

FACULTY SENATE MINUTES #87

John Jay College of Criminal Justice

March 10, 1993

Time 3:15 PM

Room 630 T

Present (30): Michael Blitz, James Bowen, Dorothy Bracey, Orlanda Brugnola, James Cohen, Edward Davenport, Migdalia DeJesus-Torres de Garcia, Vincent Del Castillo, Henry DeLuca, Robert DeLucia, Jannette Domingo, Lotte Feinberg, Robert Fletcher, Robert Grappone, Lou Guinta, Dan Juda, Karen Kaplowits, Gavin Lewis, Tom Litwack, James Malone, Rubie Malone, Pat O'Hara, John Pittman, Rick Richardson, Edward Bhaughnessy, Chris Suggs, Martin Wallenstein, Carl Wiedemann, Agnes Wieschenberg, Bessie Wright

Absent (9): Peter DeForest, Elisabeth Gitter, Melinda Guttman, John Kleinig, Lawrence Kobilinsky, Jill Norgren, Dagoberto Orrantia, Lydia Rosner, Douglas Salane

AGENDA

1. Announcements from the Chair
2. Approval of Minutes #86 of the February 24 meeting
3. Discussion of the Report of the Chancellor's Advisory Committee on Academic Program Planning
4. Discussion of the Middle States site visit and exit report
5. Proposed resolution on CUNY's funding of John Jay's current programs and proposals for new program initiatives
6. Discussion of the agenda of the March 11 College Council
7. Reports from committees
8. New business

1. Announcements from the chair [Attachment A]

President Kaplowitz reported that Provost Wilson supports the Faculty Senate's resolution recommending that adjunct faculty be eligible for nomination and selection for the Outstanding Teaching Award but that he wants to first solicit the opinion, and he hopes the concurrence, of the award selection committee, of which there are five members in addition to him. Should the committee concur, an announcement will be made to the College community about the extended eligibility. She said that Provost Wilson is considering the possibility that, after this year, two awards would be granted: one for full-time faculty and one for adjunct faculty, so that a member of each group can be honored each year. She said that for this year, Provost Wilson has agreed that the very fact that a member of the College community takes the effort to nominate a member of the faculty, whether full-time or adjunct, is a tremendous honor in and of itself. He said that he had not meant to give the signal that adjunct faculty might not indeed be excellent teachers, since he knows how very often they are

excellent teachers, and so he expressed his appreciation that the Senate had issued its advisory resolution. Senator Grappone said he agrees that the very fact that a person has received a nomination is itself a great honor and asked in light of this whether the names of those nominated will be made public. Senator James Malone answered as a member of the selection committee, saying that the committee has not yet decided whether to publish the names of those nominated or other procedural issues which it is working on. It was noted that even if the nomination is not published, the private knowledge that a colleague has taken the effort to write a letter of nomination can be a wonderful vote of encouragement.

Senators James Bowen and Jill Norgren and Professors Rafael Yentura-Rosa and Andrew Karmen were praised for being extremely informative and interesting panelists at the Better Teaching Seminar on "Hate Speech: In the Classroom, on Campus, and Elsewhere" and Senators Tom Litwack and Chris Suggs were thanked, the former for his willingness to moderate the discussion and the latter for doing so when illness required a last-minute substitute. The event was praised for its extremely large turnout and for the enlightening comments, particularly about a proposed resolution on demeaning language in the classroom that has been forwarded to the College Council by the Academic Standards Committee. This proposed resolution was the focus of much of the discussion. Senator Bowen was especially thanked for not only being a panelist but for organizing the event on behalf of the Government Department. (This Better Teaching Seminar was co-sponsored by the Government Department and the Faculty Senate.) Senator Bowen was applauded.

Senators were invited to hear novelist Gloria Naylor on March 23 and to attend a reading of a play by English Professor P.J. Gibson on March 30, both Women's History Month events. Also reported is a display presented by the Women's Studies Committee of 40 of the several dozen books by John Jay women faculty that is to the left of the circulation desk in the John Jay Library.

2. Approval of Minutes #86 of the February 24 meeting

By a motion duly made and carried, Minutes #86 of the February 24 meeting were approved.

3. Discussion of the Report of the Chancellor's Advisory Committee on Academic Program Planning

President Kaplowitz reported that as the result of the discussion at the last Senate meeting, she consulted with Provost Wilson about the implications of the Chancellor's Advisory Committee Report related to the possible elimination of majors at other CUNY colleges and the possibility that only introductory courses will be taught in those disciplines and the implications of this for John Jay, where so few majors are offered. She said that Provost Wilson told her that he had attended a meeting at which Vice Chancellor for Academic Affairs Richard Freeland had said that only introductory courses would be offered by departments that lose a major but that when Provost Wilson asked him about this subsequently, Vice Chancellor Freeland had said that that is not what is being envisioned. President Kaplowitz said that she and Provost Wilson, recognizing their obligation to

John Jay's faculty to try to obtain a more definitive answer, have decided to try to meet with Vice Chancellor Freeland.

senator Litwack asked whether this is not an important enough question for all the colleges for the University Faculty Senate to get an answer to this question in writing from the Chancellor. He said that this is a very important question and that it is not just a John Jay question. Senator Malone said that this is the fundamental issue: each college and the faculty of each college deciding on curriculum matters. He said the issue is what is the best way to educate the students at one's college and who gets to make that decision. He agreed that we should approach the University Faculty Senate and ask that body to obtain an answer.

President Kaplowits said that as a delegate to the University Faculty Senate she can raise the question formally but added that she has asked the chair of the UFS as well as the chairs of the other college faculty senates their understanding about this question. She said that everyone she has spoken to understands that the plan is for only introductory courses to be offered. It is for this reason that faculty (in departments slated to lose majors) are being envisioned traveling from campus to campus. She added that because the University Faculty Senate's proposed resolution calls on Chancellor Reynolds to put aside the recommendations in the Advisory Report and avoids addressing specific recommendations and because all the colleges that have taken action on the Report have criticized the Report and its recommendations, also without commenting on specific recommendations, it is unlikely that the UFS would want to officially ask about the implementation of the Report's recommendations because to do so implicitly supports the Report, its recommendations, and the process. She said that she has raised the issue of electives because many faculty and administrators at John Jay have said that the Report will not have an effect on John Jay (except for the athletics courses) and her point is that in addition to our role as members of the University and our relationship with our colleagues at other CUNY colleges, that assessment is not necessarily true. She added that the solution is therefore not necessarily to get a definitive answer, which is never really definitive, but to take a position on the Report itself. She noted that there may be a difference between what a person, even a person in a position of authority in the University, says will happen and plans to have happen and what in fact will happen. She noted that eliminating a major saves money only if electives are not offered.

Senator Bracey noted that electives might be offered even without a major as we do at John Jay: the difference is that if there is a major in a particular discipline electives must be offered: if there is no major in that discipline, the college does not have to offer electives or can offer far fewer electives. Senator Bracey suggested that if Provost Wilson and President Kaplowitz do in fact meet with the Vice Chancellor, President Kaplowitz as our delegate to the UFS should report to the UFS what the Vice Chancellor says. Senator Guinta said that an answer should be obtained directly from the Chancellor. President Kaplowitz said that Chancellor Reynolds is scheduled to meet with the UFS on March 16 and she would ask the Chancellor at that time.

It was explained that the reason the UFS's amended proposed resolution is not on today's agenda for our possible adoption is because the amended document has not yet been received. It was noted that it is really better for us to consider endorsing the

UFS position after the UFS meets next week because only **then** will we know for certain what position the **UFS** has taken and, therefore, whatever resolution the **UFS** approves on March 16 will be on our March 25 agenda for possible endorsement.

For the purpose of understanding how sweeping the recommendations are, the Senate's executive committee distributed a document developed by the Lehman faculty which lists each college and the associate, baccalaureate, and master's degree programs recommended for second-level review for possible termination or consolidation with another college's degree program [Attachment B]. Because the 160-page Report of the Chancellor's Advisory Committee is organized by disciplines and not by colleges, one does not readily understand the implications of the Report on **each** college: the distributed document provides information in a way that makes the situation more comprehensible and makes it clearer, dramatically so, why various colleges are so distressed by the Report, especially CCONY, Lehman, and York.

4. Discussion of the Middle States site visit and exit interview

Having been directed by the Benate at the Senate's February 24 meeting, President Kaplowitz transmitted a phonemail message to the faculty urging faculty to attend the Monday, March 1, meeting of the visiting team with the faculty. The meeting was in Room 203 T, which holds 125 people, and there was standing room only.

President Kaplowitz reported that President Lynch was very receptive to the Senate's February 24 resolution urging him to invite members of the Benate to the oral exit report and also to share with the Benate the written report and other Middle States communications to and from the College. Indeed, President Lynch subsequently invited all those who attended the Sunday, February 28, dinner for the Middle States visiting team to attend the visiting team's exit report on Wednesday, March 3. Although several people were teaching **when** the exit report was presented, several Senators were able to **attend** the oral presentation: Michael Blitz, Robert DeLucia, Lotte Feinberg, Lou Guinta, Karen Kaplowitz, John Kleinig, James Malone, and Lydia Rosner.

At the March 3 exit report, Dr. Ronald Watts, the chair of the visiting team, gave an hour and three-quarter oral report, which was taped by the College. President Kaplowitz said that she was provided with a copy of the audio tape, which is available to those who would like to hear it. The Executive Committee's original plan to provide a transcript of the tape was revised in light of the fact that Dr. Watts noted several times that the written report, which is to be sent to President Lynch a few weeks after the oral report, will include quite a few comments not contained in the oral report. When the Senate's executive committee met with President Lynch two days ago, President Lynch said he would provide the Faculty Senate with a copy of the written report as soon as it arrives.

The Middle States visiting team acknowledged with great specificity many of the strengths of the College and the challenges facing us, which were acknowledged in our self-study report. The team's recommendations **have to be** carefully studied and debated by the Senate. The College will have the opportunity to suggest corrections of errors of fact in the written report as well as comment, at a later time, about the substantive issues.

Based on the team's written report and the College's response, the Middle Otates Commission will vote at its June meeting to either renew John Jay's accreditation (for either the standard 10 years or for a shorter length of time if there are significant questions raised but questions not serious enough to deny reaccreditation), deny reaccreditation, or delay reaccreditation.

President Kaplowitz said that the hour and three quarter oral report was a remarkably comprehensive assessment of the College and virtually every aspect of the College was commented upon and, therefore, the report cannot be easily characterized. It was a very serious report and acknowledged lots of problems and lots of strengths. One of the strengths was the President whose vision and leadership the team praised and another strength was the faculty for being so committed to the students and for being so energetic, engaged, and knowledgeable. The students were praised for their diversity and lack of passivity. She reported that in the part of the report that dealt with the physical plant, North Hall was harshly criticized. She noted that quite a few of the faculty whom the team members interviewed privately have offices in North Hall, including she, and so the team members did get to see and spend time in North Hall. She said it was very gratifying to hear the Faculty senate minutes praised, as both a source of important College information and because Senators speak for attribution, on the record. She spoke of the debt of gratitude we owe Senator Norgren who proposed this form of minutes when she presided over the Senate in its first year in 1986-87 and to Senator Ed Davenport who, as the first recording secretary, set the standard. She also noted that the Better Teaching Seminars were highly praised, as well as the excellent working relationship between the Faculty Senate and the Council of Chairs, including the fact that the Faculty Senate and the Council of Chairs often develop proposals that complement and support each other. The team urged that the administration and faculty work together since both are responsible for shared governance. They criticized the fact that there are 95 College committees and they recommended that the new Comprehensive Planning Committee form a committee to work out the problem of too many committees. She said that among the problems cited was the disservice done to our students as a result of our not offering sufficient numbers of courses and sections, resulting in students unable to take courses in their correct sequences. They criticized the lack of sufficient numbers of full-time faculty. The commented upon our severely underprepared, and actually used the term unprepared, student body. Senator Guinta noted that the team's report was heavily focused on the remediation program. Specific comments were made about the associate degree programs which will be summarized when we get to agenda item #6, since a College Council item is a proposed revision of the associate degree program. The team suggested we diversify our faculty and that we consider doing so or continue doing so with the 12 lines we are scheduled to fill.

Senator Cohen said that since one of the issues raised by the Middle States visiting team is the need for more faculty from underrepresented groups, and since the team recommended that the College consider beginning with the 12 faculty lines being advertised, it would be a good idea to have a statement by the Faculty Senate endorsing the principle of hiring more people from underrepresented groups. He moved that the Senate say that given the current population of our faculty, which is predominantly white, that new faculty should be hired from underrepresented groups. Senator Malone seconded the motion. Senator Bracey said that while supportive of the impulse behind the motion, she

questioned whether it might be premature to make motions based on the Middle States oral report since the official report has not been received. Senator Bracey noted that when the written report is received there may be other things in the report on which we will wish to take a stand. Senator Guinta agreed.

Senator Litwack said that he would go further than Senator Bracey and oppose the motion as stated because the motion does not say that all efforts should be made to recruit faculty applicants from underrepresented groups but rather that such applicants should be hired without regard to qualification, something he said he could not support. Senator Cohen said that there are some very major issues that it behooves the Faculty Senate to address at some point and that he regrets it is now so late in the process in terms of the 12 lines. He said that recruitment can be carried out in a very targeted, dedicated, intensive way to try to find candidates for positions and, conversely, recruitment can be carried out in a much less intensive way. He said that he has been trying to do intensive recruitment in his department, Public Management, and that he has already learned a tremendous amount about opportunities that are available that many of his colleagues do not know about, such as black colleges that have doctoral programs in public administration, lists of doctoral candidates published by the Council on Puerto Rican Higher Education, lists of all existing faculty published by that same organization. There are all sorts of ways that we as faculty and as departments can do a tremendous amount to try to recruit candidates from underrepresented groups.

Senator Cohen said there are also very big issues we should discuss such as Senator Litwack raised about qualifications: what if the person who is the second most qualified is from an underrepresented group: should we hire the most qualified person or, given the composition of our faculty and what it takes to diversify the faculty, should we perhaps not hire the most qualified person, with quotation marks around the word qualified. Senator Cohen said he has heard people say that their departments have very qualified candidates from underrepresented groups but that those candidates do not meet the course needs of the department. He asked whether we should not hire that person or whether we should redistribute the current courses that we teach as full-time faculty already on the faculty and hire a candidate to teach whatever he or she is qualified to teach in order to diversify the faculty. He said that these are all important issues that should be addressed by us and if they can not be addressed in terms of the 12 new vacancies then they should be addressed for the next set of vacancies.

Senator Malone said he does not think the College needs to rely on Middle States to tell us that we need to diversify our faculty. He said there are several ways that the faculty needs to be diversified. He noted that some departments do not seem to have any assistant professors: we are top heavy with full and associate professors. He said that the absence of junior faculty means not having that source of new creativity.

Senator Shaughnessy said he opposes the motion not only because of the issue of qualifications that Senator Litwack addressed but because it is the prerogative of each department to determine what the qualifications of its new faculty should be. He said it is not for the Senate to say how a department should exercise that prerogative. He added that the Sociology Department recently, when it had the opportunity to fill a line, spent a year

trying to find people of color, women, Latinos, and found what a national survey revealed: there are very few inducements, given constraints on salary, support services, working conditions, and cost of living, over which we have no control, to attract individuals from underrepresented groups who are outside New York City to come to New York. He said he does not have any objection to endorsing the principle of diversifying the faculty but, in point of fact, it is a department's privilege to determine the qualification for candidates for a line it is filling. He said the College's advertisement says that members of underrepresented classes should apply and he called such a statement good. Furthermore we are not under a court order legally binding us to hire members of underrepresented classes. He added that he is in support of endorsing the principle of diversifying the faculty.

Senator Suggs said the discussion is interesting and important but probably premature. He said there are some very interesting readings about the issues that have been raised which he would be pleased to share with his colleagues. He suggested that the motion be withdrawn because this is a topic we need more time to study and discuss.

Senator Litwack said that although he completely disagrees with Senator Cohen's motion he completely agrees, and thinks everyone would agree, with Senator Cohen's statement about it being our obligation, and every department's obligation, to do whatever we can to affirmatively recruit candidates from underrepresented populations and to let people know by more means than an ad in the New York Times that a job is available. However, he added, in terms of this hiring period that is a moot point because nothing more can be done because the deadline for applying is March 15. But Senator Litwack said he agrees with the principle, which is a different principle than that stated in the resolution, that we should do everything we can to affirmatively recruit candidates from underrepresented groups.

President Kaplowitz asked whether anyone on the Senate is a member of the College's Affirmative Action Committee, chaired by Farris Forsythe, the affirmative action officer. Senator Suggs asked whether we in fact have such a committee and asked whether it actually meets. President Kaplowitz noted that no one present is a member of the Committee or seems to know about its activities this year. She suggested that we ascertain the status of the Affirmative Action Committee, its membership, and its activities. She said that she had presumed that the Affirmative Action Committee is involved in helping departments affirmatively recruit candidates but that she does not know if for a fact that that is what the committee does. Senator Fletcher said that when the Physical Education Department had its most recent search, the department was required to report to the Affirmative Action Committee as to what the department had done in terms of recruitment and interviewing and who the department had contacted. President Kaplowitz said it would be helpful to know to what extent this committee has affirmatively helped departments engage in recruitment, in extending and enlarging the pool of applicants by contacting the various colleges and developing and subscribing to databanks, which is what affirmative action really is supposed to be. She said that she does not think that the Affirmative Action Committee should simply be reactive and be a monitor of departments but should be a resource and a source of assistance, which, she noted, it may already be doing.

Senator Domingo said that as a department chair she agrees

that the College will not be able to diversify the faculty unless as a College we pursue new approaches and unless the departments receive assistance in recruiting applicants, which has not been the case to date. She added that each department should not have to work alone: there should be a concerted effort on behalf of the entire College, on behalf of all the departments that have a line to fill. Senator Domingo added that it would be very interesting to ascertain the recruitment policies and activities of all the departments because it may be possible that we can learn from each other and share information. Senator DeJesus-Torres de Garcia said that she, too, is a department chair and agrees completely with Senator Domingo. She said that she would like the Faculty Senate to receive a report from each department as to what its efforts have been in terms of recruitment, in general, and what each department deems to be qualifications for a position and what criteria each department uses in recruiting candidates. She said it would be wonderful to have in writing what each department has done during the past five years to recruit candidates and what departments mean by qualified candidates. She said she considers the matching of candidates to course needs to be a discrete issue and an important one.

President Kaplowitz said that this is a very important issue and suggested that Senator Cohen prepare a report for the next Senate meeting about the Affirmative Action Committee: its membership and activities. She said she does not think that it is the Senate's place to ask departments to report to us but added that we should know what can be and is being done by the College to assist the departments and, indeed, it may be that quite a lot is being done or it may be that a lot more can be done. Senator Cohen agreed to provide such a report and he withdrew his motion.

Senator Brugnola said that having served on the University Faculty Senate's affirmative action committee last year and from her sense of the problem within CUNY, as a whole, and probably here at John Jay, she sees as a symptom of what she can only refer to as institutional racism the fact that the way that part of this situation gets perpetuated is that affirmative action officers and affirmative action offices are established and then they are starved: they are not given the personnel or the resources to make it possible for them to provide the kind of support services which would enable departments, which are not generally informed, to operate in a positive way. Senator Brugnola said that anything we can do to support the affirmative action office in its work and to demand that that office be given adequate resources is to the advantage of all of us.

Senator O'Hara agreed, saying that one of the things we need to do at the College is to create a greater institutionalized knowledge than we have. He said that for a search two years ago he personally developed some of the same sources for recruiting candidates that Senator Cohen mentioned having recently developed for a current search. He noted that each found this information independently because there is no transfer of information. He suggested that as a central repository of information, the affirmative action office, perhaps funded more strongly, is the way to go. The fact that Senator Cohen as an individual did what he himself did as an individual two years ago is a function of a decentralized search process where individuals are encouraged to seek out candidates rather than a structured committee search. He added that he does not necessarily see the individualized approach as wrong and said the lack of a centralized structure does not mean there is a lack of interest in this issue.

5. Proposed resolution on CUNY's funding of John Jay's current programs and proposals for new program initiatives [Attachment C]

President Kaplowitz noted that when President Lynch met with the Faculty Senate on December 11, he reported the possibility of new degree programs and said that we have a window of opportunity to propose and develop such programs, a window of opportunity provided by the Report of the Chancellor's Advisory Committee on Academic Program Planning.

She said that when the Senate's executive committee met with President Lynch in January, as a follow-up they suggested that the President send a letter to the academic departments and to the faculty inviting ideas for new program proposals. They continued the discussion that the President had begun on December 11 and cited such possible new programs as a baccalaureate in dispute resolution and one in criminal justice and the humanities, which Provost Wilson had been consulting with faculty about. The executive committee also spoke about the need for adequate funding for the programs John Jay already offers since John Jay is not funded equitably compared to most of the other senior colleges, a fact that is clearly seen in the UFS Newsletter chart about REMs, ECPs, FTEs, numbers of faculty, and college budgets. If John Jay were to be funded according to the funding of most of the other senior colleges, such as CCNY, Brooklyn, and Queens, we would have an additional 100 lines and \$4 million more a year (added to an annual budget of approximately \$27 million). These figures were developed by John Jay's administration and have not been disputed by 80th Street.

When President Lynch and the executive committee met two days ago, on March 8, prior to the Spring faculty meeting, President Lynch asked for an advisory opinion from the Senate about seeking the possibility of funding for new programs. He was told that this issue had already been put on the agenda of today's Senate meeting. The Senate's executive committee spoke about the absolute importance of adhering to the College's governance process and President Lynch expressed his absolute commitment to this as well. At the Spring faculty meeting later that same day, President Lynch spoke about the possibility of new academic programs and Dean Fabes expressed his concern about the fact that the academic programs we are already offering are not adequately funded.

President Kaplowitz explained that the Executive Committee has placed on the agenda two versions of a proposed resolution. The first version has three "resolved clauses" stating that the Senate endorses in principle the exploration by the President on behalf of the College of funding for possible new degree programs in several areas; that the Senate does not mean such support to be interpreted as an acceptance of the status quo whereby John Jay is underfunded when compared to most of the other senior colleges; and that the Senate urges the faculty and other members of the John Jay community to make the case at 80th Street for equitable funding of John Jay while simultaneously pursuing proposals for new degree programs conditional on lines and other academic resources for such new programs.

The second version of the proposed resolution has two "Resolved" clauses which state that the Faculty Senate shall organize faculty and other members of John Jay's community and others interested in the academic vitality of John Jay to make the case at 80th Street to fund John Jay according to the formula by which most senior colleges are funded; and that the Senate

endorses in principle the concept of new degree programs conditional on adequate funding for the College's current programs and conditional on additional lines for any new programs approved by the departments and by the duly constituted governance bodies.

The two versions are very different: the first version supports in principle proposals for new programs (conditional on the funding of such new programs) and at the same time calls for efforts to improve funding of John Jay's current programs. The second version endorses in principle the development of new programs but states that such endorsement is conditional on both the adequate funding of the College's current programs as well as additional funding for new programs. In other words, the first version says we support a case being made for new programs and we also want our current programs to be funded properly; the second version says that we do not want new programs to be proposed unless and until our current programs are adequately funded because what we are most concerned about is that what we are currently doing be done well and that we therefore want our current programs to be adequately funded.

Senator Malone suggested that the list of possible programs listed in both resolutions include a baccalaureate in forensic social work since this was discussed at both the December 11 Senate meeting and with the President subsequently. The other examples of possible programs listed in the resolutions are a master's and baccalaureate in dispute resolution, a baccalaureate in international criminal justice, a baccalaureate in criminal justice and the humanities, and an expanded ESL program.

Senator Cohen moved the second version of the resolution [Attachment C]. Senator Bracey seconded the motion. Senator Suggs spoke in support of the motion saying he does not want the Senate to give anything more than tacit approval to the President for pursuing funding for possible new programs. He suggested that the resolution be amended so that it is clear that the possible programs listed are only suggestions given the special mission of the College. He proposed adding the word "while" in the second "resolved" clause and proposed that the phrase "conditional on" be deleted and be substituted with the phrase "such endorsement should be understood only in the context of the need for" adequate funding for current and new programs. He supported Senator Malone's suggestion since we are listing possible programs. Thus, Senator Suggs' suggested revision of the second resolved clause reads: "Resolved, That while the Faculty Senate endorses in principle the concept of such new programs as a baccalaureate and a master's in dispute resolution, a baccalaureate in forensic social work, a baccalaureate in criminal justice and the humanities, a baccalaureate in international criminal justice, and an expanded ESL program, such endorsement should be understood in the context of adequate funding for John Jay's current programs and majors and additional lines for any newly proposed programs that are approved by the departments and governance bodies of John Jay."

Senator Guinta said that his sense of what President Lynch had said at the Spring Faculty Meeting was that funds freed up by the restructuring proposed in the Report of the Chancellor's Advisory Committee would be available only for new programs and not to fund existing programs. Senator Bracey said that the Report of the Chancellor's Advisory Committee says that existing programs are to be strengthened and that, in fact, is the premise on which the recommendations are being made. Senator Guinta said that was not what he understood President Lynch to be saying.

Senator Wallenstein said that he is torn about the motion because by putting full funding of our current programs as the precondition or co-condition of new programs that we should be offering we may be creating an unnecessary stumbling block. Of course we should be fully funded, no one would say we should not be, but we should not make such funding an obstacle to obtain new programs which might be as important as the programs we are already offering. Senator Wallenstein noted that new programs might provide learning and teaching opportunities for students and faculty that are not available now. He said the humanities faculty is withering on the vine because of a lack of courses to teach and students to mentor and that we may need such new programs even if they are not fully funded. He spoke against Senator Suggs' amendment and moved as a substitute amendment the phrase "while strongly urging full and adequate funding."

Senator Feinberg said she too is torn because, of course, we need to be fully funded but politically and tactically this motion will not create the incentive for that to happen. What the response will be by 80th Street is that John Jay will not do anything new unless fully funded and therefore they will not do anything new. There is nothing in the motion to encourage 80th Street to fund us.

President Kaplowitz said that the ambivalence cited by Senators Wallenstein and Feinberg is epitomized by the fact of the two versions of the resolution: each resolution is really the obverse of the other. She noted that the motion that has been moved was written first and then because of the rigidity of the motion the alternate version was written.

Senator Bracey prefaced her remarks by noting that one of the possible new programs listed in the resolutions happens to be in her field [international criminal justice] and therefore her comments are in a sense against her own interests. She said she supports the motion that Senator Cohen moved for adoption. The history is that if new programs are funded people will simply say: look at all the money John Jay has received (adding in an undertone: for new programs) and, therefore, why should we give John Jay any more of the scarce resources that we have. Senator Bracey said that if we in fact got new programs and if we were given lines for those programs and if faculty were hired specifically to those programs, if faculty were brought here to teach these special subjects, which is the way it should happen, it would mean that the faculty already here who are looking for new opportunities will not actually have those opportunities. She added that of course it may be that some of our current programs should be eliminated. Furthermore, the point comes up again and again and Middle States raised it again and again and we do not need Middle States to raise what we already know: we do not offer enough sections of 101 courses and we do not offer sufficient courses for students to take their courses in the proper sequence but, she pointed out, the problem is that such matters are simply not glamorous. She said that Senator Feinberg is absolutely right: this is the kind of issue that gets a great big yawn at 80th Street whereas one can virtually see the headlines when one mentions forensic social work and international criminal justice. Senator Bracey said that we have to be careful to not buy into that value system: she said we have to remember who 80th Street is and we have to remember who we are and if we are not the ones fighting for what is right, if we are not the ones being the counterweight, then even a compromise is not going to be a possibility. We have to pay attention to the dull, boring,

necessary things that need to be done to make this a good college and not only those things that make this an exciting college.

Senator Suggs said we will get the money for new programs such as the ones listed in the resolution although we never got sufficient money for our other programs. He said that as long as we continue to over-enroll the associate degree program, we create pedagogic situations where there are not enough courses at the remedial and introductory level for those students and then we backload our programs by hiring faculty to teach baccalaureate and master's programs, and by doing so we act in a way that is intellectually and morally corrupt. He said that at some point someone has to say we are not against new programs, we are not against growth, we are not against our own intellectual development but we have a set of historical responsibilities that we have shirked and avoided while we have built buildings, while we have increased enrollment to the point where we can hardly contain ourselves and we cannot even begin to house the adjuncts we have to hire. He said that to say we would like to have a little money for the students we bring in now who can hardly read and write so that at the same time we can do international criminal justice in the Bahamas is simply too weak a statement. He said we need to be as strong as possible with our resolution.

Senator Grappone noted the impact on the Library for new programs. He said the Acquisitions Librarian has projected that a criminal justice and humanities major alone would require an additional \$41,000 to start up an adequate collection and as much as \$30,000 annually. Space is also needed by the Library. The resolution was therefore amended to include the phrase "and funding for other academic support including the Library." Senator Bracey noted the additional expenses for the Library if a program in international criminal justice were developed.

Senator Lewis said that as he understood it we are not faced with a choice between new programs and existing ones, but rather between having new programs and not having them. Thus in that context he favors saying that we should have new programs and, therefore, supports Senator Wallenstein's proposed amendment.

President Kaplowitz said that what we are doing is starting a philosophical discussion as to whether the governance process should proceed whereby departments develop new programs which then have to be approved by the Curriculum Committee, the College Council, and ultimately by the Board of Trustees. The question is whether we think such a process should begin in light of our budget situation and pedagogical situation or whether we think it should not. This resolution is advisory to the President as to whether the faculty would support attempts to fund new programs.

Senator Litwack spoke against Senator Wallenstein's amendment because, if adopted, it would mean that we support the development and proposal of new programs even if no new money comes to the College and that means we would support new programs even at the expense of existing programs. Senator Litwack said the other proposed amendment also goes too far because it says we support new programs only if the existing programs are fully funded. He said there is a broad, middle ground, which neither forms of the resolution takes into account.

Senator Suggs said we are trying to set the terms for the discussion that is going to go on. We want to say that these are the grounds we want to stand on to begin the discussion, not to

end the discussion, and so we must decide what those grounds are.

The question was called on the substitute amendment proposed by Senator Wallenstein: "while strongly urging full and adequate funding...." The substitute amendment carried by a vote of 15 to 10 with 4 abstentions.

Senator Suggs spoke against the entire resolution as amended because the amendment just passed has eviscerated the resolution. He urged the Senate to vote against the resolution and suggested that different language be developed for a resolution for the next Senate meeting.

Vice President Blitz agreed with Senator Suggs, saying that the motion as amended no longer speaks to the issue. He said that without the conditional stance, without the amendment that was voted down, there is no clear statement by the Faculty Senate that in spite of the possibility of new programs we want to clearly say that we are fully aware that we are underfunded and that such underfunding must be addressed. We are not resolving anything with the current resolution. Senator Litwack agreed with Senators Blitz and Suggs that we should reject the current motion and develop a better one. He said that today's discussion has been invaluable and has raised many crucial issues. He said that there is a middle ground which neither resolution addressed: there is something between not having new programs until we have full funding of existing programs and not having new programs at all.

Senator Bracey said the idea of new programs was presented to us by President Lynch in the context of the Chancellor's Advisory Committee Report which the Senate has not yet taken a position on and which we may oppose when we do vote on it at our next senate meeting. She questioned whether we want to support new programs when we may be opposing the Report and its recommendations. Senator Litwack responded that even if the Report and its recommendations were defeated, we would independently have a legitimate argument for a reallocation of resources for John Jay just based on the current allocation of funds and that argument is independent of the Chancellor's Advisory Committee Report. President Kaplowitz agreed, noting that the resolution purposely makes no mention of the Chancellor's Advisory Committee Report because the funding issue is a longstanding one for John Jay and because new programs can be proposed at any time and regularly are by the various colleges. (In fact, John Jay very recently created a Judicial Studies major which the Board of Trustees approved.)

Senator Wallenstein spoke in support of the amended resolution saying that it does strike the Proper balance: it makes the case that we support full funding and it makes the case that we support new programs.

The question was called. The resolution, amended with the phrase "while strongly urging full and adequate funding," failed by a vote of 9 to 10 with six abstentions. Senators were asked to help develop language for a new resolution for the next Senate meeting on March 25.

The meeting was adjourned at 5:00 PM.

Respectfully submitted,

Edward Davenport
Recording Secretary

Announcements from the chair

March 3 Council of Chairs meeting

Several chairs reported that **their** departments ultimately decided not to accept the one-semester substitute lines that they had been offered and that those lines had, therefore, been allocated to other departments by Provost Wilson. It was decided that Provost Wilson would be asked for a report on the status of these lines.

The Chairs continued their deliberation about the written guidelines, developed by the subcommittee on Personnel Committee procedures, which are scheduled to be presented for action by the Personnel Committee on March 26. Thus far the Personnel Committee has approved two procedural changes that had been proposed by this subcommittee and had been endorsed by the Council of Chairs: a quorum for the Personnel Committee is 25 members of the 29-member committee, and unsuccessful candidates for promotion to any rank may appeal the Personnel Committee's decision only if 10 or more of the Personnel Committee members voted in support of the candidate's promotion.

March 3 President's Cabinet

President Lynch reported that he would be going to Washington, D.C., the next day to meet with all the international criminal justice agencies (approximately 25) to discuss the Human Dignity course. He spoke of his anticipation that there would most likely be significant scepticism about the course.

President Lynch also spoke about the possibility of a national drug conference at John Jay, paid for with seized drug money. Congressman Charles Rangel is interested in having such a conference in New York. Trustee William Howard was reported to have told President Lynch that the Board of Trustees could help support such a conference through money allocated from the Fiscal Affairs Committee, which he chairs.

March 8 Faculty Meeting

At the spring faculty meeting, President Lynch reported that Chancellor Reynolds has agreed to exempt John Jay from the proposal to eliminate all credit-bearing athletic courses paid for with tax-levy monies (except at those colleges that offer a physical education major). President Lynch also reported that John Jay will teach courses at the Drug Enforcement Administration and that Professor Maria Volpe (Sociology) has received a planning grant from the Hewlett Foundation to develop a CUNY dispute resolution consortium. President Lynch announced that Professor Shirley Shnitzer (English) will give a concert on the evening of April 15 in the T Building Theater and that this will be the first time that the College's \$40,000 Steinway grand piano will be used. Tickets are available through Professor Timothy Stevens (English).

Professor Lydia Rosner (Sociology) reported on the Middle States reaccreditation process.

Professor Blitz (English) invited faculty to contribute articles to "Notes from the **Classroom**," which he edits and which is co-sponsored by the Provost and the Faculty Senate.

(Retired) Professor Ray Pitt (Sociology) reported about the Human Dignity course. He explained that the course was developed by a faculty advisory committee consisting of Professors Jose Arcaya, Jannette Domingo, Zelma Henriques, John Kleinig, Jack Zlotnick, and Deans James Curran, Barbara Price, Mary Rothlein, and Hank Smit. Professor Pitt reviewed the course syllabus.

President Lynch discussed the Report of the Chancellor's Advisory Committee on Academic Program Planning in terms of the opportunities for new academic programs.

March 10 President's Cabinet

President Lynch reported that he is meeting with Fire Commissioner Carlos Rivera to discuss John Jay's providing physical training to women preparing for the physical test required for entry to the Fire Department.

Dean Norma Brady reported that University Dean (and acting vice chancellor) Elsa Nunez-Wormack and three of her staff members conducted a site visit of John Jay's SEEK program the previous week. Dean Brady also announced that she and the other SEEK directors are developing a book on the achievements of CUNY graduates who were SEEK and College Discovery students.

Vice President Roger Witherspoon reported that alumnus Lionel Edlam is now working for NYPIRG and had just testified at the MTA hearings. He also reported that he has been consulting with law schools because the number of John Jay students accepted into law school has been decreasing significantly.

Dean Barbara Price reported on the large turnout of mostly non-John Jay people the previous day to hear the Graduate Studies lecture by David Bayley, a national expert on comparative policing. The next lecture in the series is by this semester's Bramshill professor, Percival Mather.

Chief Librarian Marilyn Lutzker reported that the CUNY Chief Librarians have written to Chancellor Reynolds about the library implications of the recommendations in the Report of the Chancellor's Advisory Committee on Academic Program Planning.

Comprehensive Planning Committee meetings

The new Comprehensive Planning Committee met for the first time on February 2, which was an organizational meeting, and on February 23. At the second meeting, Budget Director Robert Sermier gave a report about the substantive goals outlined in the CUNY Master Plan approved by the Board of Trustees last semester. Most of the discussion was related to the University's goal of increasing enrollment by 13 percent by 1996 and by an additional 6 percent by 2000. If the enrollment increase is proportionally shared by the constituent colleges, John Jay's enrollment will have to increase from its current 8,500 students to 9,600 students by 1996 and then to 10,500 students by the year 2000. Much of the discussion focused on recruiting and retaining in-service students. There was also discussion about the College's difficulty in mounting courses because of insufficient numbers of faculty capable and available to teach elective courses needed for the majors. It was agreed that a new student survey instrument would be developed based on information obtained from focus group discussions with students. It was also agreed that a faculty survey instrument would be developed.

Receptions held

Receptions were held for:

- Bramshill Professor Percival Mather on February 11
- Dean Eli Faber on February 25
- Congressman Jerrold Nadler on March 8.

Receptions scheduled

Receptions are scheduled for:

- students who are Aaron Diamond scholars on April 15
- Congresswoman Carol Maloney on April 19
- faculty and staff who serve as advisors to student clubs and student organizations on April 20
- faculty and staff who serve as academic advisors on May 4

ATTACHMENT B

**CUNY PROGRAMS TARGETED BY THE CHANCELLOR'S ADVISORY COMMITTEE
ON ACADEMIC PROGRAM PLANNING REPORT (The Goldstein Report)**

The following degrees have been cited for a "second level review" which will lead to the consolidation of the program with another college's department or termination of the program all together:

CUNY WIDE CUTS:

Physical Education - all non-degree programs
Secretarial Science/Office Operations and Office Automation - all programs

Lehman

Anthropology - B.A.
Classics - B.A.
Dance - B.A.
French - B.A.
German - B.A.
Hebrew - B.A.
Italian - B.A.
Judaic Studies - B.A.
Philosophy - B.A.
Physics - B.A.
Russian - B.A.

Accounting - M.A.
Biology - M.A.
History - M.A.

Kingsborough

Environmental Health - **Ass.**
Medical Record Tech. - Ass.

Hunter

Elementary & Early Chld Ed - B.A.
Italian - B.A.
7-12 Mathematics **Ed.** - B.A.
Physics - B.A.

Biology - M.A.
Dramatic Arts - M.A.
Economics - M.A.
Health Ed. - M.A.
History - **M.A.**
Italian - M.A.
7-12 Mathematics Ed. - M.A.
Physical Education - M.A.
Physics - M.A.
Spanish - **M.A.**

Queensborough

Environmental Health - **Ass.**

ATTACHMENT B (cont)

city

Anthropology - B.A.
Cinema/Film Studies - B.A.
Classics - B.A.
French - B.A.
Hebrew - B.A.
Italian - B.A.
Judaic Studies - B.A.
Philosophy - B.A.
Physics - B.A.
Russian - B.A.
Spanish - B.A.

Adult & Comm. Ed. - M.A.
Anthropology - M.A.
Biology - M.A.
Chemistry - M.A.
Dramatic Arts - M.A.
Economics - M.A.
History - M.A.
Physics - M.A.
Sociology - M.A.
Spanish - M.A.

York

Anthropology - B.A.
Fine Arts - B.A.
French - B.A.
History - B.A.
Italian - B.A.
Philosophy - B.A.
Physics - B.A.
Spanish - B.A.

John Jay

Public Administration - **Ass.**

Queens

Classics - B.A.
Dance - B.A.
German - B.A.
Philosophy - B.A.
Physics - B.A.
Religion - B.A.
Russian - B.A.

Art History - M.A.
Biology - M.A.
Chemistry - M.A.
Economics - M.A.
French - M.A.
Latin Am./P.R./Carib. Studies - M.A.
Philosophy - M.A.
Physics - M.A.
Sociology - M.A.
Spanish - M.A.

Baruch

Business Ed. - B.A.
Elementary & Early Chld Ed - B.A.
Hebrew - B.A.
Music - B.A.
Philosophy - B.A.
Religion - B.A.
Spanish - B.A.

Business Ed. - M.A.
Elementary & Early Chld Ed - M.A.

NYC Tech

Automotive Tech. - **Ass.**

ATTACHMENT B (cont)

Brooklyn

Anthropology - B.A.
Classics - B.A.
French - B.A.
Italian - B.A.
Physics - B.A.
Religion - B.A.
Russian - B.A.

Accounting - M.A.
Art History - M.A.
Biology - M.A.
Chemistry - M.A.
French - M.A.
Health Ed. - M.A.
Physics - M.A.
Sociology - M.A.
Spanish - M.A.

Staten Island

Med. Lab Tech - Ass.

Dramatic Arts - B.A.
Philosophy - B.A.
Physics - B.A.
Spanish - B.A.

Counseling - M.A.

Proposed resolution
on the funding of academic programs

Whereas, the inequitable funding formula whereby CUNY allocates resources unfairly discriminates against John Jay and diminishes and undermines John Jay's ability to provide the education and academic support our students need and deserve, and

Whereas, If John Jay were funded according to the senior college formula John Jay would have an additional \$4 million a year and an additional 100 lines, and

Whereas, 49 percent of our course sections are taught by adjunct faculty and insufficient sections and insufficient numbers of courses are offered at the levels needed by out students, and

Whereas, there are insufficient faculty to provide the courses for many of our majors, almost all of which are unique to the University, and

Whereas, there are many additional programs and majors that are related to John Jay's unique mission that John Jay could offer if in addition to the resources needed to offer our current programs and majors we were to receive additional funding, therefore be it

Resolved, That the Faculty Senate organize faculty and other members of the John Jay community and others interested in the academic vitality of John Jay to make the case to the Board of Trustees and to the Chancellor and to the Chancellory to fund John Jay according to the formula by which most senior colleges of CUNY are funded, and be it further

Resolved, That the Faculty Senate endorses in principle the concept of such new programs as a baccalaureate and a master's in dispute resolution, a baccalaureate in criminal justice and the humanities, a baccalaureate in international criminal justice, and an expanded ESL program, conditional on adequate funding for John Jay's current programs and majors and conditional as well on additional lines for any newly proposed programs that are approved by the governance bodies of John Jay.