

Proposed Governance Changes: An Overview

Adapted from John Verzani
Chair, College Council
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At a Glance

The proposed wholesale replacement of the current Governance Plan deviates from the current Plan in many ways, making straight comparisons difficult.

Many (but not all) important points are summarized here, with an emphasis on the potential impact on HEO staff.

There are supplemental documents available for a more thorough break down at

csi-covid19.github.io/CCFS/Mar-SpecialMeeting

Changes to the Roles of the President, Provost, and Cabinet

The College Council and Faculty Senate would be replaced with a CSI College Senate.

All committees are completely revamped.

- The CSI College Senate would have no elected leadership; the President would be its chair
- All standing committees would be chaired by either the President, the Provost, or a designee; there are no elected chairs
- The majority of the Cabinet become members of the College Senate
- The Executive Committee of the College Senate would consist of the President, Provost, Chief of Staff (who is not a member of the Senate itself), faculty members **who may possibly be appointed rather than elected, and who could be Deans**, and one HEO (**again, possibly appointed rather than elected or even nominated**)

Changes to the Consultative Nature of Many Committees

- The elected **College Council Executive Committee**, which meets monthly with the President and Provost, is **abolished**
 - *HEOs may/do currently serve*
- The elected **Faculty Senate Executive Committee**, which meets monthly with the Provost and Academic Deans, is **abolished**
- The **Institutional Planning Committee**, which offers elected faculty the opportunity for meaningful participation with the President and other cabinet members about the direction and mission of the college, is **abolished**
- The **College Council Budget Committee** is **abolished**
 - *HEOs may/do currently serve*
- **The HEO STEERING Committee is abolished**
 - *HEO membership on the Council would reduce from 7 out of 74 (~10%) to 5 out of 69 (7%)*

Personnel & Budget Committee Changes

- The composition of the central committee that evaluates faculty candidates for tenure and promotion is radically altered, and includes students
 - *However, no HEO involvement*
- Divisional/School committees are proposed **but their composition is not defined, including the role of Chair**

The Curriculum Approval Process Changes

- Each Division/School would have a curriculum committee. These would be chaired by Deans
 - *Staff of various backgrounds may need/be expected to be involved at this level, but this is not made explicit*
- Proposals are “forwarded to the College Senate for **review** and submission to the President for approval.”
 - *This does not imply that approval by the Senate is necessary*

General Education Changes

- The **General Education Committee** with up to 25 faculty members is **abolished**
- The proposed replacement, the Curriculum and Articulation committee, consists of two faculty members elected from each Division/School; an Associate Provost [emphasis added], the academic Deans, the Registrar, two students, and the Provost serving as Chair
 - *The Provost or designee had served as Chair of General Education under the previous Governance Plan*
- **No review process:** “Recommendations are forwarded to the College Senate and submitted to the President for approval.”
 - *These actions could conceivably happen simultaneously*

Subcommittees Become Standing Committees

Currently, the Senate and Council have **subcommittees**; this proposal has numerous **standing committees**. The reporting nature is not the same.

Current:

- Committees are not policy-making bodies, and all **recommendations made by such committees are subject to review before further action**, except that decisions related to individual students are final
 - *This offers a level of protection to those serving on any committees*

Proposed

- Academic Standing: Decisions of the Committee may be appealed to the Provost
- Admissions: as above
- Assessment and Institutional Effectiveness: no reporting given
- Research: Makes recommendations to the Provost
- Student Evaluation of Courses and Teaching: Reports will be made to the College Senate. Recommendations may be appealed to the President
- Student Affairs: as above
- Technology: as above

Term Limits

All committees have significant restrictions on who can serve, as compared to the current practice

- The term of service for all College, Division/School and Department committees shall be two years
 - *No exception is made for students, who may not be able to serve for this length of time*
- No person shall be elected to more than two consecutive two-year terms on any committee. Members may stand again for election after a two-year interval.
 - *Presumably, an individual could serve on a different committee after completing one or two terms on one committee*
- No person shall be elected to serve simultaneously on more than one college-level standing committee [emphasis added].
 - *This does not appear to apply to appointed or ex officio positions*

Removal of Many Other Important College Council Functions

- The **Administrative Review and Evaluation Committee**, with its duties of oversight of administrators, is **abolished**
 - *HEOs may/do currently serve*
- The **Committee on Organization**, charged with administering unbiased and open elections, is **abolished**
 - *These tasks will presumably be assigned to an office or position, becoming part of the incumbent's assigned duties and therefore subject to review, evaluation, and critique*
 - *HEOs may/do currently serve*
- The **Bylaws Committee** is **abolished**
 - *No mechanism is given for addressing issues relating to the Governance Plan*
 - *A revised referendum process is proposed that removes the PT faculty voice and reduces the HEO and CLT voices*
 - *HEOs may/do currently serve*

The Proposal Has Many Technical Issues, e.g.:

- The membership of the executive committee of the CSI College Senate is vague. As written, all members may be appointed by the President.
- No Senate Chair is designated; nor are elections for a Chair indicated.
- **No election is indicated for the HEOs on the College Senate.**
- Administrative votes on the College Senate are not fixed; however, all other representative groups have fixed sizes.
- The nonexistent HEO Steering Committee is cited as the source for one of the members of the Campus Facilities Committee.
- Membership of department graduate curriculum committees is listed as “all faculty who hold graduate faculty status.”
 - *This status is undefined and therefore meaningless*
- The designation of specific Executives as Chairs of committees would likely have an impact on the workload of staff in those members’ offices.
 - *Also, any HEOs serving on these committees may not feel comfortable expressing honest opinions, especially if they report to that Chair*

Please Participate

- The President has arranged for commentary to be held through Microsoft Teams, which requires you to use a link in the email of March 2 to initiate membership in the group.
- There is no means by which to post anonymous commentary. If you would like to submit an anonymous comment, or would like someone to speak anonymously on your behalf, please contact:
 - heo-sc@csi.cuny.edu
 - Suzy Shepardson
 - Mary Murphy
 - Warrick Bell