

August 17, 2010

Dr. Barbara Bowen  
President  
Professional Staff Congress/CUNY  
61 Broadway, Suite 1500  
New York, NY 10006

Dear Dr. Bowen:

This letter will confirm the parties' agreement regarding a pilot program to modify Articles 25.1 and 25.2 of the 2007-2010 collective bargaining agreement between The City University of New York ("CUNY") and the Professional Staff Congress/CUNY ("PSC") for the 2010-11, 2011-12, and 2012-13 academic years. During the specified period, the provisions delineated below supersede any and all policies and procedures currently in effect pertaining to the PSC-CUNY Research Awards Program, including, but not limited to, any Guidelines or Bylaws previously promulgated by the University Committee on Research Awards ("UCRA"), and represent the parties' entire understandings and obligations with respect to Articles 25.1 and 25.2 of the collective bargaining agreement.

The parties agree to meet before the conclusion of the pilot program. The parties will have the option of continuing the pilot program as specified in this agreement or of modifying the pilot program. If the parties are unable to agree to continue or to modify the pilot program, the terms of the PSC-CUNY Research Awards Program will revert to those expressed in Articles 25.1 and 25.2 of the collective bargaining agreement, including all policies and practices in effect on the date of this Agreement.

1. Article 25.1 will be modified to provide as follows:

CUNY will provide funds for research, scholarly and creative activities as follows:

Effective March 1, 2011: \$3,824,218 (\$3,704,218 + \$120,000)

Effective March 1, 2012: \$3,769,218 (\$3,704,218 + \$65,000)

Effective March 1, 2013: \$3,769,218 (\$3,704,218 + \$65,000)

The PSC agrees that in the upcoming round of collective bargaining it will use its best efforts to identify at least \$250,000 to augment the PSC-CUNY Research Awards.

2. Article 25.2 (a) will be modified to read as follows:

**Eligibility:** It is the intention of the parties that the funds for research and scholarly and creative activities shall be available without restriction to all full-time members of the instructional staff, and the untenured members of the faculty in particular, who are on the regular University payroll processed through the Office of the Comptroller of the City or State of New York. The parties further intend that the funding shall be used to support activities in the creative arts and all academically relevant research in the areas of natural science, social science and humanities, including but not limited to research related to curriculum development, improvement in teaching, adaptation of standard educational techniques to special clientele and the relationship between technical or occupational training and the liberal arts curriculum.

Pilot Program for PSC-CUNY Research Awards (Supersedes Article 25.2 (b) and (c) and any Guidelines or Bylaws previously promulgated)

3. The Program will have three components as follows: a) Traditional A Awards of up to \$3,500 each; b) Traditional B Awards of up to \$6,000 each; and c) Enhanced Awards of up to \$12,000 each. (See paragraph "11" below.) The Traditional A Awards and Traditional B Awards are subject to review only by the discipline-based panels referenced in paragraph "4" below. The Enhanced Awards are subject to additional expert review, as set forth in paragraph "15" below.

Individuals may apply for only one of the three types of awards in any given year. Faculty who receive external grant funding or awards of \$100,000 or more in direct costs for their research within 12 months prior to the application deadline are not eligible to apply for or receive a Traditional A or B Award in that year. Tenured faculty may not receive more than two awards during any three-year period, only one of which may be an Enhanced Award.

4. There will be 18 discipline-based panels, as set forth on Attachment "A" hereto. Each panel will be composed of a chair and four or more additional panel faculty members, as specified on Attachment "A."
5. The panel chairs will be selected as follows: the University Faculty Senate ("UFS") will submit to the Chancellor the names of three tenured, research-active CUNY faculty, preferably with a history of external funding, for each panel; the Chancellor, or his designee, will select the chairs from the three names submitted for each panel. Ideally, the panel chairs will serve for the full three-year period of this pilot program. Any vacancies that occur during the three-year period will be filled utilizing the same procedure.
6. The 18 panel chairs selected as set forth in paragraph "5" above will form the University Committee on Research Awards ("UCRA"). There will be two Co-Chairs of the UCRA; one to be designated by the Vice Chancellor for Research and one by the President of the PSC. Both Co-Chairs shall be selected from among the UCRA members. Ideally, the Co-Chairs will serve for the full three-year period of this pilot program. In the event either of the Co-Chairs is unable to do so, the Vice Chancellor for Research or the PSC President, as appropriate, will select a new Co-Chair from among the then-current UCRA members, including the departing chair's replacement, who will be selected following the procedures set forth in paragraph "5" above. The UCRA Co-Chairs will report to the Vice Chancellor

for Research and the PSC President and/or their respective designees at least once each semester regarding the progress of the pilot program.

7. Each panel chair will select four or more additional tenured faculty members, as specified on Attachment "A" from CUNY colleges other than his/her own to serve on his/her respective panel. Panel chairs may seek the advice of the University Faculty Senate, PSC, and CUNY academic discipline councils in identifying potential panel members. In the rare instance where a panel chair is unable to fill all of the slots with tenured faculty, a request to appoint an untenured faculty member may be made to the PSC President and the Vice Chancellor for Research for their review and approval. Each panel must have senior and community college representation. Panel chairs should seek to have representation from as many different CUNY colleges as possible and should strive to achieve gender, racial, and other forms of diversity as well. Ideally, panel members will serve for the full three-year period of this pilot program. In the event a panel member is unable to do so, the panel chair will select a replacement, subject to the criteria set forth herein.
8. The panel chairs will receive an annual stipend of \$3,500, but will not be eligible to apply for awards. The panel members will not be compensated, but will be eligible to apply for awards; however, they must recuse themselves from consideration of their own applications.
9. There will be only one call annually for proposals, to be submitted through the Research Foundation, via the e-application system. Proposals must be received by the Research Foundation by January 15, 2010; January 15, 2011; and January 15, 2012, respectively. Out-of-cycle or emergency proposals will not be considered, and deadlines will not be extended.
10. The funds available for the Traditional A and B Awards will be distributed proportionately each year among the 18 panels, based upon the average number of applications received in the respective disciplines during the preceding rolling five-year period. Each panel should allocate 75-80% of the funds received to Traditional A Awards and the remaining 20-25% to Traditional B Awards. If these targeted goals cannot be met owing to the number of viable applications received in each category, the panel chair may submit a request to the Vice Chancellor for Research and the PSC President to readjust the respective allocations.
11. The enhanced awards will be funded as follows:
  - Internal savings as a result of restructuring the program (e.g., elimination of external reviewer payment and per proposal allotment): approximately \$150,000 in each of the three years of the pilot program;
  - Research Foundation savings: \$100,000 (academic year 2010 - 2011); the RF will advise of the savings amounts for subsequent years;
  - Additional University funding: \$120,000 in 2010 - 2011; \$65,000 in 2011 - 12; and \$65,000 in 2012 - 13. This additional University funding is reflected in the amounts in paragraph "1" of this letter.

The total dollar amount of the Enhanced Awards funded in any one program year will not exceed the sum of the three amounts listed above for that year. No more than 40 such awards may be granted in any year of the pilot program.

12. Decisions of the panels with respect to Traditional A and B Awards, and decisions of the UCRA with respect to Enhanced Awards, are final. No appeals or requests for reconsideration will be entertained. Award decisions are neither grievable nor subject to the informal complaint procedures of Article 20 of the PSC-CUNY collective bargaining agreement.

#### Traditional A and B Awards - Procedure

13. Following the annual January 15 application deadline, each panel chair will distribute the Traditional A and B Award applications received by his/her panel for review by the panel members. Each application shall be reviewed by two panel members.
14. The panels will convene for one or, if needed, two days during the first two weeks of March of each year (dates to be specified by the panel chairs well in advance), at which time the panels will assess the Traditional A and B Award proposals, based upon the various panel members' review of the proposals received, and select the Award recipients. It is understood that the Traditional A and B Award applications are not subject to budget modifications by the panels. The evaluation of applications will include an assessment of the appropriateness of the budget proposal as submitted. If a budget request is not adequately supported or otherwise does not comport with Research Foundation Guidelines, the panel will reject the application; panels will not reallocate or readjust budget proposals. Traditional A and B Award notification letters, which will provide notice of the outcome without further comment on the application, will be sent by April 15 of each year.

#### Enhanced Awards - Procedure

15. Each panel chair will select two experts from either within or outside CUNY to review each of the applications for Enhanced Awards submitted to his/her panel. These reviewers will not be compensated. Reviewers may not be members of the applicant's academic department. An expert reviewer may review no more than three grant proposals in any one year. (Traditional A and B Awards are not subject to such additional review.)

No later than March 15 of each year, the panel chairs will send to the expert reviewers, once they have agreed to act in this capacity, the Enhanced Award applications for their review. They must submit their expert reviews and rating scores to the Research Foundation via the e-application system by no later than April 15 of each year. The expert reviews and underlying applications will then be returned to the respective panel chairs for their review and transmission to the UCRA.

16. The UCRA will convene for one or, if needed, two days during the last week of April and/or the first week of May of each year (dates to be specified by the Co-Chairs of the UCRA well in advance) to select the Enhanced Award recipients. Selections should be based upon the respective scholarly and creative merits of the recommended applications. Given the expressed intention of the parties that the PSC-CUNY Research Award Funds shall be available without restriction to all full-time members of the instructional staff, the UCRA

should attempt to grant Enhanced Awards across a variety of disciplines at a variety of colleges. Enhanced Award notification letters will be sent by May 15 of each year.

The Vice Chancellor for Research and the President of the PSC or their respective designees may attend all meetings of the UCRA.

17. Deliberations of the panels and of the UCRA are confidential, and the identities of the expert reviewers may not be disclosed to applicants.

Applicants for Enhanced Awards will receive copies of the reviews of their applications (with the name of the reviewers redacted) when they are notified of the outcome of their applications.

#### Forms and Supplementary Guidance

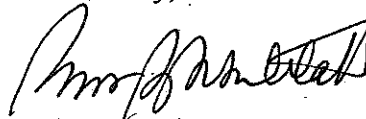
18. The Vice Chancellor for Research and the President of the PSC or their respective designees will develop the application forms and any other documents necessary to effectuate this agreement, including administrative and procedural guidelines (e.g., the schedule for disbursement of funds). Upon their selection, the Co-Chairs of the UCRA may also participate in developing these documents.

19. Any deviations from the policies and procedures set forth above, and any clarifications or supplementary guidance with respect thereto, must be agreed to in writing by the Chancellor and the PSC President, or their respective designees.

This agreement shall become effective as of the date of the last signature below, and the provisions herein apply only to the specified period of the pilot program unless mutually agreed in writing by the parties.

Please sign on the line provided below to indicate your assent to these terms.

Sincerely,



Pamela S. Silverblatt  
Vice Chancellor for Labor Relations

AGREED:

Babara Bowen 8/17/10  
Professional Staff Congress/CUNY Date

## ATTACHMENT "A"

### DISCIPLINE - BASED PANELS

1. Comparative Literature & Modern Languages (Chair, plus five panel members)

Comparative Literature

French

German

Italian

Slavic

Spanish

2. English & Creative Writing (Chair, plus five panel members)

Creative Writing

English

3. History

4. Performing Arts

Music

Performing Arts- Production

Performing Arts-Scholarship

5. Anthropology, Classics, Philosophy, Linguistics (Chair, plus five panel members)

Anthropology

Classics

Linguistics

Philosophy

6. Art History, Visual Arts & Communication Arts & Sciences

Visual Arts

Communication Arts & Sciences

Art History

7. Biology & Earth Sciences (Chair, plus five panel members)

Molecular Biology

Biology

Earth & Environmental Sciences

8. Mathematics (Chair, plus five panel members)

9. Interdisciplinary (Chair, plus five panel members)

Interdisciplinary Studies  
Women's Studies  
Ethnic & Area Studies

10. Chemistry & Biochemistry

Chemistry  
Biochemistry

11. Physics & Engineering (Chair, plus five panel members)

Physics  
Engineering

12. Computer Science & Library (Chair, plus five panel members)

Computer Science  
Library

13. Sociology & Economics (Chair, plus five panel members)

Economics  
Sociology

14. Business Administration

15. Education

16. Health Sciences, Health & Human Services, Speech & Hearing (Chair, plus five panel members)

Health Sciences  
Health & Human Services  
Speech & Hearing

17. Psychology & Physiological Psychology (Chair, plus five panel members)

Psychology  
Physiological Psychology

18. Political Science, Law & Criminal Justice, Urban Studies (Chair, plus five panel members)

Law & Criminal Justice  
Political Science  
Urban Studies