



FACULTY PERSONNEL COMMITTEE AGENDA

Friday, December 13, 2024 ~ 10:00 am – 12:00 pm

In-person: Moot Court (6.68 NB)

9:30 am – 9:55 am – Meeting check-in/sign-in. *Light morning Refreshments provided*

Meeting Open to the Public 10:00 am – 11:30 am

- I. Welcome
- II. Approval of Minutes, 09/20/24 meeting***
- III. Discussion of Appeals Process and Proposal to Revise Appeals Process***
- IV. Discussion of Proposal for Enhancing Objectivity in Faculty Reviews?? ***
- V. New Business and Announcements

Executive Session – Full Faculty Personnel Committee 11:30 am – 12:00 pm

- Distinguished Professor Reappointment (1) (*Provost Pease*) ***

The Faculty Personnel Committee uses Simply Voting for personnel actions. Please visit

<http://johnjay.simplyvoting.com> before 12/13/24 to ensure your access is enabled. The FPC ballot will appear during Friday's meeting.

Login Credentials

Username: *JJC email*

Password: *Password associated with your JJC email account*

*** Meeting materials (minutes; documents to inform discussion; revised proposal language; and materials for Executive Session) are in

Dropbox: <https://www.dropbox.com/scl/fo/ge3hg5yow8ml9uv27lqzd/APvqVkJiLtxi8rTa166aK04?rlkey=4b8sb4k84qhxfp50wvsh4qjqw&st=7t94b50u&dl=0>

Upcoming FPC/FPAC Meetings – All meetings listed below are scheduled for in-person

Spring 2025

Full FPC	Friday, February 7, 2025 – 6.68 NB
Faculty Personnel Appeals Committee	Friday, March 7, 2025 ** - Rm.630 HH
Faculty Personnel Appeals Committee	Friday, March 14, 2025** - Rm.630 HH
Faculty Personnel Appeals Committee	Friday, March 21, 2025** - Rm.630 HH
Full FPC	Friday, April 4, 2025 – 6.68 NB
Full FPC	Friday, May 10, 2025 – 6.68 NB



FACULTY PERSONNEL COMMITTEE MINUTES

PENDING

Friday, September 20, 2024 ~ 10:00 am – 1:00 pm

In-person: Moot Court (6.68 NB)

Meeting Convened: 10:13am

Meeting Adjourned: 12:04pm

Open meeting attendees:

Michael Brownstein, Claudia Calirman, Anthony Carpi, Angela Crossman, Susannah Crowder, Crystal Endsley Taylor, Gail Garfield, Jay Gates, John Gutierrez, Richard Haw, Shweta Jain, Erica King-Toler, Ali Kocak, Vicente Lecuna, Maxwell Mak, Evan Mandery, Simone Martin-Howard, Karol Mason, Adam Mckible, Mickey Melendez, Jean Mills, Allison Pease, Nicholas Petraco, Jason Rivera, Jennifer Rosati, Stephen Russell, Ellen Sexton, Andrew Sidman, Edward Snajdr, John Staines

9:30 am – 9:55 am – Meeting check-in/sign-in. *Light morning Refreshments provided*

Meeting Open to the Public 10:00 am – 12:00 pm

- I. Welcome
- II. Approval of Minutes, 05/10/24 meeting
Motion approved
- III. Charge to the FPC (*President Mason & Provost Pease*)
President Mason & Provost Pease discussed protocols and urged committee members to read the Faculty Personnel Process Guidelines to further their understanding of the guidance
- IV. Fall 2024 Personnel Process (*Faculty Services*)
K. Bailey discussed items below and directed committee members to FPC's CUNY DropBox for referenced materials and voting documents
 - Overview of Fall 2024 personnel process
 - File review and voting protocols (FIDO, Quorum, Simply Voting, etc.)
 - Role and responsibilities of Committee members
- V. FPPG Revisions: Lecturer Reclassification (*Angela Crossman*)
Motion approved
- VI. FPPG Revisions: Adjunct Promotional Reclassification (*Angela Crossman*)
Motion approved
- VII. New Business and Announcements

Executive Session – Full Faculty Personnel Committee 12:00 pm – 12:30 pm*

Initial Appointments without Tenure (Fall 2024 & Spring 2025)

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Password: Password associated with your JJC email account

Upcoming FPC/FPAC Meetings – All meetings listed below are scheduled for in-person

Fall 2024

Full FPC

Friday, December 13, 2024 – 6.68 NB

Spring 2025

Full FPC

Friday, February 7, 2025 – 6.68 NB

Faculty Personnel Appeals Committee

Friday, March 7, 2025 ** - Rm.630 HH

Faculty Personnel Appeals Committee

Friday, March 14, 2025** - Rm.630 HH

Faculty Personnel Appeals Committee

Friday, March 21, 2025** - Rm.630 HH

Full FPC

Friday, April 4, 2025 – 6.68 NB

Full FPC

Friday, May 10, 2025 – 6.68 NB

PROPOSALS: REVISION OF FACULTY PERSONNEL PROCESS GUIDELINES

December 13, 2024

1. Proposal to Revise the Appeals Process:

Proposed Revision to FPPG:

Section II.D.4. shall be deleted and replaced by:

Section II.D.4. Appeals shall be decided by the full membership of the FPC excluding members of the review committee that decided the candidate's case and any member of the candidate's department (as set forth in Section II.E.6). This rotating subset of the full FPC shall be known as the Appeals Committee.

Current Section II.D.4:

II.D.4. Each Review Committee shall elect one standing Appeal Committee member and one rotating Appeal Committee member. Once elected, the standing Appeal Committee member shall no longer serve on the Review Committee. The rotating Appeal Committee member shall continue to serve on the Review Committee. Both the standing Appeal Committee member and the rotating Appeal Committee member shall have served on the FPC for at least one of the past two years. The standing Appeal Committee member and the rotating Appeal Committee member shall not be members of the same department.

The Appeal Committee shall consist of the standing Appeal Committee members from each of the four Review Committees, the President, the Provost, and one rotating Appeal Committee member from one of the Review Committees, designated by the Provost.

If a standing Appeal Committee member is recused or unavailable for an appeal, the Provost shall designate an additional rotating Appeal Committee member from one of the Review Committees to serve on the Appeal Committee. The designated rotating Appeal Committee member may be but need not be from the same Review Committee as the recused or unavailable regular Appeal Committee member.

Submitted By: Evan Mandery, Department Chair & Professor, Criminal Justice

2. Proposal for Enhancing Objectivity in Faculty Reviews:

In alignment with the Faculty Personnel Process Guidelines (FPPG, section II.D, 11) at John Jay College, which restricts committee members with departmental affiliations or potential conflicts of interest from participating in specific reviews, I propose an additional safeguard. To maintain impartiality, members who hold college-wide or departmental administrative positions and have past or current affiliations with the department should not be a member of that particular review committee that handles files

involving the same department. Additionally, they should not participate in discussions, decisions, or have access to files related to that department's reviews. This measure would further ensure that all faculty assessments are conducted transparently and without bias.

Submitted By: Ali Kocak, Associate Professor, Sciences