

FACULTY SENATE MINUTES #83

John Jay College of Criminal Justice

November 23, 1992

Time 3:15 PM

Room 630 T

Present (30): Michael Blitz, James Bowen, Dorothy Bracey, David Brandt, Orlanda Brugnola, James Cohen, Edward Davenport, Migdalia DeJesus-Torres de Garcia, Peter DeForest, Vincent Del Castillo, Robert DeLucia, Jannette Domingo, Lotte Feinberg, Robert Fletcher, Elisabeth Gitter, Robert Grappone, Lou Guinta, Dan Juda, Karen Kaplowitz, John Kleinig, Lawrence Kobilinsky, Gavin Lewis, Tom Litwack, James Malone, Jill Norgren, John Pittman, Rick Richardson, Lydia Rosner, Chris Suggs, Agnes Wieschenberg

Absent (8): Henry DeLuca, Rubie Malone, Dagoberto Orrantia, Douglas Salane, Edward Shaughnessy, Olga Scarpetta, Antoinette Trembinska, Martin Wallenstein

AGENDA

1. Announcements from the Chair
2. Approval of Minutes #82 of the November 11 meeting
3. Nominations for recipients of honorary degrees:
Professor Robert Panzarella, chair, Committee on Honorary Degrees
4. Election of an interim member of the Senate Executive Committee
5. Election of Faculty Senate representatives to the Comprehensive Planning Committee
6. Report on the codification of procedures of the College Personnel Committee: Professor Serena Nanda
7. Report from the Senate's Evaluation Committee on the survey of administrative offices
8. Proposal from the Ad Hoc Committee on Recruiting and Retaining In-Service Students
9. Proposed resolution: Resolved, That the Faculty Senate shall file a Freedom of Information Request to obtain information about non-tax-levy revenues
10. Discussion of the agenda of the November 24 College Council meeting
11. Proposed resolution: Resolved, That the Faculty Senate shall develop and conduct a survey of John Jay faculty
12. New Business

1. Announcements from the Chair [Attachment A]

The Faculty Senate was directed to written announcements [Attachment A] .

It was reported that the final draft of the Middle States self-study report will be available for the Senate's review shortly. Members of the Senate and of the Council of Chairs will receive a copy, as will all who sent written commentaries about the draft of the self-study. The final version of the self-study report will be sent to the Middle States Commission approximately a month after the revised version is distributed to the Senate.

President Kaplowitz said that she will be attending the Board of Trustees meeting immediately after the Senate meeting. She explained that the recent media reports about pay raises for CUNY administrators that led Herman Badillo, a member of the CUNY Board of Trustees, to call for Chancellor Ann Reynold's resignation are a response, in part, to an important statement Professor Robert Picken, chair of the University Faculty Senate and the faculty trustee, made at the September Board of Trustees meeting. Professor Picken had protested the recommended salary raises of 11 senior administrators, raises totalling approximately \$100,000, which he called "an outrage" because these discretionary raises were being made at a time when instructional staff are being retrenched and when insufficient numbers of course sections are being provided for our students. Saying that he is "appalled," Professor Picken called upon the Board of Trustees to "put a stop to these practices." [See Attachment B for the text of Professor Picken's statement.]

The CCNY student newspaper reported Professor Picken's statement. The student press wire service then sent out the story, which was picked up by the New York Post and by Newsday. Those papers expanded the issue raised by Professor Picken and reported 36 personnel actions approved by the Board of Trustees at its September meeting and accurately noted that those personnel actions added up to \$450,000 in salary increases. But those news stories did not distinguish between the discretionary pay raises given to current senior administrators, which Professor Picken protested, and salary increases resulting from the appointment of many people (mostly faculty) to fill vacancies either on an acting or regular basis, nor did the stories explain that many of those vacancies resulted from a large number of administrators having taken early retirement.

On the afternoon of Thursday, November 19, the Presidents of all the CUNY colleges were called to 80th Street for a suddenly scheduled meeting in response to an announcement by the Governor's office the previous day of an anticipated multi-billion dollar imbalance in the 1993-94 budget. All state agencies were required to conduct an immediate budget analysis involving a projected 10 percent reduction in this year's base budget as well as a five percent contingency cut and to indicate how it would **make the** 10 percent and 15 percent cuts: each agency was to show the impact that such cuts would have on its operations.

A statement was required by 80th Street from all of the colleges by 4 PM the following day, Friday, November 20, detailing how each college would make the cut. President Kaplowitz reported on the emergency meeting of the Budget Planning Committee and the President's Advisory Group Friday morning, which she attended, which developed John Jay's response. John Jay's cut would be \$3 million. She said that many people at the college and at CUNY believe that this is part of an elaborately choreographed and ritualized budget process that has happened each year for the past three years. But nonetheless the request from the Governor's office did take everyone by surprise.

Ronald Quartimon, president of John Jay's Student Council and the chair of CUNY's University Student Senate, has been appointed by State Senator Kenneth LaValle, chair of the Senate Higher Education Committee, to his Advisory committee on Higher Education. Senator James Malone said that as someone who has served on that committee for the past 14 years, he knows how important and influential a body it is. Senator Malone explained that the Advisory Committee has audited most of the SUNY presidents and a number of CUNY presidents as well as the SUNY Chancellor. He said that the Committee takes a look at legislation that is upcoming in the next legislative session and enables the college presidents to have direct access to Senator LaValle. Senator Malone said that CUNY has not used the Committee very well while SUNY has: last year the SUNY Chancellor attended but the CUNY Chancellor did not. He said he has raised this with the CUNY Chancellor and he thinks she did not appreciate the importance of the Committee. He said that Ron Quartimon's membership on the Committee this year will certainly enable him to take a good look at what is going on in higher education and will enable the students of John Jay and of CUNY to present their views to this august body.

President Kaplowitz also announced the death this past week, on Tuesday, November 17, of former faculty member and poet, Audre Lorde, who was a member of the English Department for 11 years, from 1970 through 1981. Lorde was recalled as a great poet, who had been poet laureate of New York State last year, and as great human being and as a teacher who loved her students. Senator Norgren reported that a memorial service is planned at Hunter and that Lorde's students at Hunter held a service of remembrance on the day the news of her death was released. Also, Paul LeClerc, president of Hunter, has placed a moving tribute to Lorde in the New York Times obituary section. Senator Suggs suggested that John Jay should have a memorial service for her. He noted that not only is Hunter, where Audre Lorde taught after leaving John Jay, holding such a service, but Medgar Evers, where Audre Lorde never taught, is also holding a memorial service. It was agreed that this suggestion, endorsed by the Senate, would be communicated to President Lynch.

It was announced that Professor Pat Collins (Speech and Theater) just underwent major surgery, which was successful and which he came through well, but that he will be on medical leave for the remainder of the semester.

2. Approval of Minutes #82 of the November 11 meeting

By a motion duly made and carried, Minutes #82 of the November 11, 1992, meeting were approved.

3. Nominations for recipients of honorary degrees: Professor Robert Panzarella, chair, Committee on Honorary Degrees

Professor Robert Panzarella, chair of the Committee on Honorary Degrees, reviewed the qualifications of the candidates being proposed by the Committee, the other members of which are Professors Jane Bowers, Jannette Domingo, Daniel Gasman, Barry Latzer, Natalie Sokoloff, and Maria Volpe. (Biographical information about the proposed nominees had been sent to the

members of the Faculty Senate prior to the meeting.)

Professor Panzarella explained that in addition to the new candidates being proposed, the Committee on Honorary Degrees is recommending that honorary degrees be conferred on Clyde Collins Snow and Nina Totenberg, both of whom were approved by the Senate and by President Lynch and by the Board of Trustees last year but neither of whom could attend commencement. The Senate endorsed this recommendation.

President Kaplowitz explained that because people do not put themselves forward as candidates and, indeed, do not know they are candidates for honorary degrees, the discussion of nominees for honorary degrees is not reported in the Senate minutes. Similarly the name of any candidate not approved by the Senate is not recorded.

Voting was by secret ballot. The following people received in excess of the requisite 75 percent affirmative vote of those Senators present and voting: Ephraim Isaac, Georgia L. McMurray, and Frederick A. O. Schwarz, Jr. [Biographical information about these individuals is available from the members of the Senate.]

The Committee was thanked for nominating outstanding candidates for honorary degrees.

4. Election of an interim member of the Senate Executive Committee

President Kaplowitz announced that because Senator Olga Scarpetta is on medical leave until February, the Executive Committee is recommending that Senator James Malone be elected interim Corresponding Secretary and that Senator Edward Davenport, the Corresponding Secretary, be elected interim Recording Secretary. The reason for the need for an interim fourth member is that in setting the agenda it is important that there be several voices and viewpoints and also the many meetings that the Executive Committee is called upon to attend is rendered particularly difficult when there are schedule conflicts and only three members of the committee are available. The floor was opened to additional nominations. There being none, nominations were closed. Senator Norgren moved the election of Senator Malone. The motion carried by unanimous vote. Senator Malone was thanked for being willing to serve on the Executive Committee. He, in turn, thanked the Senate for its confidence and support. President Kaplowitz noted that the three people who did the initial study of Senate constitutions and who did the initial work on the John Jay Faculty Senate Constitution are together at today's meeting: Larry Kobilinsky, Jim Malone, and Bob Panzarella. The Senate applauded the work of the three.

5. Election of Faculty Senate representatives to the Comprehensive Planning Committee

President Kaplowitz discussed a memorandum issued by President Lynch to the John Jay community dated November 10 [See Attachment C for the text of the memorandum] in which he announced the formation of a comprehensive planning committee, the need for which was identified during the Middle States self-study.

However, virtually everyone on the Faculty Senate reported that they had not seen President Lynch's November 10 memorandum. It was explained that the President's Office had sent copies of the memorandum to the academic departments and that unless the department secretary had placed a copy in each faculty member's mailbox, faculty would not have received the memorandum.

The Planning Committee, as outlined in the memorandum, consists of 22 members. President Kaplowits reported that President Lynch has since increased the membership to 24: instead of three representatives from the Faculty Senate there will be five representatives. Furthermore, the requirement that the Senate representatives be College Council members has been deleted. President Kaplowits said that she had recommended these two changes to Dean Mary Rothlein, who will chair the committee, who had endorsed them and that President Lynch also supported the requested changes and that as a result there will be a 24-member committee, half of the members being faculty.

President Kaplowits reported that she and Professor Robert Crozier discussed the committee membership that morning and the two agreed to recommend to their respective organizations that representatives be chosen on the basis of those willing and available and qualified to serve, rather than on an attempt to have even representation of liberal arts, social science, and professional studies departments. The five representatives of the Senate would represent the Senate and not the departments they happen to be members of and similarly the chairs would represent the Council of Chairs. And those ten individuals would ultimately be representing the faculty. In this way, there does not have to be concern if more than one member of an academic department is elected to the Planning Committee.

Asked who the members of the Planning Committee are to be, it was explained that the 24 positions on the committee are as follows: five (5) representatives of the Faculty Senate; four (4) representatives of the Council of Chairs; the Chair of the Budget Planning Committee; a representative of the Curriculum Committee; a representative of the Graduate Studies Committee; two (2) students, an undergraduate member of the Student Council and a graduate student; two (2) members of the Council of HEOs; the provost; the vice president for student development; the vice president for administration; the dean of undergraduate studies; the dean of graduate studies; the dean for admissions and registration; the director of fiscal affairs; and the dean for planning and development, who is the chair of the committee.

President Kaplowitz announced that the Senate's Executive Committee is recommending that the Senate's five representatives be chosen in the following manner: any Senator interested in serving on the Planning Committee should inform any of the Senate's executive officers. The Executive Committee will then prepare a slate of nominees to be voted on at the Senate's December 11 Senate meeting. The first meeting of the Planning Committee is December 16. It was suggested that a copy of President Lynch's memorandum be sent to all Senators with a letter inviting self-nominations. This was agreed to.

Senator Rosner recommended that the Senate should pay a lot of attention to this Planning Committee. This is one of the most viable things that will enable there to be change at the College. She said it is an important result of the Middle States self-study process.

6. Report on the codification of procedures of the College Personnel Committee: Professor Serena Nanda

The College Personnel Committee (PLB) had been scheduled to consider the codification of Personnel Committee procedures on November 13 and Professor Nanda, the chair of the Chairs' subcommittee that developed the proposals, had been scheduled to report to the Senate about the Personnel Committee's actions. But the Personnel Committee has rescheduled this agenda item for December. Professor Nanda has offered to report to the Senate in February about the actions, if any, of the P Committee.

7. Report from the Senate's Evaluation Committee on the survey of administrative offices

President Kaplowitz reported that she, Vice President Blitz, and Secretary Davenport had met with Professor Robert McCrie about the faculty evaluation of administrative offices conducted by the Senate's Evaluation Committee, which Professor McCrie had chaired last year. A detailed computer analysis of the data is available as the result of two programs written by Gail Hauss, director of Institutional Research. The Evaluation Committee has also provided a typescript of all the discursive comments about each administrative office.

President Kaplowitz said that the Senate's executive committee is recommending that verbatim comments not be published but that instead they be treated in two ways: first, a summary of the statements should be published, with the number of positive and the number of negative comments stated and relevant comments quoted. She said that when the Senate evaluated the newly opened T Building in 1988, the discursive comments were similarly treated. Second, a verbatim record of the discursive statements about each administrative office and each individual commented upon would be sent to the individual about whom the comments were made and to the supervisor of that person or office.

She said that some of the discursive statements are extremely vituperative and the executive committee is recommending that the comments be treated in a manner similar to comments written by students during the evaluation of faculty: the individual faculty member sees the written comments as does the faculty member's chair (the supervisor) and the comments are available to the P Committee on a confidential basis only. She said that for the Senate to publish these anonymous comments about administrators and staff would be the equivalent of the administration publishing the students' anonymous comments about faculty.

Senator Gitter said that this is a very sage course of action and moved its adoption. The proposal carried by unanimous vote.

8. Proposal from the Ad Hoc Committee on Recruiting and Retaining In-Service Students

The Senate continued its discussion from the previous meeting of a proposal that the Senate endorse compliance by the College of a 1967 College Council policy whereby at least one section of every course offered be offered as a day/night course, unless a waiver is granted by the Provost.

As requested at the previous Senate meeting, comparative data (provided by the Dean for Admissions and Registration) on seat utilization was distributed. The data show that night classes are all filled up. In response to the issue of overcrowding of day classes when students sign up for the night session but attend the day session, Dean Frank McHugh had been consulted and he had pointed out that the class schedule specifically states that students must attend the section they register for unless they work a rotating shift and obtain permission from the instructor to rotate sections: if the faculty adhere to the policy there will not be overcrowding during the day or during the night.

Senator Brandt asked for a reiteration of the proposal. President Kaplowitz explained that if there are 30 sections of English 100, at least one day/night English 100 course has to be offered. Senator Brandt asked whether that means that if one section of Psychology 425 is offered it must be offered as a day/night course even if only 20 students register for the course. The answer was yes, unless a waiver is given by the Provost. President Kaplowitz said that the department chair, or the chair in consultation with the P&B, could request a waiver from the Provost. Senator Brandt said that the proposal could be problematical, since many upper level courses only draw a total of 20 students each.

Senator Del Castillo noted that this is not a recommendation for a new policy but rather an endorsement of a policy that has been the official policy of the College for many years although not necessarily complied with.

Senator Rosner asked how this impacts on faculty when they are teaching their 9-credit load. President Kaplowitz explained that the teaching schedule could be one day/night course and a day/only or an evening/only course. Senator Del Castillo pointed out that the policy is one section of each course, not every course taught by every faculty member.

Senator Brandt said that the policy will not address the real needs. He said in his department the two most popular courses are Psychology 101, which is introductory psychology, for which 15 sections are offered, and Abnormal Psychology for which 8 or 9 sections are offered each semester. He said offering one day/night section of those would not meet students' needs. He said that, furthermore, when only one section of a 300-level or 400-level course is offered, having it offered as a day/night course is a waste of resources. If somebody teaches both a 300-level course and a 400-level course, forcing that person to teach both as day/night sections would create administrative headaches.

Senator Gitter moved that the Senate endorse the general principle of offering day/night sections to the extent that such an endorsement would give the Chairs the wherewithal to schedule faculty to teach day/night courses but at the same time the Chairs should be given the flexibility to establish schedules. She said it is especially unworkable to have an inflexible policy when some departments only have three members. She said that the Faculty Senate should endorse, as a general principle, the position that day/night courses are an important service and inducement to in-service and other students and that the Senate urges our colleagues on the faculty and our colleagues who are chairs to cooperate in this endeavor. Senator Suggs seconded the motion.

Senator Litwack suggested as a friendly amendment: that the Senate endorse the principle that departments offer sufficient

senate endorse the principle that departments offer sufficient day/night courses to meet the essential needs of day/night students and to attract in-service students to the College. senator Gitter said that not all departments have the human resources to offer sufficient day/night courses.

President Kaplowitz said that if the Senate takes a strong and clear position on this, we are saying that the College should not take in so many students that we fail to have the human resources to meet the needs of the in-service students, who are the students that the College is designed to serve. What the Senate would be saying is that we must either obtain additional resources or admit fewer students, whichever is necessary to fulfill the essential mission of the College. She said that in light of the formation of a Planning Committee, and in light of the issue of enrollment that the Planning Committee will presumably be taking up, and if the Senate says it is important that we offer day/night courses, the Planning Committee will have to take this policy recommendation into serious consideration when discussing enrollment.

Vice President Blitz said that if we vote for this motion we are rejecting the 1967 College Council policy, which requires one section of every course to be offered as a day/night course. He asked whether Senator Gitter's motion is a rejection of the 1967 policy. Senator Gitter said that as usual we are dealing with a policy that has not been enforced in living memory. She said that at some point a law that is not observed ceases to be a law.

Senator DeLucia said that we are not monitoring who is taking the day/night courses. He said that if we looked closely we would probably discover that many day/night courses are offered but that in-service students can not get into those courses because they are closed before the in-service students register. He said that we need the College to ensure that these courses will be only available to those students who need them. He said that it is his experience that students take day/night courses because of many reasons unrelated to rotating schedules and that we do not monitor this practice. He said it will not matter whether we endorse the 1967 policy if we continue to fail to monitor who takes the day/night courses. We have to put controls on who can take the day/night courses.

Senator Brandt said he is teaching a Psychology 101 day/night course and his experience is that students sign up for the night section because the day sections are closed but that they actually attend the day section. He said 90 students signed up for the day/night course, which raises others issues, and only two or three students actually rotate. He said that there is just not that many police officers or fire fighters in the classroom anymore.

Senator Feinberg suggested that if we wish to attract more in-service students, we have to offer sufficient day/night sections. She said the offering of day/night sections has to happen before we will attract in-service students. She said that as it became more difficult for students to enroll in day/night sections because fewer such courses were offered, we may have lost in-service students.

Senator Brandt asked whether it happened that way, or whether it happened the other way: that because there are fewer in-service students, fewer day/night courses have been given. Senator

Norgren said she thought that whatever the **sequence**, it is a clear message that we do not care about the in-service students when we do not provide them with sufficient **day/night** courses. She noted that many of our best students are the in-service students who need rotating courses. Senator Feinberg concurred. Senator Guinta suggested that we need a pre-registration process before we can provide adequate **day/night** classes. Senator James Malone agreed.

Senator Litwack noted that faculty do not like teaching **day/night** courses and that faculty desires in this matter should be taken into account. He said this is a complex issue and he doubted that we should take a stand now. Senator Juda said that one thing that makes the matter complicated is the absence of reliable data. He said that even **day/night** courses do not seem to meet the needs of some of his in-service students because of the nature of their work schedules.

President Kaplowitz reviewed the results of a Fall 1992 survey of in-service students in which more than half identified the best aspect about John Jay for them as the **day/night** classes. Senator Del Castillo added that the in-service students had identified the insufficient number of **day/night** courses as the worst aspect of John Jay for them. Senator Brandt said that the resolution before us is not meaningful without more meaningful data about who and how many students need these rotating courses.

Senator Guinta said that while we need more data, resolving to provide these **day/night** courses would send the important and needed message to in-service students that we are trying to meet their needs. President Kaplowitz suggested that there would be a questionable need for a college with John Jay's special mission unless we can demonstrate that we are doing everything within our power to meet the needs of in-service students. She said that, as an example of the situation, not a single **day/night** statistics course nor a single **day/night** research methods course was offered this semester or the previous semester.

Senator Litwack said it would not matter if we offered **day/night** courses unless we permit in-service students to preregister for these courses. Senator Wieschenberg said that preregistration and computerized registration are essential to this and to other areas of college operation. Senator Del Castillo said he agreed we need more data but that there had already been a recommendation made in the Middle States **Self-Study** report that we do away with **day/night** courses and he did not think we should acquiesce to this.

Senator Litwack said that he supports in principle the decision to offer courses needed by in-service students but he does not favor the resolution before us. Senator DeLucia proposed that all **day/night** courses be reserved for in-service students. He said that as a counselor he hears in-service students complain regularly that they are unable to get the **day/night** courses that they need.

Upon loss of a quorum, the meeting was adjourned at 5:00 PM.

Respectfully submitted,

Edward Davenport
Interim Recording Secretary

Announcements from the chair

Women's Center opens at John Jay

One of the many projects of the Women's Studies Committee has been the creation of a Women's Center, which has just opened. This accomplishment is the result of the work of Professors Jill Norgren (Government), Nancy Guadalupe (SEEK), and Suzanne Iasenza (Counseling and Student Life). (A Women's Center briefly existed at John Jay in the 1980s but was shut down four years ago.) Room 1110 North Hall, which houses the Women's Center, has been given for this purpose by Vice President Witherspoon from among the complex of rooms vacated by ROTC. The location is off the lobby of North Hall, just to the left of the Security Desk. (Of the four offices vacated by ROTC, one has been given to the Women's Center, two to the Health Office, and one to Student Council.)

Provost Basil Wilson has provided funding for staffing on a part-time basis, which will be provided by undergraduate peer counselors and graduate interns and one adjunct, who will write grants, organize discussion groups, develop referral files for those seeking information about legal services, health services, and counseling services about such issues as domestic violence and reproductive health. The Women's Center will house a lending library, will provide lectures, films, and magazines. The Center will serve as a clearing house for information. The Women's Center opens at a time when John Jay's student population is 53 percent women.

100 percent compliance with Spring evacuation drills reported

Security Director James Scully and Fire Director Brian Murphy report that following the Faculty Senate's April 16, 1992, letter to the faculty about the legal and moral imperatives to participate in evacuation drills, the drills conducted in May were characterized by 100 percent compliance. Mr. Scully and Mr. Murphy requested that the Faculty Senate letter be reissued to the faculty in the Fall, which it was.

Poetry reading to commemorate Audre Lorde's death

The English Department and the Women's Studies Committee have invited all members of the John Jay community to a poetry reading to celebrate the life of Audre Lorde and to mark her death which occurred on November 11. Lorde, who was the first poet laureate of New York State, was a member of the English Department from 1970-1981. The poetry reading will be on December 15 at 4:00 PM in the English Department Conference Room (1281 North). Those interested in reading from Lorde's poetry or prose have been asked to call Jill Norgren (ext. 8189) or Karen Kaplowitz (ext. 8724).

University Faculty Senate November 17 meeting

The annual dinner meeting of the University Faculty Senate took place on November 17. The two guest speakers were Vice Chancellor for Academic Affairs Richard Freeland and Vice Chancellor for Student Affairs and Urban Affairs Joyce Brown.

Reception for USS chair Ronald Quartimon

President Lynch hosted a reception on November 12 for Ronald Quartimon upon his election as chair of the University Student Senate. As USS chair, Mr. Quartimon represents the CUNY students as a voting member of the CUNY Board of Trustees. Mr. Quartimon is also the president of John Jay's Student Council. Representing the Faculty Senate at the reception were Professors Michael Blitz and Karen Kaplowitz.

University Faculty Senate delegate elected

Professor Maria Rodriguez (SEEK/Speech and Theater) has been reelected to another three-year term on the University Faculty Senate. Professor Rodriguez was the only John Jay faculty member to submit a nominating petition, which is required by the UFS Charter. In the absence of other nominating petitions, no balloting was conducted. The alternate delegates for the next academic year will be Professors Jim Cohen (Public Management) and Antoinette Trembinska (Mathematics). In addition to Professor Rodriguez, the UFS delegates are Professors Haig Bohigian (Mathematics), Orlanda Brugnola (Art, Music, and Philosophy), Karen Kaplowitz (English), and Timothy Stevens (English).

President's Cabinet: November 11

President Lynch reported on the swearing in ceremony of the members of the CUNY Police Cadet Corps, which was attended by Mayor David Dinkins, City Council President Peter Vallone, Chancellor Ann Reynolds, and Commissioner Ray Kelly.

President Lynch also reported that he has arranged for the officers of Midtown North to use our gymnasium on Friday evenings and that he wants to do the same for Midtown South.

President Lynch also reported that he and NYCTech President Charles Meredith would be meeting on the following day with Saul Weprin about the funding of the associate degree programs of the two colleges. It is not yet known whether Governor Cuomo will allocate funding for the associate degree programs in his budget request. President Lynch will also be meeting with Assemblyman Ed Sullivan, chair of the Assembly's Higher Education Committee, later in the month on this issue.

The Chancellor is scheduled to testify on November 20 before the City Council about the funding of CUNY.

President Lynch reported about the School Safety Task Force, of which he is a member. There have been meetings with Sandra Feldman and with the heads of other unions and with Chancellor Fernandez. The hope is that a final report will be ready in December. The Task Force is expected to make several recommendations, including training for the public school security officers. One possibility that President Lynch spoke about is that John Jay would provide that training, just as John Jay provides training for security officers hired as part of Chancellor Reynold's CUNY Security Initiative.

Dean Norma Brady reported about a CPI conference involving people from CUNY and from the public school system. She was among a group of people selected to be trained to be facilitators for the conference workshops.

Julia Bryant, director of public relations, reported about a press conference held at John Jay about a survey of public opinion about civilian review boards conducted by Law Enforcement News, which is published by John Jay, and the Lou Harris polling organization. Although Newsday reported the survey results, which show that a majority of those surveyed oppose all-civilian review boards, the New York Times declined to cover the story because it had already been reported in Law Enforcement News.

Vice President Witherspoon reported Ronald Quartimon's election as chair of the University Student Senate and announced a reception, hosted by President Lynch, for Mr. Quartimon on November 12. He also reported that Farris Forsythe and others from John Jay are attending a teleconference at Queens College on sexual harassment.

Robert A. Picken

Statement to the Board of Trustees
September 30, 1992

Concerning Executive Compensation

In connection with the University Report, I would like to call the attention of the Board to a matter I consider to be an outrage, and one that other faculty, students **and** the public at large will, I am sure, view in a similar fashion. Despite the fact that the University is under the most severe budget constraints, despite the fact that regular members of the instructional **staff** have been without a contract for over two years, despite the fact that tenured members of the faculty **and** other members of the instructional **staff** are being retrenched, despite the fact that thousands of students are closed out of classes with the result that many cannot complete their programs in a timely fashion, a significant number of senior administrators are being recommended for raises in the Executive Compensation Plan, some of them very substantial.

In the category "Change in Salary of Executive Compensation Plan Personnel," seven raises are being recommended, two at City College, two at Queens College, one **at** Baruch, one at Queensborough, and one (in the Addendum) at CSI. Need I remind the Members of this Board that retrenchments of instructional staff have occurred at City and at Baruch and that seven tenured faculty members at CCNY have received notice of retrenchment. Still CCNY *can* award raises of **\$2,500 and \$3,580** and Baruch a raise of **\$4,551**. The **total** amount involved in this particular category for the seven individual involved is perhaps not an enormous sum, **\$22,799**. Still, that is enough to **fund** nine supplementary three-hour courses taught by adjunct lecturers.

But the category "Change in Salary of Executive Compensation Plan Personnel," is only the tip of the iceberg. Throughout the University Report and its Addendum, one *can* find instances where appointments have been manipulated **so as** to provide senior executives with raises, some of them very large indeed. To cite a few examples:

- At Queens College, the institution I know best, an individual who has been serving **as** an acting Academic Dean is being given a permanent appointment, but at a salary **\$4,266** higher than his previous one. That brings the raises for Queens Deans **to a total of \$12,798**. I might point out that the College library has no **funds** budgeted for **books** this year.
- At the Central Office, an individual who has been serving **as** an Acting Assistant University **Dean** is being appointed Associate University Dean with a salary increase of approximately **\$15,000 and** with a waiver of **search**. The **reason** given for this most extraordinary action is "expansion of job responsibility." In these **stressful** times, all of us, I would submit, have expanded job responsibilities, particularly professors of English composition who have **37** students in each section they teach **instead** of **17**, but only a favored few senior executives receive increased compensation.
- At York College, an Acting Assistant Dean of Academic Affairs is being promoted to the title of Acting Associate Dean with an increase in salary of **\$28,000**. Another Acting Assistant Dean of Academic Affairs **has** had her appointment **manipulated** in such a way **as** to receive a raise of **\$22,000**. I would point out that this month's Chancellor's **Report** contains notice of the discontinuance of three members of the instructional **staff** of York College mandated by financial exigency. Finances **at** York, however, are not **so** exigent **as** to preclude **\$50,000** in raises for deans.

There are a number of other examples, perhaps **as many as 12 or 15**, in which senior executives are receiving appointments in acting titles or new appointments with *salary* increases, or where in **REM** positions, underlying appointments are being transferred from professorial lines to HEO lines **so** that base salaries can be increased.

I **am** appalled at the extent to which this is occurring given the conditions that exist in the University, and I call on this Board to put a stop to these practices.

JOHN JAY COLLEGE OF CRIMINAL JUSTICE

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Office of the President

November 10, 1992

To: John Jay College Community
From: President Gerald W. Lynch
Re: Comprehensive Planning Process

400-1

The Middle States/Commission on Higher Education self-study process identified a significant need in the College -- that of a comprehensive long- and short-term planning process. This need surfaced early, and it manifested itself through the work of not only the study team on Planning and Resource Allocation, which was particularly charged to review this issue, but several other study teams.

The self-study was discussed College-wide at open hearings, a Town Meeting, the Fall Faculty Meeting, and other meetings. The Coordinating Committee also received many written comments and recommendations during that period of consultation, which ended October 15. Throughout that time, the need for a comprehensive planning process was reaffirmed in several quarters. I am therefore prepared to initiate the process, relying on the recommendations set forth in the self-study report.

In order to be effective, the planning process, as the self study suggests, should:

- be based upon and directly related to the mission, goals, and objectives of the College;
- be reasonable and rational with achievable goals, so that it does not raise unrealistic expectations within the College community;
- take into account the resources, needs, and priorities of the College:

- be based upon adequate institutional data with an awareness of environmental forces e.g, changing demographics, increasing enrollment, and declining revenues;
- allow for input from the various College constituencies i.e. Students, faculty, administrators, and advisory groups, but must also be efficient so as not to waste the time of those involved in it:
- emphasize the use of creative approaches to budgeting and resource allocation in order to strengthen the College and enhance its educational effectiveness;
- incorporate the means to implement the plan as part of the process and should not be simply planning for the sake of planning;
- be structured to require adherence to a timetable, including deadlines, and mechanisms for reporting and accountability.

The self-study indicates that planning activities are now decentralized and lack a coherent framework. I would like to build on the current activities, which have been helpful, although limited to one or more specific areas of faculty or administrative concern and not integrated in any overall plan.

Planning should be coordinated by a committee, which makes recommendations to the President. As suggested in the self-study, the Committee should be fairly large, with broad representation, so that all segments of the College can contribute. The composition of the Committee will resemble the College Council in its representation of various constituencies. I am establishing a Committee: the Dean of Planning and Development as a permanent chair, to ensure continuity and adequate support service, particularly through the Office of Institutional Research.

N.B. Page 3 of this memorandum is the membership of the Planning Committee.