

FACULTY SENATE MINUTES #113

John Jay College of Criminal Justice

November 2, 1994

3:15 PM

Room 630 T

Present (25): Yahya Affinnih, Ira Bloomgarden, Orlanda Brugnola, Edward Davenport, Jane Davenport, Robert DeLucia, Janice Dunham, Pat Gary, Arlene Geiger, P. J. Gibson, Elisabeth Gitter, Lou Guinta, Elizabeth Hegeman, Zelma Henriques, Karen Kaplowitz, Richard Koehler, Leona Lee, Tom Litwack, James Malone, Jill Norgren, Dan Pinello, Edward Shaughnessy, Carmen Solis, Davidson Umeh, Bessie Wright

Absent (13): Arvind Agarwal, Michael Blitz, Hecsa Costa, Peter DeForest, Diane Hartmus, Laurence Holder, Gavin Lewis, Barry Luby, Peter Manuel, Henry Morse, Charles Reid, Maurice Vodounon, Agnes Wieschenberg

Agenda

1. Announcements from the chair
2. Approval of Minutes #112 of the October 20 meeting
3. Invited guest: Acting Dean for Admissions and Registration  
Donald Gray
4. Proposed resolution on discriminatory recruiters on campus
5. Discussion of the dean of undergraduate studies search

1. Announcements from the chair [Attachment A]

2. Approval of Minutes #112 of the October 20 meeting

By a motion duly made and seconded, Minutes #112 of the October 20, 1994, meeting were approved.

3. Invited guest: Acting Dean for Admissions and Registration  
Donald Gray

Acting Dean for Admissions and Registration Donald Gray was

introduced and welcomed. President Kaplowits congratulated him on his appointment as acting dean which was made when Dean of Admissions and Registration Frank McHugh decided to remain for at least another year as the administrative director of the Gurabo, Puerto Rico, branch campus. She said she knows she speaks for the Faculty Senate in telling Dean Gray how very much the faculty admire and appreciate him and his work. She invited him to brief the Senate.

Dean Gray explained that he and Professor Kaplowits met in advance of today's meeting and that he has prepared information in response to the Questions she articulated. He invited questions and comments during his report. Dean Gray reported that we now have 9500 students, which is a 5% increase over last fall. We had a 2.5% enrollment increase target mandated by CUNY which we overshot and he described this as a two-edged sword because we are feeling the crunch in terms of space but the enrollment growth helps us in terms of funding and it also increases the strength of our position in terms of CUNY's reallocation of lines.

This was, Dean Gray explained, his first time through the enrollment management admissions process. He came into the position of acting dean in the middle of the spring semester and he can say he now has his thumb on most of the variables and has ideas about how we can fine tune to get the number closer to the 2.5% mandated annual enrollment increase in the next go-round, if that is what we choose to do.

Dean Gray noted that if we factor in the students at the Puerto Rico campus we have 10,200 students. We are battling with the CUNY Administration now because we are not technically permitted to count Puerto Rico students in our FTE count because CUNY wants to keep the funding separate even though there is some funding overlap with the main campus. We are trying to address some of those issues and, he said, it is a difficult thing to deal with.

President Kaplowitz explained that in 1992 the Board of Trustees mandated a 2.5% enrollment increase every year at every CUNY college for ten years so that CUNY can meet the Board's master plan goal of an enrollment increase from 198,000 to 250,000 students by the year 2000. (CUNY this year has 213,000.) The monies generated by any enrollment increase above 2.5% is allocated to the college as an incentive to increase enrollment even more than the mandated 2.5%. Last year John Jay increased its enrollment by 5.1% and so John Jay was budgeted an additional \$550,000, which we received late last spring, in late May.

Dean Gray said that some people refer to the overenrollment budget allocation as a dangerous narcotic and added that we have to be very careful about the carrot that is being held at the end of the stick and we must decide how much we want to grow given our facilities. He said he thinks we are at a point in time -- during this year and over the summer -- when we have to make some decisions about enrollment. He said his understanding is that we are well ahead of John Jay's master plan which projected that we would have 7300 students by 1994. He said that we need to look at our enrollment because we have serious issues regarding space: if one walks the corridors of North Hall one sees it is very dangerous going up and down the stairway during the break between classes.

Senator Gitter asked if there are any ways that the Senate

can be helpful to him and helpful generally in terms of getting the former library space in North Hall renovated for classrooms or in any other way. Dean Gray said he is working with Vice President Smith on classrooms. In any one period there is a total of 75 classrooms (in T Building and North Hall). In the evening 12 of those classrooms are given to the graduate program and so we have 63 undergraduate evening classrooms. During periods 2, 3, 4, and 8 we are at 100% capacity: we have no ability to add sections during those time periods because all the classrooms are being used. We are now at 75% capacity during periods 1 and 5, which is surprising because those were traditionally small periods in terms of student enrollment. We are at 90% capacity during period 7. And during 9th period we are at 45% capacity: that has never been a popular period for students or faculty. We are now looking at additional classrooms/

During our peak period -- periods 2, 3, 4, and 8 -- we have no ability to grow even though that is where our demand is because those are the preferable teaching hours and the hours students prefer to attend. He said he spoke today with Vice President Smith, who is in the process of working with the University on renting space.

Dean Gray explained that if we are to absorb a 2.5% increase for next fall that means an additional 240 students and that would require three classrooms in order to offer additional classes but we asked for funding to rent five classrooms as a cushion. He said he is not sure how successful those efforts will be or the effect of our efforts to get funding to renovate the former library space. There have been several visits to possible rental sites in areas near the College, within a two or three block area. He said he prefers using the old library space because otherwise we lose a sense of campus.

Senator Norgren and Senator Gitter said that they agree that for many reasons the former library space is far more desirable than off campus rented space. Dean Gray said that this should be communicated to President Lynch and to Vice President Smith.

Senator Gitter asked whether Dean Gray knows why there has been what is now a six-year delay in getting the former library space in North Hall renovated. He said it is his understanding that there has been hesitancy to commit capital monies to construct the library space at the same time that capital monies for constructing Phase II are at issue.

Senator Litwack asked whether we have to grow by an additional 2.5% next year in light of the fact that we grew by double our mandated 2.5% enrollment increase this year (and by more than slightly double last year). He said it is not as if we held our enrollment at a steady state or only achieved the 2.5% mandated growth. This year we increased enrollment by 5% and last year we grew by 5.1% and so the question is whether we have to increase at all next year and, if so, why.

Dean Gray said he believes we do have to increase by 2.5% next year because we accepted resources based on that additional enrollment. Senator Litwack said that those resources were presumably for the current academic year. He questioned where those resources went and into what they went. Dean Gray said the monies have not been carved up yet and that he is asking the same questions because the Admissions and Registration Office needs resources because of the additional demands on the Office that the

increased enrollment creates.

Senator Litwack asked whether the surplus funding went for adjuncts or to the administration and added that that money may not be coming back to the faculty and students in **any** way at all. He said that until he is sure where that money is going he is not certain that we should want it. Dean Gray said that he would imagine that part of the money is paying for adjuncts.

Senator Litwack said, let us presume the money is paying for adjuncts: then all we are **presumably** doing by increasing enrollment beyond what is mandated is maintaining a steady state: we are taking in more students and are getting additional money to pay for adjuncts to teach those additional students. Why not reduce our spring enrollment so that by the end of this academic year we will have an enrollment increase that is equal to the mandated 2.5% increase. But then there is the Question of why do we have to enroll 2.5% more students next year if we took in 5% more students this year.

President Kaplowitz said that until now 80th Street has threatened to penalize colleges fiscally if they do not make the 2.5% increase. Last year, the first year of the mandated growth, 80th Street did not, **In** fact, penalize colleges that failed to grow by 2.5%. But they are threatening to penalize this year. She said her understanding is that a college that exceeds the 2.5% growth, even if a college doubles that figure as we have done last year and this, may not choose to not increase by 2.5% the next year. Each college has the choice of not growing beyond 2.5% but if a college chooses to exceed the mandated target it cannot then decide to remain static in terms of growth.

She explained that each year 80th Street presents to Albany the enrollment increase of that year and makes the case that CUNY's enrollment is growing and that CUNY is meeting the Board's master plan goal and that, therefore, Albany should fund CUNY with additional dollars. 80th Street wants to see steady enrollment growth and, therefore, would prefer growth of 2.5% each year rather than 5% one year and no growth at a college the next year. But because 80th Street knows that some colleges are losing enrollment and some have struggled to simply maintain enrollment it offers the incentive to colleges of keeping the monies generated by enrollment growth greater than 2.5%. She said that does not mean, however, that we should not debate at a future Senate meeting what John Jay should do in terms of its enrollment and, she said, she thinks that we should, in fact, take the issue up at a future Senate meeting.

She also reported that at the October meeting of the Board of Trustees, several trustees urged the Board to consider in the near future whether CUNY should limit enrollment in light of the lack of sufficient funding from the City and the State to replace full-time faculty when they retire and to provide the necessary facilities to teach and for students to learn. Several trustees were very angry upon hearing the Chancellor's report about the Mayor's cut of \$7 million from the community colleges. That cut was supposed to be \$10 million but the Chancellor convinced the Mayor's Office to have the cut reduced to \$7 million.

Dean Gray said he has not seen the University-wide data yet but because it is the University that has mandated that the entire University enrollment increase by 2.5%, he expects that we would be contributing to that University goal since some institutions

could not make their 2.5% increase. He has seen some very preliminary University data and not every college made its goal.

Senator Litwack asked who, within John Jay, ultimately decides what our student body enrollment would be. Dean Gray explained that the Chancellor gives President Lynch a target. Senator Litwack asked who decides that we should exceed the target and by what amount we should exceed it. Dean Gray explained that it is not a fine science. We accept allocations of students from the University based on past student show rates. For example, we had 2800 freshmen allocated to John Jay this semester. Of those, 1400 chose to register at John Jay. That 50% show rate is higher than freshman show rates in the past. We can allocate based on past data but if the show rate increases it is out of our control. We set our allocation figures in late July, early August for the fall semester at which time we mail out appointment cards for registration and we sit and wait until the students come to register. We had a higher show rate than we expected, he said, adding that the show rate was very high indeed. Senator Litwack asked if he is saying that once we have the allocation there is nothing we can do. Dean Gray said that is right and explained that we cut off freshman applications in April, the earliest that we have ever cut them off, and we were anticipating a 2.5% increase when we did that in April. We could have taken additional allocations right through May and June. There is no scientific model to plug into to get the exact result.

President Kaplowitz asked when are transfer applications cut off. Dean Gray said he believes we cut that off the first week in August but it might have been earlier: he said he would have to check with Dean Marousek. She asked whether, in any case, there is any way of knowing how many of the allocated and admitted transfer students would actually register. Dean Gray said the show rate for transfer students is also beyond our control.

Senator Geiger said that as an adjunct she is concerned that class size has been growing: this semester the average enrollment in the introductory public administration courses is 45 students. Dean Gray said he does not agree that the average enrollment is 45 students: he said some sections have 45 students but the average is less than 45 students. Senator Geiger said her question is actually about the extent to which the funding from 80th Street for exceeding our target is spent on providing sufficient sections for those additional students or whether class sizes are just increased which, she said, is not fair to the students, most of whom are freshmen, or to faculty, the great preponderance of whom are adjuncts because it is they who teach most 100-level courses.

Dean Gray said his understanding is that the funding is always a year's lag in the process. For example, we did not know how many students we were going to enroll until we received the final enrollment tallies the third week in September and yet we had already registered the courses that had been mounted for the semester. He said he is sure John Jay Budget Director Robert Sermier factored into the budget a student enrollment growth of 2.5% but he doubts that a 5.9% increase was factored in. And so there is a year's lag. Next year's budget would factor this year's enrollment plus 2.5% and those dollars. He said he is still asking questions about how the money we get for exceeding the target gets carved up. The numbers are just becoming clear University-wide as to what the final enrollments are. The show registration tapes for most colleges were due at 80th Street on October 14 and he would guess that the overenrollment money is not

transferred to the College yet and probably has not even been allocated to colleges yet. When we know how much that money is, it is between the President, the Budget Director, the Provost, and members of the Budget Committee who have the say as to how that money is allocated.

Dean Gray said the Office of Admissions and Registration is asking for funding just as everybody else is: the Office has more students visiting during the class break, more computer demands, and a branch campus that it is supporting now without additional resources. The Office needs additional funding.

Senator Litwack noted that, in addition, Frank McHugh is not currently actively engaged in the work of the Office of Admissions and Registration here at the College because he is performing his duties at the branch campus in Puerto Rico. President Kaplowitz said that in addition to the loss of Dean McHugh, his assistant, Myra Nieves, has been at the branch campus since April and so the Office has lost personnel at the same time that the workload has increased in terms of both more students here and a branch campus,

Dean Gray said we are all facing this situation together. But the point is that, knowing how 80th Street functions, it is very unlikely that any CUNY college has been given a dollar amount as to the surplus funding it will receive for exceeding the target.

Senator Umeh asked why all colleges are arbitrarily given the same 2.5% target increase since some colleges, such as Lehman and Brooklyn among others, are very large and have space for far more than a 2.5% increase whereas John Jay and some other colleges simply have no room to place additional students. Dean Gray said we have a dark little secret which prohibits us from entering into serious dialogue with the University and that is that we do not hold classes on Fridays. Every time we ask for space they look at what we do on Fridays. So we have to be very careful when we talk about space: even in writing the letter asking for rental space we had to steer away from that.

Senator Bloomgarden asked, given the course schedule, why we do not offer Friday double-period upper-level courses which students, who are presumably more mature, can take. Many state campuses have students who are not that different from our students (although they may be more prepared when they enter) and they give once-a-week courses on a regular basis. Of course, he said, it is the wrong thing for a beginning composition class or for a mathematics course to be given on a once-a-week basis but it is another thing to offer electives that way. He said it is not the best possibility but it is a better possibility than finding ourselves hamstrung.

Dean Gray said that early in the spring semester he proposed this to the department chairs and they studied the idea over a two or three week period and Professor Crozier reported back that it had been voted down. There were several options they considered: Friday only double-period classes; three-day courses; and other concepts. President Kaplowitz said she attends the Council of Chairs meetings and does not recall discussion about Friday only courses. She said there was a subcommittee of the Council of Chairs that looked at various options and they recommended a three-day schedule on a pilot basis but the Council of Chairs did not approve the proposal. She said she does not think the entire Council of Chairs voted on the Friday only double period idea but

said she would check into this.

Senator Guinta recalled that at the last Senate meeting the issue of classes being scheduled during the free (sixth) period was discussed. He asked how the decision was made to schedule classes during that period and how many are scheduled and the reason for doing so. Dean Gray said that it was definitely done as a response to enrollment growth. Because we have 100% use of classrooms during periods 2, 3, 4, and 8, the Provost decided we would try a small experiment in which we would mount sections during the 6th period and those sections carried very well. This semester we mounted 34 sections and they are 80% or higher subscribed: that is, 80% or more of the seats in those sections were taken. So students seem to utilize those courses. He said the courses do interfere with clubs and activities and meetings but they are offered because of the tight classroom situation.

Senator Bloomgarden asked why Friday classes can be vetoed by department chairs even though faculty may be ready to teach them but 6th period courses can simply occur and grow. Dean Gray said he would think that the Provost would have run the idea of 6th period classes by the Chairs. He said his Office simply received the information as to which faculty would teach which courses and when. Senator Bloomgarden said that he does not understand how Friday classes can simply be rejected and yet 6th period classes which do, as Dean Gray said, interfere with clubs and meetings are scheduled. He said that, in addition, as Dean Gray told us earlier, our lack of Friday classes is certainly not helping us get funding for redoing the library space, and necessarily it is not helping us get Phase 11, and it may be actually harming us. He said certainly something has to be done about the physical logjam between classes. People have told him that if a fire or something like that should occur it could be a disaster.

Dean Gray said he believes we are at a critical point. We have inched along in terms of class size and we can not go any higher: we can not make our classes bigger. He added that he does not believe that anyone is even willing to entertain the idea of doing so. But we do have room in the 1st period, 6th period, some in the 7th period, and in the 9th period. President Kaplowitz said her sense is that when we had the 10th period that period did not fill up but 9th period did. Now that our last period is 9th that does not fill up but 8th period does. Dean Gray agreed that 10th period became 9th period and said that no one wants to be the last out. Senator Norgren said that the City has changed and we have more women students than ever before and many students do not want to be traveling home late at night.

Senator Gibson said we keep talking about Phase II replacing North Hall but Phase 11, if it becomes a reality, will be quite a number of years down the road. She said in the meantime we need to construct classrooms and faculty offices in the former library space. She said rental space two or three blocks away will interfere with any sense of community we are able to maintain. President Kaplowitz suggested that we raise this issue with President Lynch when he comes to the Senate's next meeting on November 15. She reported that last week the Board of Trustees fiscal committee approved a resolution to include in the budget request of Albany funding for developing and designing plans for Phase II. She noted that this had been in CUNY's budget request last year and was not approved by the State Legislature but that last year Baruch's capital project was CUNY's first priority and did get funded and so John Jay's project now has a better chance.

But she said the **immediate** issue is the renovation of the library space which the Senate favors rather than renting space. Senator Gibson noted that offices are being quickly constructed in North Hall, such as on the third floor, and she asked why the same thing can't be done with the library space.

Senator Quinta said that these decisions, about renting space as opposed to lobbying hard for funding to renovate the library space, are being made without consultation with faculty. He said that we have to convey our opposition to renting space that will take students and faculty even further away from the college. President Kaplowitz said she will convey the Senate's position to the appropriate administrators.

Dean Gray said he does not think that construction is the big issue because classrooms can be quickly and inexpensively built with sheetrock and spackling. Rather, insurance is the big issue, and a lot of other costs. He said Vice President Smith is the one to talk to. A lot of the decisions that will be made about next fall's enrollment will be made in early December. Dean Gray explained that his Office starts to get questioned by UAPC [University Admissions Processing Center], the Central admissions office, as to how many students we want to accept for the fall and once that decision is made there is really no going back and so any type of discussions should take place right away.

President Kaplowitz asked about the breakdown of associate degree and baccalaureate applicants accepted this semester. She explained that the College had gone from accepting half the freshmen into the associate degree program (because they do not have the academic record to qualify for the baccalaureate program) to accepting 25 percent of freshmen into that program. Dean Gray said that we preserved the 75%/25% allocation. We allocated 75% baccalaureate program admissions and 25% associate degree program admissions based on the 2800 freshmen applications. The show rate turned out to be 74% baccalaureate and 26% associate students. He said that it is a very good result but that he can claim no responsibility for it because it just happened to turn out that way.

New transfer students increased significantly, he reported. We had 700 last fall and this fall we had 826 transfer students. This is a population that requires a lot of administrative service because the transcript of every transfer student has to be evaluated within the student's first semester so that when they register for their second semester they do not register for courses for which they are getting transfer credits. He said any support that the Senate could give would be very helpful. He explained that we have four recruiters in the Admissions Office and their job is to both recruit and to do these transfer evaluations and this ran very smoothly when there were 400 or 500 transfer students but now the large number of transfer students is impacting on the recruiters' ability to recruit.

Dean Gray asked that the Senate not take this in the context of recruiting to bring more numbers in: he said he is talking about recruiting in selected areas where we want to recruit so that we do not just sit at a table at a college fair and hand out literature but rather go to specific high schools that we want to go into, and go to the police academy again to recruit, in other words selective recruitment. He said that he is being handcuffed now because of the transfer population and the need to do transfer evaluations in one semester. He said we should not give up that



goal because transfer students need to get their evaluations in their hand during that first semester. But the ability to selectively recruit and to improve upon the quality of student that we bring in is very important but we are having some difficulty doing this.

President Kaplowitz said she is pleased to report that the Senate's "adopt a high school/ community college/ police precinct" program so far has 14 volunteers who want to adopt 24 schools or colleges or police precincts. She noted, for example, that Senator Shaughnessy has adopted 8 sites: four schools and four police precincts. She said she is meeting with Dean Marousek shortly to give him the information and he will provide materials and will brief the volunteers. Dean Gray said that is wonderful.

She asked Dean Gray to speak about the concern he had communicated to her about the potential negative effect on John Jay of the base level equity reallocation plan. He explained that when he worked at Iona College, a very small private college, enrollment was a very big concern and, in fact, the college was entirely enrollment driven. So they were always looking at what the competition was doing. Since he has been at John Jay, the College has been growing and there has not been a need for a tremendous recruitment effort. Now with the reallocation of faculty lines and with this overallocation supplemental funding, he is concerned that some CUNY colleges, in particular Queens College which usually closes its doors very early, may now consider taking more students. And depending on which institutions start doing this we may start to lose some of our better students. For example, if a student's application to CUNY listed Queens College as first choice and John Jay as second choice, and Queens had stopped taking students, that student was admitted to John Jay. But if Queens and other schools that would lose lines because of base level equity start actively recruiting and start to grow then recruitment to John Jay will not come as easily as it has to date. We now have to start actively recruiting again but in a selective way.

Senator Gitter asked whether Dean Gray's experience is that other universities have such competition between its own units. Dean Gray said he considers it very peculiar for a university to dangle competing carrots in front of its component colleges but that he really does not have knowledge of other large university systems.

Senator Bloomgarden asked Dean Gray to brief the Senate about the summer semester (not the immersion skills program but the credit-bearing regular summer school program). He said he has heard that the funding for that has changed so that now we can keep the money generated by courses taught during the summer. He asked what the summer school enrollment figures are. Dean Gray said there has not yet been a meeting to discuss the coming summer school offerings but last summer we grew significantly in terms of the number of sections offered and the number of students enrolled. That was, he thought, attributable to the fact that we were permitted to keep a portion of the money generated by the courses. In the past that had not been the case.

Senator Bloomgarden asked whether Dean Gray anticipates even more growth, noting that summer courses have always filled up very well, and if we were to grow further whether that would help our case for a new building because of classroom utilization during the summer. Dean Gray said he does not think the summer courses

are counted for that purpose but that a growth in summer courses could only help us because if we offer more sections in the summer that could lighten the load during the year. He said he knows Mr. Sermier and Provost Wilson are really interested in having the program grow next summer and that the plan is to offer a really large summer program. He said the meeting on summer school will be in February and he will be able to provide more information then.

Senator Litwack referred to Dean Gray's earlier report on the associate/baccalaureate admissions and said he realizes this might change if Queens and other colleges start to grow: but, he asked, given the show rate for both associate and baccalaureate degree students, can we not safely change the ratio from 75%/25% to 80%/20% and still meet the CUNY mandate. Dean Gray said then we start to get into the access question and the mission question. He said he does not think that as a College we have come to terms with that question. He said it is a matter of limiting access and part of our mission is access as well as excellence and if we drop to 20% we are affecting access. He said he does not feel comfortable addressing this issue at this time.

Senator Litwack asked whether simply in terms of meeting CUNY's requirements for our enrollment could we have a higher baccalaureate to associate degree student ratio. Dean Gray said he could better answer that after the spring registration when he will see what other colleges start to do. If any of the CUNY colleges are going to backdoor their enrollment at any point in time, the spring would be a very convenient time to do it. People pay less attention to spring numbers than to fall numbers. He explained that what he anticipates looking at in the spring when the preliminary spring numbers come in is enrollment movements at Queens and at some of the other institutions where he suspects something may be bone. That would be the earliest indicator.

Senator Shaughnessy said that the Senate's executive committee had been discussing identifying the at-risk student population. He asked how expeditiously Dean Gray's Office can identify, say at the end of the spring semester, the at-risk population, in other words either those who would be put on probation or be faced with dismissal. Dean Gray said that right now students are dismissed only once a year, after the spring semester: students are put on probation for a full year. This is a function of when the grades come in.

Senator Shaughnessy asked if it would be possible to mount a program geared toward retention where students might be at risk or in the dismissal population and advise them that they have the chance to redeem their status if they earn a certain number of credits with a satisfactory grade during the summer. And so we would not simply put them on probation in the fall which is frequently just putting off a decision but rather develop a process during the summer so that we retain the students and at the same time bring them up to speed.

Dean Gray said he was not on the dismissal committee this semester but his understanding is that certain students were dismissed, others were placed on probation, and students were referred to the summer skills program run out of Pat Sinatra's office. There is a program in the summer for reading, writing, and mathematics. Certain numbers of continuing students are referred to that program. To Senator Shaughnessy's question whether the program is mandatory or optional, Dean Gray said he

believes it is optional.

The Senate thanked Dean Gray. Senator Shaughnessy praised Dean Gray as someone who is always a consummate professional and who it is always a pleasure to work with. He said the faculty know Dean Gray to be totally dedicated to John Jay College and to its faculty and students. Dean Gray said he appreciated the opportunity to meet with the Faculty Senate and said he is always available and would be pleased to return if invited.

4. Proposed resolution on discriminatory recruiters on campus:  
Senator Pinello [Attachment B]

Senator Pinello reviewed the issue. The University Faculty Senate in September approved a resolution condemnatory of on campus recruiters from organizations that discriminate in violation of the City (and State) human rights laws and the anti-discrimination policy of CUNY and asked college senates to take up this issue. Subsequently, later in September, the Council of Faculty Governance Leaders unanimously endorsed the UFS resolution and directed the chair, Professor Sandi E. Cooper, the faculty trustee, to request that the Board of Trustees take up this issue so that a University-wide policy can be in place.

He reviewed that at the last Senate meeting he presented a resolution on this matter but during discussion the question came up as to the possible impact on the MPA program at West Point since legislation passed in July by the Congress calls for the termination of Department of Defense contracts and grants at institutions that ban military recruiters. It was agreed that information about John Jay's relationship with West Point would be sought as well as any other possible ramifications so that the Senate can deliberate and vote in an informed way.

President Kaplowitz reported that with Senator Pinello's concurrence, she consulted with the chair of the Public Management Department, Professor Ned Benton, whose department offers the MPA program at West Point. She said that Professor Benton informed her that we do not, in fact, have a contract with West Point or with the Department of Defense. Rather there is a letter of understanding but no money passes hands. We are not permitted to advertise West Point as the site of our program but, rather, we advertise that it is in the mid-Hudson valley: when a person calls seeking further information, he or she is told that the courses are given at West Point. John Jay absorbs all costs, even telephone calls made from West Point. Professor Benton said he doubts that the Department of Defense even knows that we offer a master's program at West Point and in any case he is certain that the Senate's resolution, if approved, would have no effect on our program there.

Senator Pinello said that after receiving this report from President Kaplowitz, he sought out Professor Benton to hear from him directly and was told the same thing.

Professor Kaplowitz noted that at the previous Senate discussions about this issue it was thought that the best way to implement the policy, if adopted, would be to direct it only to organizations with official, stated discriminatory policies such as the military. She said that she has since spoken with the

chair of the Hunter Faculty Senate whose Senate is voting on its own resolution on this matter this same afternoon. The president of Hunter has already agreed to implement the resolution, if it is approved, and the implementation will be by requiring recruiters who seek to recruit on campus to sign a statement saying that the organization they represent does not discriminate on the basis of gender, sexual orientation, race, religion, etc. She suggested that we propose the same form of implementation if the resolution is approved. This proposal was agreed to.

Senator Pinello moved the resolution [Attachment B]. Senator Gitter seconded it.

Senator Shaughnessy spoke against the language of the resolution because he does not want us banning anyone. He said the history of banning is a repugnant one. He suggested that instead of the action proposed by the resolution, the Senate sponsor teach-ins so that members of the College community can be educated about the issue of discrimination, especially the military's discriminatory policy against lesbians and gay men.

Senator Malone agreed and said that although he was not at the College when the ROTC program was terminated in response to the ROTC's discrimination against lesbians and gay men, he feels that the College was wrong in taking that action. Programs that students take advantage of should be kept on campus. He said we were wrong to aim our venom at ROTC people here because such action in no way impacts on policy advanced by the armed services. He said he is not against the philosophy and concerns that the resolution addresses but he is against the language of the resolution and the proposed action. He suggested that the language be changed to the affirmative and that it say that no discrimination should take place. He said he understands that we want a resolution that has teeth but he does not want one that has teeth against the wrong people.

Senator Shaughnessy said that the resolution before us would be an abrogation of the first amendment right of free speech of the recruiters. President Kaplowitz explained that recruiters and others who are neither students, faculty, nor staff, etc, who are on campus without the permission of the College administration are trespassing and have no intrinsic right to be on campus and so this is not an issue of their first amendment rights. The resolution does not call for the silencing of students who promote enlistment in the armed services, for example, nor does it call for censoring what invited on-campus recruiters could say, both of which would be violations of their first amendment rights. Rather, the resolution is focused on people who require permission of the College administration in order to come on campus to recruit.

She noted that people who try to solicit without permission are escorted off the campus by security when Security is informed of such activity. On the other hand, the vendor of class rings and the representatives of agencies at career fairs and at health fairs are all on campus with the permission of the administration.

Professor Suzanne Iasenza (Counseling and Student Life) said that if this resolution were in response to on-campus recruiters of organizations that discriminate on the basis of race or gender, there would be no question but that the resolution would pass and it would not even require debate. She said that we as faculty must have the courage to not only set the moral measure of our College but we must be models to our students who look to us to do

right by them and by the College that we serve and represent.

Senator Gitter said that when the Senate debated about ROTC four years ago, what convinced her of the urgency of removing the program from our campus was hearing the students and faculty who spoke about the pain inflicted on them by having their College give support and tacit approval of an organization that discriminates against lesbians and gay men. They also spoke movingly about how the very presence of representatives of such an organization was painful and antithetical to what they believed the faculty stand for and the College stands for. She said she had thought, at first, that the proposal against ROTC was an expression of anti-military sentiment, but then she came to be persuaded by those students and faculty and so she urges that the Senate approve this resolution.

Senator Koehler said that police and other criminal justice agencies recruit at John Jay and we want them to recruit here and to feel welcome and yet they do legally discriminate in certain categories and he asked how we could address that. Senator Koehler said that we want to accomplish something today that he thinks everyone agrees with but there is a difficulty and that is that police and other criminal justice agencies do legally discriminate in terms of employment on the basis of age, disability, and veteran status.

President Kaplowits said that Senator Koehler has raised a very important issue and agreed with him that we do not want to in any way restrict criminal justice agencies from our campus or to make them feel unwelcome or uncomfortable in any way. She suggested that the resolution be amended so that those categories of age, disability, and veteran status are not listed in the resolution. The remaining categories are gender, race, ethnicity, national origin, religion, marital status, and sexual orientation. She asked Senator Koehler for his opinion of this solution. He said it would solve the issue of the criminal justice agencies but that there will be people at the College who question our position on the categories we have deleted. She said that we are simply separating out those categories for possible future consideration.

The question was called. The resolution as amended was approved with two negative votes and two abstentions.

##### 5. Discussion of the dean of undersgraduate studies search

President Kaplowitz explained that one of the candidates will be meeting with the faculty at the same time that the Senate meets, on November 15, at which time President Lynch is scheduled to meet with the Senate. The Senate approved the recommendation of the Executive Committee that the November 15 meeting begin at 4:00 and be devoted solely to our meeting with President Lynch and that an additional Senate meeting be scheduled for November 22.

The issue of the presence of persons in administrative positions attending the faculty interview with the candidates was discussed. Senator Litwack moved: "It is the sense of the Faculty Senate that people in administrative positions should not be present at meetings of the faculty with candidates for the undergraduate deanship. We respectfully request that people in administrative positions respect the sense of the faculty." The

motion was approved by unanimous vote. President Kapmowitz said she would communicate the position of the Senate.

The Senate's executive committee recommended that the Senate call a meeting on November 28 of the faculty who have met with the candidates and the faculty members on the search committee, after the five candidates have been interviewed, so that faculty can report their opinions. Then the faculty members on the search committee will be able to accurately represent the faculty's opinion when the search committee meets with President Lynch, as is planned,

The Senate authorized President Kaplowitz to send phonemail messages to the faculty, giving brief biographies of each candidate for the deanship. She said she would also inform the faculty of the post-interview faculty meeting, on November 28, at 3:15, and also about changes in the time that the candidates will meet with the faculty: all candidates must be given the same amount of meeting time and by mistake three candidates are scheduled for a shorter meeting with the faculty than the other two. The Provost has changed the times and this needs to be announced as well.

Upon a motion duly made and seconded, the meeting was adjourned at 5:15 PM.

Respectfully submitted,

Edward Davenport  
Recording Secretary

## Announcements from the chair

Board of Trustees September 9 meeting

The members of the search committee for the dean of the law school were named: Trustees Badillo, Berman, and Carrion, faculty, etc. A \$1 million grant from the Humana Foundation for minority fellowships for graduate studies was announced. Chancellor Reynolds reported student enrollment is almost **213,000**, an increase of **2.5%** over last fall: this increase is **4.3%** of the undergraduate students and **2%** of graduate students. The NYC budget deficit of \$1 billion was noted: an expected cut of **\$6** million from the community college budget is anticipated which would have to be applied completely in the spring semester. The budget of the State was described as brighter and more stable. A scholar symposium was held the previous week for students who could be candidates for Mellon, Salk, etc., scholarships.

The Board unanimously, and without discussion, adopted a resolution prohibiting smoking inside all facilities owned, leased, or operated by the City University, effective January 1, **1995**. Vice Chair Edith Everett then stated that it is the responsibility of the Presidents to see that the policy is implemented: she urged large signs and security officers pledged to carry out the policy.

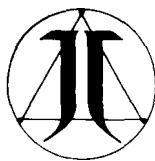
The Board approved a resolution creating a master plan program for BMCC, because of a projected student enrollment increase and the resulting need for more space. Resolutions were also approved for contract guard services at NYC Tech and for fiber optics network maintenance services at CSI; the disability center at Brooklyn was named in honor of a contributor; Yevgeny Yevtushenko was approved as distinguished professor at Queens; an honorary doctorate of humane letters was approved for Maryse Conde to be conferred by Lehman on October 5.

A preliminary presentation on the proposed budget request by CUNY was presented by Vice Chancellor Rothbard. VC Rothbard said the \$6 million cut proposed by NYC could not include money for the associate degree programs at John Jay, NYC Tech, Medgar Evers, and CSI unless the City Council approved such action. The City, he said, is proposing to violate the State's maintenance of effort provisions for local support of community colleges. VC Rothbard also reported that NYS has not taken enrollment growth into account in allocating a budget for CUNY: based on historic funding levels, CUNY is proposing that NYS increase CUNY's budget by one-fifth each year for five years so that the State will give **\$14.4** million for the senior colleges for enrollment growth and \$10.8 million for the community colleges for enrollment growth.

In response, Trustee Howard (chair of the BoT Fiscal Committee), argued that CUNY is going to have to think about closing doors to students. He said that every time faculty retire, they are replaced with adjuncts. He said everyone is saying that a CUNY degree is not worth what it was **25** years ago. When there are **40-50** students in a class, he said, there can be very little interaction with the teacher. He repeated that CUNY may have to close doors if there is no money. He concluded by saying it does not make educational sense or economic sense to keep doing what CUNY has been doing.

Election results reported

At its September meeting, the College Council elected student representatives Felicia Brown and Edwin Ortiz to the Council's Executive Committee. A tie for the third seat is between Sharon Wilson and Willie Johnson. The faculty representatives elected to the executive committee are Orlanda Brugnola, P.J. Gibson, James Malone, David Umeh, Bessie Wright. A tie for the sixth seat is between Ira Bloomgarden, Gavin Lewis, Richard Koehler. The HEO representative elected to the Executive Committee is Nydia Flores. The student representatives to the P&B are David Lavell and Edwin Ortiz.



JOHN JAY COLLEGE OF CRIMINAL JUSTICE

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Resolution of the Faculty Senate  
on the Presence of Discriminatory Recruiters on Campus

Adopted November 2, 1994

WHEREAS, The Faculty Senate of John Jay College of Criminal Justice affirms the policy of the City University of New York regarding non-discrimination on the basis of gender, race, ethnicity, national origin, religion, marital status, and sexual orientation, and

WHEREAS, The presence on the John Jay College campus or on other City University campuses and facilities of employment recruiters that do discriminate on the basis of one or more of those categories indeed violates such non-discriminatory policy, and

WHEREAS, The laws of the City of New York prohibit such discriminatory employment practices, therefore be it

RESOLVED, That the John Jay Faculty Senate call on the President of the College to take the necessary administrative steps to ban from campus all recruiters discriminating on the basis of gender, race, ethnicity, national origin, religion, marital status, or sexual orientation, and be it further

RESOLVED, That the John Jay Faculty Senate recommend to the Trustees of the City University the adoption of a similar and explicit University-wide policy banning such recruitment on all University campuses and facilities.