, and state elected officials, as well as her own participation on Brooklyn Borough President-elect Reynoso's transition committee. President Anderson discussed Brooklyn College's response to enrollment challenges and the seven strategic enrollment management teams. She discussed the need for predictive data at Brooklyn College, as well as standardized reports for planning, and specialized data requests. She then turned to progress made on key performance indicators in the Strategic Plan and provided an update on Brooklyn College's anti-racist agenda, including information about the Implementation Team for Racial Justice, funding projects for faculty hires, curriculum development, training programs for staff and faculty, the faculty mentorship program, the development of a survey instrument, and fundraising efforts. Chief Diversity Officer Brown then reported on the status of the outside consultant for Brooklyn College's anti-racist agenda. President Anderson updated Faculty Council on the search for the University Provost and Brooklyn College fundraising successes. A discussion about the following issues took place: completion grants for students, the return to campus and the 70% in person/ 30% online mandate for courses, expectations for staff return, the need for and availability of accurate information and resources for students of color, vaccine mandates and weekly testing, enrollment challenges and strategic enrollment goals and their relation to course modalities, possible disruptions caused by new variants of COVID, and communications with students.

Provost Lopes reported on the development of new programs and announced the hiring of a new faculty member. Senior Vice President for Facilities and Administration Gilbert reported on campus facilities projects. A conversation about ventilation, loose ceiling tiles, problems in the Tow Center and Whitman, and hy-flex classrooms followed.

(6770)  
Committee on  
Committees

The latest slate, with nominations from the floor, was approved with a vote of 95 yeas, 1 nay, and 0 abstentions.

(6771) Degree  
List

Degree Lists 2022/5 & 6 were each approved with a vote of 96 yeas, 0 nays, and 1 abstention.

(6772) Reports  
of Standing  
Committees

Committee on Undergraduate Curriculum & Degree Requirements: Curriculum Document 416 with changes was approved with a vote of 87 yeas, 1 nay, and 7 abstentions.

Committee on Graduate Curriculum and Standards: Curriculum Document 266 with changes was approved with a vote of 88 yeas, 0 nays, and 3 abstentions.

Committee on Honorary Degrees: Professor Grubbs (MUSC) thanked Faculty Council for nominations and announced that a slate of approved nominees would be sent to President Anderson tomorrow.

There was no old business.

(6773) Old  
Business

(6774) New  
Business

Professor Wasser (TREM) raised concerns about the management of the process of outside evaluation and visits by outside evaluators. Provost Lopes responded with information about past practices and reflected on working on a collaborative process in the future.

Professor Miele (SEED) read a statement about being denied accommodation to teach online in the spring 2022 semester and called on Faculty Council to draft a statement condemning CUNY for failing to provide reasonable accommodations to faculty with disabilities in the spring 2022 semester (see Appendix A). A discussion followed.

Professor Shortell thanked Professor Langsam (CISC) for his wise leadership as Chair of Faculty Council.

(6775)  
Adjournment

The meeting was adjourned at 5:15 pm.

Respectfully submitted,

Tim Shortell  
Chair

Martha Nadell  
Secretary

## Appendix A

### Statement to Faculty Council

I want to take this opportunity to thank you all for the trust you have placed in me by electing me to Master Planning, and to thank the chairs in particular, for allowing me to serve as chair of chairs this past semester. Those of you who are on CAP already know that I have decided to take medical leave next semester after being denied an accommodation to teach online in the Spring.

The Americans with Disabilities Act expects employers to make reasonable accommodations for workers with disabilities as long as those accommodations do not place an undue burden on the employer. The undue burden being placed by this decision is the loss of my experience and hard work on behalf of our community. Having worked for long enough to accrue a full semester of sick leave, this decision does not place a hardship on me, but that may not be the case for others. I worry that some of our colleagues may be forced to return to campus, placing themselves at personal risk.

The list of conditions that make some of us especially vulnerable to infection is long. Some of us return home to vulnerable family members. CUNY is failing in its obligation to respect the intention of the ADA to enable people with disabilities to participate in the workforce.

I know of no case in which a faculty member's request for an accommodation has been granted. I also know that many of you are being confronted by the loss of faculty who have requested accommodations for the Spring.

I'd like to call on Faculty Council to draft a statement condemning CUNY for failing to provide reasonable accommodations to faculty with disabilities for the Spring.

Eleanor Miele  
Professor and Chair Secondary Education