**Minutes for the 145th Meeting of the Faculty Senate**

**for Thursday, December 17, 2020 from 2:30 to 4:50:45 pm held virtually.**

**Attendance:** Jonathan Peters,Chang-Hui Shen, Angelo Bongiorno, Yumei Huo, Sarah Zelikovitz, Rachel Grant, Simone Wegge, Gene Fellner, Neo Antoniades, Lee Papa, John Wing, Jonathan Cope, Wilma Jones, Carles Solà Belda, Soon Chun, Carlo Lancelloti, Tara Mateik Cynthia Chris, Natalie Fiscetti, Siona Wilson, Sylvia Kahan, Mark White, Zaghloul Ahmed, Jane Marcus Delgado, Comfort Asanbe, Christine Flyn Saulnier, Jay Arena, Lucas Marchante-Aragón, Alyson Bardsely, Alan Benimoff, Jason Bishop, Vandana Chaudhry, Katie Cuminskey,Deborah De Simone, Maryann Feola, Ellen Goldner, Susan Imberman, Catherine Lavender, John Lawrence, Alfred Levine, Gerry Milligan, Michael Paris, George Sanchez, Francisco Soto, Thomas Tellefsen, John Verzani, Cindy Wong, Alan Zimmerman, Roshen Hendrickson, Andrew Colbeck, Brian Farr, Peter Galati, Victor Miller, William Fritz, Michael Parrish, Sarolta Takács, Susan Holak, Marcus Tye, Michael Cavagnero

**Guests**:Maureen Garvey, Emanuel Espernace Jr., Warrick Bell, Christien Myers, Benji Kuriakose, Orit Gruber, Alana Gaymon, Suzy Shepardson, Michael Volpe, Cheryl Adolph, Hope Berte, Amy Stempler, Catherine Ferrara, Deb Franzblau, Mel Pipe, Michelle Borowski, Jennifer Berrero Manuela Alongi, Jessica Stein, Parri Gross, Maxwell Velidkodny, Isabel Rechberg, Charles Gomes, Alberto Ballesteros, Tara Mastrorilli, Ken Wolin, Sue Massara, Michael Lederhandler, Darryl Hll,Alan Hoffner, Patricia Khan, Christina Hagerdon, Ruth Silverberg, Koby Kokulan, Janice Scotto, Rob Wallace, Qiao-Sheng Hu, Alexander Scott, Juline Robinson, Michael Baybusky, Thomas Lauria, Jessica Collura, Donna Scimeca, Valeria Belmonti, Mary Murphy, James Hamilton, Ralf Peetz, Jasmine Cardona, Carlos Serrano, Intissar Hasan, chritsine Boyle, Anne Hays, Jeff Vilkov, Doriann Pieve-Hyland, Hernan Green, Chirstine McEvilly, Kerri Gerson, Stephanie Gonzalez Allen, Lynne. Lacomis, Veronica DiMeglio, Linda Conte, Eli Hollander, Isabel Rechberg, Edward PAtri, Celeste Del Maestro, Georgia Landrum, Micehle Karpeles, Ken Gold Antonio Gallego, Stephen Ferst, Amila Goonawardena, Shawn Abraham, Eric Ivison, Donna Sauthoff, Brenda Vaentin, Mario D’Allessandro, Chrsitne Cohen, Micahel Batson, Crystal Deosaran, Charon Christian, Erin Van Nstrand, Cesare Barreca, Erma Tacopino, Dan McCloskeu, David Pizzuto, Matthew Ganz, Andrew Leykam.

1. Approval the agenda.

*Motion to amend the agenda to take curricular items first moved, seconded, and passed unanimously.*

1. Approval of the minutes of the meeting of the Faculty Senate of November 19, 2020.

*Moved, seconded, and passed unanimously.*

1. Executive Committee Report: Appendix A
2. Provost’s Report : Appendix B
3. Reports of the Committees of the Faculty Senate

1. Curricular Committees –
   * 1. General Education Committee –
     2. Graduate Studies Committee –
     3. Undergraduate Curriculum Committee –

**FACULTY SENATE**

**Tabled from NOVEMBER 19, 2020**

**Consent Agenda**

**AIII. CHANGE IN DEGREE REQUIREMENTS:**

AIII.1 DEPARTMENT OF MEDIA CULTURE: COMMUNICATIONS BS: JOURNALISM AND MHC COMMUNICTIONS BS: JOURNALISM

AIII.2 DEPARTMENT OF MEDIA CULTURE: COMMUNICATIONS BS: DESIGN AND DIGITAL MEDIA AND MHC COMMUNICATIONS BS: DESIGN AND DIGITAL MEDIA

AIII.3 DEPARTMENT OF COMPUTER SCIENCE: COMPUTER SCIENCE BS AND MHC COMPUTER SCIENCE BS

**AIV. NEW COURSES**

AIV.1 DEPARTMENT OF MEDIA CULTURE: CIN 214 Sound For Film and Media

AIV. 2 DEPARTMENT OF MEDIA CULTURE: COM 330 Data Visualization

AIV.3 DEPARTMENT OF HISTORY: HST 233 PIRATES IN THE EARLY MODERN WORLD: DIVERSITY, POWER, AND RESISTANCE

AIV.4 DEPARTMENT OF COMPUTER SCIENCE: CSC 250 Serious Game Development

AIV.5 DEPARTMENT OF COMPUTER SCIENCE: CSC 436 Modern Web Development

**AV. CHANGES IN EXISTING COURSES:**

AV.1 DEPARTMENT OF MEDIA CULTURE: CIN 111 Video I

AV.2 DEPARTMENT OF MEDIA CULTURE: COM 380 Web Design, Animation and Theory

AV.3 DEPARTMENT OF COMPUTER SCIENCE: CSC 220 Computers and Programming

**FACULTY SENATE**

**DECEMBER 17, 2020**

**Consent Agenda**

**AIII. CHANGES IN EXISTING DEGREE REQUIREMENTS:**

AIII.1 DEPARTMENT OF HISTORY: ADVANCED CERTIFICATE IN PUBLIC HISTORY

AIII.2 DEPARTMENT OF HISTORY: MA IN HISTORY

AIII.3 DEPARTMENT OF MEDIA CULTURE: CINEMA STUDIES BA: CRITICAL STUDIES

AIII.4 DEPARTMENT OF MEDIA CULTURE: JOURNALISM MINOR

AIII.5DEPARTMENT OF MEDIA CULTURE: COMMUNICATIONS BS: DESIGN AND DIGITAL MEDIA

AIII.6 DEPARTMENT OF MANAGEMENT: Business BS: Management

AIII.7 DEPARTMENT OF MANAGEMENT: Minor in Sports Management

AIII.8 DEPARTMENT OF MARKETING: Business BS: Marketing

**AIV. NEW COURSES:**

AIV. 1 DEPARTMENT OF MANAGEMENT: MGT 4XX Applied Sports Management

AIV 2. DEPARTMENT OF MARKETING: MKT 322 Integrated Marketing Design

**AV. CHANGES IN EXISTING COURSES:**

AV. 1 MASTER IN SOCIAL WORK PROGRAM: SWK 710 SOCIAL WORK MACRO PRACTICE IN ORGANIZATIONS

AV.2 MASTER IN SOCIAL WORK PROGRAM: SWK 712 SOCIAL WORK MACRO PRACTICE: PLANNING AND EVALUATION

AV.3 MASTER IN SOCIAL WORK PROGRAM: SWK 714 SOCAIL WORK MACRO PRACTICE: COMMUNITY ORGANIZING AND DEVELOPMENT

AV.4 MASTER IN SOCIAL WORK PROGRAM: SWK 730 social WORK AND DISABILITY STUDIES POLICY PRACTICE

AV.5 GRADUATE PROGRAMS IN NURSING: NRS 730 EVIDENCED BASED PRACTICE FOR ADVANCED PRACTICE NURSING

AV.6 DEPARTMENT OF SOC/ANT: ANT 201 Cultural Anthropology

AV.7 DEPARTMENT OF SOC/ANT: ANT 202 Physical Anthropology

AV.8 DEPARTMENT OF SOC/ANT:ANT 205 Native American Societies

AV.9 DEPARTMENT OF SOC/ANT:SOC 210 Sociology of Health & Medicine

AV.10 DEPARTMENT OF SOC/ANT: SOC 201 Sociological Methods

AV.11 DEPARTMENT OF SOC/ANT: SOC 220 Marriage and Family

AV.12 DEPARTMENT OF SOC/ANT: SOC 226 Socialization of the Child

AV.13 DEPARTMENT OF SOC/ANT: SOC 232 Sociology of Aging

AV.14 DEPARTMENT OF SOC/ANT: SOC 240 Minority Groups

AV.15 DEPARTMENT OF SOC/ANT: SOC 250 Sociology of Religion

AV.16 DEPARTMENT OF SOC/ANT: SOC 255 Sociology of the Arts

AV.17 DEPARTMENT OF SOC/ANT: SOC 260 Class, Status, Power

AV.18 DEPARTMENT OF SOC/ANT: SOC 270 The Community

AV.19 DEPARTMENT OF SOC/ANT: SOC 275 Sociology of Education

AV.20 DEPARTMENT OF SOC/ANT: SOC 280 Sociology of Politics

AV.21 DEPARTMENT OF SOC/ANT: SOC 292 The Individual in Society

AV.22 DEPARTMENT OF SOC/ANT: SOC 345 Sociology of Mental Illness

AV.23 DEPARTMENT OF SOC/ANT: ANT/SOC 203 Social Analysis

AV.24 DEPARTMENT OF SOC/ANT: ANT/SOC 314 The High Cost of Cheap Food

AV.25 DEPARTMENT OF SOC/ANT: SOC 274 Social Welfare

AV.26 DEPARTMENT OF POLITICAL SCIENCE & PHILOSOPHY: POL/PHL 204 American Political and Legal Thought

AV.27 DEPARTMENT OF POLITICAL SCIENCE & PHILOSOPHY: PHL 266/GEG 266 Environmental Ethics

AV.28 DEPARTMENT OF POLITICAL SCIENCE & MANAGEMENT: POL/MGT 233 Public Administration

AV.29 DEPARTMENT OF POLITICAL SCIENCE AND GLOBAL AFFAIRS & ECONOMICS: POL/ECO 251 International Political Economy

AV.30 DEPARTMENT OF PHILOSOPHY: PHL 213 Existentialism

AV.31 DEPARTMENT OF PHILOSOPHY: PHL 215 Philosophy of Sport

AV.32 DEPARTMENT OF PHILOSOPHY: Ideas and the World: 600 BCE to 1600 CE

AV.33 DEPARTMENT OF PHILOSOPHY: PHL 217 Ideas and the World: 1600 to the Present

AV.34 DEPARTMENT OF PHILOSOPHY: PHL 219 Major Philosophy II

AV.35 DEPARTMENT OF PHILOSOPHY: PHL 220 Experience and Knowledge

AV.36 DEPARTMENT OF PHILOSOPHY: PHL 221 Logic and Scientific Method

AV.37 DEPARTMENT OF PHILOSOPHY: PHL 223 Philosophical Thinking

AV.38 DEPARTMENT OF PHILOSOPHY: PHL 224 Selected Issues in Metaphysics

AV.39 DEPARTMENT OF PHILOSOPHY: PHL 225 Political Philosophy

AV.40 DEPARTMENT OF PHILOSOPHY: PHL 236 Life and Death: Bioethics

AV.41 DEPARTMENT OF PHILOSOPHY: PHL 237 The Tragic Dilemma

AV.42 DEPARTMENT OF PHILOSOPHY: PHL 240 Philosophy of Religion

AV.43 DEPARTMENT OF PHILOSOPHY: PHL 243 Comparative Religion

AV.44 DEPARTMENT OF PHILOSOPHY: AND PROGRAM IN EAST ASIAN STUDIES: PHL/EAS 245 Introduction to Asian Traditions

AV.45 DEPARTMENT OF PHILOSOPHY: AND PROGRAM IN EAST ASIAN STUDIES:PHL/EAS 344 Eastern Philosophy

AV.46 DEPARTMENT OF MANAGEMENT: MGT 326 Sports Management

AV.47 PROGRAM IN INTERNATIONAL STUDIES: INT 200 CONTEMPORARY GLOBAL ISSUES

AV.48 PROGRAM IN INTERNATIONAL STUDIES AND AFRICAN AND AFRICAN DIASPORA STUDIES AND WORLD LANGUAGES AND LITERATURES: AAD/LNG/INT 240 African and African Diaspora

AV.49 PROGRAM IN INTERNATIONAL STUDIES AND WORLD LANGUAGES AND LITERATURES: INT/LNG 230 Aspects Contemporary China

AV. 50 POLITICAL SCIENCE AND GLOBAL AFFAIRS AND PROGRAM IN AFRICAN AND AFRICAN DIASPORA STUDIES: AAD/GEG 216 Geography of Africa

AV.51 POLITICAL SCIENCE AND GLOBAL AFFAIRS AND PROGRAM IN AFRICAN AND AFRICAN DIASPORA STUDIES: AAD/GEG 275 Place, Race, and Racism

AV.52 LACLS PROGRAM: CROSSLISTING EXISTING LACLS MINOR COURSES

* AMS 205/ART 205 Modern Art in Latin America 4
* CIN 208/AMS 208/COM 208 Latina/o Media 4
* COM 371 Media and the Margins 4
* DRA 375 New Performance 4
* SPN 330 The Civilization of Spanish America 4
* SPN 339 Spanish Society and Literature through 1700 4
* SPN 342 Spanish American Society and Literature through Modernism 4
* SPN 343 Spanish American Society and Literature from Modernism to the 21st Century 4
* SPN 350 Introduction to Spanish American Literature 4
* SPN 370 Varieties of Spoken Spanish 4
* SPN 415 Transatlantic Cinema 4
* SPN 452 Studies in Spanish American Literature and Culture II 4
* SPN 455 The Modern Spanish American Novel 4
* SPN 463 Spanish American Poetry from Modernism to the 21st Century 4
* SPN 470 Spanish American Theater in the 20th Century 4
* SPN 475 The Contemporary Spanish American Short Story 4
* SPN 480 Literature of the Hispanic Caribbean 4
* HST 208 History of Modern Latin America 4
* AAD 265/HST 265 History of the Caribbean 4
* HST 291 The Atlantic World 4
* HST 305 Women in Latin America 4
* HST 315 The European Discovery of America and the Encounter with the Native Peoples: 1492 to1581 4
* HST 352 Resistance and Revolt in Latin America 4
* AMS 227 The Geography of Drugs 4
* AMS 306/ANT 306/SOC 306 Latinas/os in the United States 4
* ANT 307/INT 307/SOC 307 Caribbean Societies 4
* GEG 215 The Geography of Latin America and the Caribbean 4
* GEG/ams 227 geography of drugs 4
* INT 201 Latin American Perspectives 4
* INT 305/SOC Power and Society in Latin America 4
* POL 250 Latin American Politics 4

AV.53 DEPARTMENT OF PSYCHOLOGY: PSY 242 Developmental Psychology

AV.54 DEPARTMENT OF PSYCHOLOGY: PSY 288 Cognitive Psychology

*Consent Agendas of November and December moved, seconded and passed unanimously.*

*The chair then acknowledged and publically thanked Katie Goodland, Chair of the Graduate Curriculum Committee, for her hard work in revising the Graduate Curriculum and strengthening Gradate Programs here at CSI.*

**Tabled from NOVEMBER 19, 2020**

*Resolution for a Vote of No Confidence – tabled for consideration by the Departments*

A friendly amendment to the resolution was introduced and accepted: “The President has worked to impose rather than resist the unjust and unnecessary cuts being imposed on CSI employees and students. By the CUNY Chancellor and Governor, while the investor classes enriched through massive federal bailouts.”

Discussion ensued.

An alternate proposal from the Department of Social Work was moved as a substitute motion. (**Appendix C)** That motion was seconded. It was determined that, in accordance with Robert’s Rules of Order, the initial proposal had to be perfected before the substitute motion could be considered. It too had to be perfected. There was a motion to table discussion of both the initial and substitute motions until February, which was seconded, but did not pass (17 yes, 33 no – required 28 votes)

There was a motion to call the question, that motion was seconded, and that did not pass (34 yes, 17 no – 36 required votes).

The substitute motion made by the Department of Social Work was then discussed. The chair determined that discussion had been exhausted and called for a vote on the substitute motion. The motion did not pass (17 in favor, 32 against, 2 abstain).

While senators remained in the queue wishing to comment, the Chair determined that the discussion had been sufficient and moved to vote on the original resolution presented in November with the amendment accepted earlier. Be it noted that a suggestion to adjourn the meeting and to call a new meeting to discuss the motion further was denied by the chair.

*The motion was seconded and passed (31 yes, 15 no, 6 abstain – required 28* **Appendix D**

V.Reports of the Committees of the Faculty Senate

1. Admissions Committee – none due to time

c. Course & Standing - none due to time

d. Library Committee – none due to time

e. Academic Research Committee - none due to time

f. Academic Facilities Committee– none due to time

g. Academic Freedom Committee– none due to time

h. Academic Technology committee– none due to time

i. Faculty Personnel Policy Committee – none due to time

1. University Faculty Senate Report – none due to time
2. Old Business- none due to time

1. New Business- none due to time

IX. Adjournment. *Motion made, seconded, and passed unanimously at 4:51 pm.*

**APPENDIX A**

**Faculty Senate Executive Committee Report**

**December 17, 2020**

Good afternoon,

I am pleased to present this report on behalf of the Faculty Senate Executive Committee. Before beginning this report, I would like to acknowledge the 809,000 cases and 35,522 fatalities from COVID-19 that have occurred in New York this year. The pandemic has intimately touched the lives of everyone in the CSI community in one way or another. Our thoughts are with those who have been affected, and may 2021 be a year of health, relief and hope.

This month has been an extremely busy one for all of us. As we end the semester, the Executive Committee has been engaged in a number of activities. We are grateful to our colleagues for the many fruitful discussions that have taken place around issues ranging from the COACHE survey to the Credit/No Credit policy and ongoing challenges of confronting racism and lack of diversity on campus.

On December 8, the Executive Committee met with the Provost, the Associate Provosts and the Deans. We had a wide-ranging conversation about a number of matters, including CUNY’s last-minute introduction of the Credit/No Credit option for our students. We were pleased to have been consulted on this policy, and we are also grateful to the Course and Standing Committee for their careful deliberation of this initiative. We were also happy to include Professor Lavender in the meeting, who informed us about CSI’s need for college-wide learning goals and offered some solutions for addressing this issue.

Many of us are involved in the Middle States process, as well as in the campus re-entry plans, and we recognize and appreciate your service. Finally, to everyone at CSI who has gone the extra mile this semester – from the Counseling Center to Advisement, from every department staff member and faculty across CSI, to campus security, the cleaning staff, the HELP desk and technical support people and especially our hard-working and inspirational students – thank you for all that you’ve done to help get us through this difficult year. As always, it is a privilege to work with you and, on behalf of the Executive Committee, I wish you happy holidays and a wonderful new year.

Respectfully submitted,

Jane Marcus-Delgado

Chair

**APPENDIX B**

**Provost’s Report**

**December 17, 2020**

Dear colleagues,

This season is normally a time of joyful celebration and reflection on the good things that happened during the year. This year the Covid-19 pandemic, economic concerns, and political and racial turmoil are taking their toll on all of us. You've been called upon repeatedly to rise to the challenge of serving our students to learn new technology on the fly. And to eke out a place to work from your residences, all the while worrying about the health of yourself and your loved ones and your students.

I think we have to recognize and acknowledge that we're all tired of the stress and uncertainly that this is brought to all of us.

At this point, the timing of our return to a normal campus is uncertain as many unknowns remain regarding the ongoing epidemiology of covid,

the availability and distribution and vaccines and what influence state and federal policies might have on how we conduct business as a college

We will expand access to the campus as quickly as we can, but the for the immediate future, I expect things to remain much as they have then for the fall semester.

In times like this, our best strategy for thriving as a campus community is to work together, faculty, students, staff and administration. The COACHE and campus climate surveys and spotlighted a number of areas, we need to focus on, and I am personally committed to finding ways to respond to these concerns raised by these studies from the campus.

The spring semester we have obtained authorization to do a limited number of searches to fill existing substitute lines in nursing social work and computer science and we need to return to target hiring and other areas. Once resources become available.

One thing I have missed as a college is opportunities to get together, starting in February, I would like to reinstate the provost tea and a virtual version with a separate zoom session, following the senate meeting.

In closing, I wish you a safe and healthy holiday season and hope that the break offers all of you opportunities for rest renewal and reflection on this remarkable year that is now coming to a close.

**APPENDIX C**

**Senior Administrators must respond to the crisis in racism**

**December 17, 2020**

We propose that, prior to bringing a motion for a vote of no confidence in President Fritz and Provost Parrish to the floor again, we make the following demands of the senior leadership at CSI. If the demands are not met by April 2021, we should bring the vote of no confidence back to the floor of the FS/CC in May 2021.

1. President Fritz and Provost Parrish should release a formal statement explaining the delayed response and lack of action/continuous effort to address the COACHE (2019) and Rankin (2016) surveys, as well as their lack of response to the many other formal and informal requests to address the ongoing issues of racism, Islamophobia, and other acts of exclusion and/or aggression occurring on campus. Senior administration must include in this statement an explanation for their failure to address and act on the College's failing grade on the Lumina Foundation/USC Race and Equity Center Statewide Equity Index scorecard (2019), the Faculty Diversity Strategic Plan (2013-2018), and other studies conducted by the Faculty Senate Executive Committee for strategic solutions to CSI's lack of diversity, gender equity, and intensifying racism and Islamophobia.
2. Senior administrators should respond to crises in racism, Islamophobia, and other acts of exclusion and/or aggression with immediate statements and clearly identified ACTIONS to stop it from happening again.

The President should make retention, promotion, and success of faculty and staff of color a required component of every supervisor’s evaluation. All ECP employees should attend training and mentorship to lead this effort and provide training and resources for supervisors engaging effectively in BIPOC faculty recruitment & retention. See example:

[**FACULTY RETENTION TOOLKIT**](https://www.dropbox.com/s/ob24tqw3aioxu5z/Faculty%20retention%20Toolkit.docx?dl=0)

1. The Provost should instruct deans to evaluate academic department chairs, and the President should arrange for the annual evaluation of all other department heads, which must include diversity and inclusion as a key component of the evaluation. The Provost should provide training and the appropriate resources for supervisors to effectively create and develop practices that support recruitment, retention and promotion of BIPOC faculty and staff.
2. Modeled after Dr. Estella Mara Bensimon’s *Diversity Score Card* (article attached), the President should direct that the following information be presented to the FS/CC annually, beginning in March 2021:

Identify the rank and numbers of

1. faculty, staff, and students of color,

2. LGBTQ+ faculty, staff, and students,

3. Faculty, staff, and students with disabilities, identifying:

* 1. How many are currently employed/ were hired each year?
  2. How many were retained each year?
  3. Have the numbers improved or gotten worse over the past three years (rolling average each year)?
  4. Where, specifically does retention break down? Analysis should be conducted annually in January and presented at the first FS/CC meeting of the new year.
  5. A current status report should be presented in February 2021 with updates and analysis annually beginning in 2022.
  6. The President should report to CC/FS each February the specific actions that have been taken and are being planned to improve the numbers, beginning in 2021.
  7. Subsequent annual reports should include an assessment of the success of the prior year’s plan for improvement.

1. The campus should create a *Diversity, Equity, Inclusion, and Belonging Dolphin Award*, to be given annually at the Dolphin Award ceremony.
2. The President and Provost should promote successes in diversity, equity, inclusion, and belonging by posting achievements on the landing page of the CSI website, being careful to include the significant achievements of federally protected groups including all BIPOC, LGBTQ+ and women faculty, staff, and students. It should be updated every other month, beginning in January 2021.

Signed,

Social Work Department

Physical Therapy Department

**Addendum**: We wish to make clear that this does not address all of the concerns expressed by faculty, for example, serious concerns regarding deficits in leadership transparency, communication, research support, and financial management remain and should be addressed with a similarly aggressive timeline.

**APPENDIX D**

**Resolution for a Vote of No Confidence**

**Approved December 17, 2020**

Staten Island, unlike the other city boroughs, only has one public institution of higher education: the College of Staten Island (CSI). For decades, the college has played and continues to play a vital role for the community by addressing the academic needs of a wide variety of students: from students needing remedial work prior to entering college to students pursuing doctoral studies in Educational Leadership or in Physical Therapy, to the thousands of students each year who seek a quality education. CSI is an essential educational center for the community. For any college, but especially for CSI with its unique mission, strong and forward-looking leadership is required; unfortunately, this has been lacking under the current president, William Fritz, and current Provost, Michael Parrish. The struggles of the current COVID pandemic have only served to highlight how CSI is adrift and in need of new leadership.

It is the job of the President and Provost to provide educational vision, leadership, and guidance for the college in order to provide access and excellence in the liberal arts and science, as well as the professions. It is also their job to administer the college in adherence to the Governance Plan and to do so in a just and fair manner for all members of the college community, maintaining the principles of shared governance, due process, and transparency.

**Whereas** the President and Provost have repeatedly failed to follow the spirit of shared governance, as evident in that they:

(1) did not articulate a clear intellectual or scholarly vision for CSI and have failed to provide leadership or consistent instructional polices, guidelines, or parameters during the Pandemic,

(2) approved and allowed online class sizes to increase against the recommendations of the Faculty Senate and the faculty in general,

(3) ignored the Faculty Senate Committee reports on Research and Technology submitted over the last two year,

(4) have produced neither plan nor sustained actions to address The College's failing grade on the Lumina Foundation/USC Race and Equity Center Statewide Equity Index scorecard (2019), Faculty Diversity Strategic Plan, 2013-2018, and other studies conducted by the Faculty Senate Executive Committee for strategic solutions to CSI's lack of diversity, gender equity, or intensifying racism and Islamophobia,

(5) did not respond with actions or continuous efforts to address the results of the campus-wide (2019) COACHE and (2016) Rankin Climate surveys, both of which reflect declines in morale, job satisfaction, and faculty-Administration relations,

(6) did not release the findings of their performance evaluations conducted last year by CUNY and outside evaluators,

And

**Whereas** their handling of the budget raises serious questions of judgment since making major financial decisions outside a process of collaboration and shared governance has real consequences, including that: .

(1) the President has exhausted the college’s CUTRA savings and has jeopardized the college’s financial solvency;

(2) the President and Provost have drastically cut the budget of the library and the necessary resources for faculty to do their research and scholarship;

(3) they drastically cut the adjunct faculty and the staff of the college during this pandemic in order to address the budget crisis that was, in part, their own making; and

(4) they invested in Division II athletics without any consultation with the faculty and have yet to publicly evaluate this decision for its efficacy and impact on the college;

(5) “The President has worked to impose rather than resist the unjust and unnecessary cuts being imposed on CSI employees and students. By the CUNY Chancellor and Governor, while the investor classes enriched through massive federal bailouts;”

And,

Since the President and Provost have proven themselves incapable of successfully leading the College of Staten Island as evidenced by the demoralization of the faculty and staff overall,

**Be it resolved** that The Faculty Senate of the College of Staten Island declares that it has no confidence in the current incumbents of the offices of President and Provost of the College of Staten Island, Dr. William Fritz and Dr. Michael Parrish.