



## JOHN JAY COLLEGE OF CRIMINAL JUSTICE

*The City University of New York*  
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April 1998

Dear Colleague,

The enclosed Faculty Senate Minutes #166 report the Senate's deliberations and recommendations about raising John Jay's admission criteria for both our associate and baccalaureate programs. The Senate's February 27 recommendations were endorsed by the College administration and were submitted by the Senate to the College Council, which approved them on March 16.

The College's new admission policy is found on pp. 13-14 of the Minutes and is a three-part policy, the major part of which appears as Attachment B. Explanations of such terms as CPI, CAA, r (having to do with SAT scores), are provided on pp. 6-7 of the Minutes. Additional recommendations by the Senate are on p. 14.

The computer simulations conducted by 80th Street -- the CUNY Central Administration -- at John Jay's request, which were the basis of the deliberations and recommendations, are Attachment A.

Cordially,

Karen Kaplowitz  
President, Faculty Senate

Faculty Senate Minutes #166

John Jay College of Criminal Justice

Friday, March 27, 1998

1:00 PM

Room 630 T

Present (22): George Andreopoulos, Effie Papatzikou Cochran, Edward Davenport, Jane Davenport, Glenn Corbett, Arlene Geiger, P.J. Gibson, Amy Green, Edward Green, Karen Kaplowitz, Kwando Kinshasa, Sandra Lanzone, Gavin Lewis, Barry Luby, Ellen Marson, Daniel Pinello, Jacqueline Polanco, Charles Reid, Ellen Sexton, Carmen Solis, Davidson Umeh, Bessie Wright

Not present: (15): C. Jama Adams, Michael Blitz, David Brotherton, Kojo Dei, John Donaruma, Don Goodman, Lou Guinta, Roy Lotz, James Malone, Mary Ann McClure, Deborah Nelson, Frederik Rusch, Adina Schwartz, Lydia Segal, Agnes Wieschenberg

Guest: Tom Litwack (Chair, Senate Budget Committee)

Invited Guests: (Acting) Dean for Admissions and Registration Richard Saulnier, Donald Gray

AGENDA

1. Report from the chair and announcements
2. Approval of Minutes #165 of the February 18 meeting
3. Update on admissions requirements
4. Invited Guests: Dean of Admissions and Registration Richard Saulnier and Mr. Donald Gray: Report on computer simulations of admissions criteria by the CUNY Central Administration
5. Proposals to raise admission requirements for the associate degree program and for the baccalaureate degree program
6. New business

1. Report from the chair and announcements

The Senators were thanked for coming to today's specially called meeting which was scheduled in time for the Senate to make recommendations to President Lynch prior to the meeting on Monday, April 2, of the Board of Trustees Committee on Academic Affairs. The Senate's Executive Committee was able to determine that the computer simulations of various possible admission criteria would be completed and analyzed in time for our meeting today and, thus, invited Dean Saulnier and Mr. Gray, who will be arriving shortly. Ultimately, the Senate's recommendations will be submitted to the College Council for vote by that body.

It was reported that the annual Malcolm/King Breakfast earlier

in the day was very moving and inspiring. Senator P.J. Gibson is being honored later today by having her name included on the Trenton Wall of Fame for those "who were educated in Trenton and have made professional and significant contributions to Trenton and to the greater society at large." The Senate applauded with great enthusiasm. Senator Amy Green introduced Molly, born in November, (upon whom the Senate immediately issued ex officio status).

2. Approval of Minutes #165 of the February 18 meeting

By a motion duly made and carried, Minutes #165 of the February 18 Senate meeting were adopted.

3. Update on and admissions requirements [Attachment A & B]

Copies were distributed of a resolution presented by Trustee John Calandra at the February 18 meeting of the CUNY Board of Trustees Ad Hoc Committee on Remediation, Graduation Rates and Retention, chaired by Board Vice Chair Herman Badillo. This ad hoc committee of Trustees, which was appointed by Chair Paolucci last spring, first met on February 4. At its second meeting, on February 18, Trustee Calandra, although not a member of the committee, asked that the following resolution be considered, although it was not, ultimately, voted on:

"Resolved, that the senior colleges that are currently offering one semester of remedial (i.e., high school level) courses -- Baruch College, Hunter College, and Queens College -- shall discontinue offering such courses altogether as of September 1998. The remaining senior colleges, who are currently offering two semesters of remedial courses -- Brooklyn College, City College, the College of Staten Island, John Jay College, Lehman College, Medgar Evers College, New York City Technical College and York College -- shall discontinue offering such courses altogether as of September 1999. Following a college's discontinuation of remediation, no student who has not passed all three Freshman Skills Assessment Tests shall be allowed to enroll and/or transfer into that college's baccalaureate programs.

"Be it further resolved, that the Interim Chancellor shall, after consultation with senior college presidents and the faculty, present a plan for implementation of this Resolution to the Committee on Remediation by March 9, 1998."

President Lynch was at that Ad Hoc Committee meeting and upon arriving at John Jay, just after our Faculty Senate meeting, which he had been scheduled to attend, he briefed President Kaplowitz, explaining that he had asked Trustee Calandra if he meant his resolution to include the associate degree programs at the four senior colleges that offer them. He said he explained that the Board of Trustees and the New York State Education Department had approved the offering of associate degree programs at four senior CUNY colleges and that those associate degree programs necessarily require remediation. Trustee Calandra, after thinking about this question, said he did not mean his resolution to apply to the associate degree programs at the senior colleges. At that point President Lynch realized that whether or not Trustee Calandra's resolution passed at

that meeting -- and, in fact, it did not come to a vote -- it is expected by everyone who is paying attention to the Board that this resolution or another version of it will keep coming back. And so if John Jay were not to have the associate degree program and if the Trustees were to eliminate remediation at the senior colleges, then John Jay would have too few students (approximately 2,000) to be viable as a college.

Asked what would happen in that case, she said that most probably the majors that are unique to John Jay, such as Forensic Psychology, would be folded into either City College, which has suffered a tremendous loss in enrollment and thus has empty buildings or into a college such as Baruch, which a few years ago established a school of public policy.

She said, given this, we all must admire Tom Litwack, who is a forensic psychologist (and who is scheduled to arrive shortly), because his brilliant analysis as to why we should retain our associate program was not conducted out of self-interest but was rather selfless and was done out of a deep concern for the College as a whole and the students, faculty, and staff who comprise John Jay. She said that as a forensic psychologist, Tom Litwack's department would undoubtedly have been moved to another college because there is no other Forensic Psychology program at CUNY, unlike Government, or English, or Mathematics, or Foreign Languages. Senator Barry Luby said tenured faculty would not lose their jobs if we were to eliminate remediation. He said at the worst, tenured faculty would be incorporated into departments at other colleges. It was explained that faculty are tenured only in their own department. There is no University-wide tenure and there isn't even college-wide tenure: one is tenured only in one's own department. The P&B of another college would have to choose to hire retrenched faculty during a national search if they had lines to fill: when several hundred faculty were retrenched at CUNY in 1995, virtually none were hired by another CUNY college.

She explained that as a result of attending the Trustees Ad Hoc Committee on Remediation, President Lynch decided that closing our associate degree program is no longer an option and the following day he called a meeting of the P&B to announce that. Those who still favored closing the associate program knew that that possibility existed only as long as President Lynch was willing to put such a proposal forward to 80th Street which he was no longer willing to do. Others had independently decided that closing the associate degree program was not a viable course of action, largely because of Tom Litwack's analysis based on empirical data.

President Kaplowitz reported that at that February 19 P&B meeting, after President Lynch reported about the Ad Hoc Committee on Remediation and his decision to not pursue the closing of the associate program, she reported (as she had already done at the Curriculum Committee's open hearing) that she had learned from University Dean for Admissions Angelo (Bill) Proto, who has just been named Acting Vice Chancellor for Student Affairs, that John Jay is not an open admissions college, because it is a senior college, and that John Jay may, therefore, set admission standards for admission to our associate degree program. Subsequently, high ranking members of John Jay's administration met with Vice Chancellor Proto and were formally told that we may raise our associate degree admission criteria. Vice President for Legal Affairs Robert Diaz explained yesterday at a P&B meeting that the NYS Education Law states that community colleges, which provide opportunity (access), must receive a maximum of 40 percent and a minimum of 30 percent of their funding

from New York State as long as the community colleges are open access colleges, but that law does not affect the senior colleges and John Jay is officially a senior college.

In the interim, the Curriculum Committee met last Friday, February 29, the day after the P&B at which President Lynch reported Trustee Calandra's proposal and the implications for John Jay. The Curriculum Committee then voted to not close the associate degree program and to ask the coordinators of those degree programs to come to the Curriculum Committee in March to report about the articulation of those degrees with the baccalaureate programs. The Senate's request of last December that the associate degree programs articulate with the baccalaureate programs was distributed to the Curriculum Committee members along with Freshman Director Patricia Sinatra's analysis of the articulations. Furthermore, Senator Lou Guinta's and Professor Robert Panzarella's proposed associate degree in criminal justice which does articulate is coming for a vote to the College Council later this month.

After the College's administration formally learned that John Jay may set admission requirements for admission to the associate degree program, Dean Saulnier and Director Gray, on behalf of the College, asked 80th Street's Office of Admissions, run by Vice Chancellor Bill Proto, to conduct computer simulations such as were conducted for each of the seven senior colleges that raised their admission requirements in 1995 and that have since been incrementally raising them. Any college considering raising its admission requirements can ask for computer simulations which show the enrollment impact if the college were to adopt any of the changes it is contemplating. So last Monday, Richard Saulnier and Don Gray met with 80th Street officials and gave a series of admissions variables. The computer simulations were just completed yesterday afternoon and a group of John Jay people did the analysis of enormous numbers of data late into the evening. The group comprised Richard Saulnier, Donald Gray, Gail Hauss (OIR), Marc Eichen (Computer Center), Dymna Bowles (Provost's Office), and Douglas Salane, of the Mathematics Department whose specialty is computer information systems.

President Kaplowitz explained that early this morning, Richard Saulnier and Donald Gray briefed Vice President Daniel Pinello, Tom Litwack, and her. The Senate's executive committee then met to discuss the various options and the executive committee decided to recommend to the Senate one set of admissions changes based on the computer simulations but will wait to make the recommendation until after our two guests make their presentation. The Senate will then debate the options and vote on whichever course of action they wish to recommend. She distributed the documents which she, Dan Pinello, and Tom Litwack had been provided: they consist of the computer simulations and the detailed admissions requirements for each computer simulation. [See Attachment A & B: the entire packet is available from the Faculty Senate.]

4. Invited Guests: Dean of Admissions and Registration Richard Saulnier and Mr. Donald Gray: Report on computer simulations of admissions criteria which were conducted by the CUNY Central Administration at John Jay College's request [Attachment A & B]

Richard Saulnier was congratulated on his appointment as Acting Dean for Registration and Admissions and Donald Gray was congratulated on his appointment as Director of Human Resources. Both appointments and both individuals were applauded by the Senate.

Dean Saulnier verified that the College has been officially informed that since we are first of all a senior college, we have the ability as an institution to establish the admission criteria for our associate degree population. At the same time, he added, there is the feeling that we should also raise our admission criteria for our baccalaureate degree program.

Dean Saulnier explained that the computer simulations [Attachment A] are of John Jay's entering freshman undergraduate class of Fall 1997: the numbers do not include our transfer students, nor our in-service students (who are, in reality, transfer students), nor our graduate students. The first column, labeled "Fall 97" is a representation of the entering class this past fall. We had 1647 entering freshmen. (The University Application Processing Center [UAPC] provides very specific data and so those familiar with the size of the entering class as 1700+ students should know that UAPC does not include students in certificate programs nor students who were reallocated.)

Of those 1647 students, 738 students were in the baccalaureate degree program, and the entering class was characterized by 61.87% baccalaureate degree students and 38.13% associate degree students. If one removes the 281 SEEK students from the equation, the percentage of associate degree students increases to 45.97% of the entering class. The reason one might want to remove the SEEK students from the equation, Dean Saulnier noted, is that admission criteria for SEEK students are set differently than the admission criteria for non-SEEK baccalaureate degree students. So for the non-special program (the non-SEEK) admissions, 45.97% is the correct number. But if one looks at the strict bachelor's to associate degree mix, it is 61.87% compared to 38.13% because, by definition, SEEK students are baccalaureate degree students. To be a SEEK student, one must be enrolled in a baccalaureate degree program. The companion program, at the associate degree level, is College Discovery (CD) which exists only at the community colleges. President Kaplowitz noted that if one were to separate out SEEK, it would be because by definition SEEK admission criteria are less stringent than the admission criteria for the baccalaureate program at the college at which each SEEK program is housed.

Dean Saulnier said he does not know who passed a policy he has been hearing about, a policy stating that 75% of our entering class each semester should be baccalaureate degree students and only 25% should be admitted as associate degree students. But, if that policy were applied to the Fall 1997 class, as it was constituted, we would have had 1019 baccalaureate degree students and 340 associate degree students and, thus, our enrollment would have been 288 students fewer than it actually was.

The second column [Attachment A] applies new bachelor degree standards that did not exist before. Historically, if a student was in the 46th percentile of their high school graduating class they could be admitted to our bachelor's program. [See the bottom of Attachment B for our current baccalaureate admission criteria.] But the University has eliminated class standing as a criterion: no students may henceforth be admitted to a baccalaureate degree program solely on the basis their standing in their high school graduating class. After consulting with several faculty and administrators, it was agreed that the new admission criteria of Lehman College are the criteria closest to where John Jay's criteria should be for the purposes of a computer simulation. So the second column, entitled "New BA 1+1/Same AS" is Lehman's

admission criteria for Fall 1998 and John Jay's current associate admission criteria.

The New BA 1+1 matrix (Lehman's admission criteria) [see the top half of Attachment B] allows a student to be admitted either with an SAT score of 900/1020r (no other criteria need be met) or with a high school average of 80 or higher as long as the student has completed 10 or more College Preparatory Units [CPI] that includes at least one CPI unit (year) in English and at least one in Math but the English and Math units have to total at least four. (So a student could have 2 units of English and 2 of Math, or 3 English and 1 Math, or 1 English and 3 Math, but the total English and Math units have to be at least 4.) This model is called BA 1+1 because at least one unit of English and at least one of Math are required in each case, except if the SAT score is sufficiently high. Or, a student could be admitted with a high school average of 77 or higher with 12 or more CPI units or with a high school average of 75 or higher with 14 or more CPI units.

President Kaplowitz explained that CPI (College Preparatory Initiative) units are academic courses, in other words, courses in which Regents exams are offered, but students do not have to take Regents exams to be credited with CPI units. Thus Business Math does not count as a CPI unit nor does Home Economics. The CPI courses are English, (sequential) Math, Social Studies, Science, Foreign Languages. She explained that the number of required CPI units goes up when the required high school average needed for admission goes down because students who are taking more CPI (academic) courses are taking a more difficult program than students who are taking fewer CPI courses and thus are not expected to maintain as high an average. Also a student who takes more CPI courses is receiving better preparation for college than a student who takes fewer academic courses but receives better grades.

Senator Edward Green said he believes that students do not receive a passing grade in Regents courses unless they **pass** the Regents exam. President Kaplowitz said that it is not the case and, in fact, Trustee Curtis specifically asked that question and was told that students do not have to take, much less pass, the Regents exams in order to pass Regents courses. Trustee Curtis had responded that students should be required to pass the Regents exam to receive CPI credit. She added that the NYS Board of Regents recently implemented a policy that is being phased in whereby students will not be able to receive a high school diploma by the year 2004 unless they pass all the Regents exams.

Asked about CPI in light of the differing academic quality of the various high schools, Dean Saulnier said courses are designated as CPI courses based on the academic content of the courses taught at each high school. He acknowledged that the level of teaching may differ at different high schools but it is the content of the courses that certifies a course as being a CPI unit.

Senator Sandra Lanzone asked if all high school graduates must take CPI units to graduate. Mr. Gray explained that CPI is a CUNY initiative, established by the previous CUNY chancellor, and not a Board of Education initiative. He noted that originally CPI was not an admissions requirement for CUNY but rather students needed to fulfill their CPI units by the time they were ready to graduate from CUNY. But CPI is now becoming a CUNY admissions criterion.

President Kaplowitz explained the reason the SAT score is listed as 900/1020r. The Educational Testing Service [ETS]

recalibrated SAT scores a few years ago because both verbal and math scores were declining nationwide. Thus, what was a 900 SAT score when the faculty would have taken the exam has been recalibrated to be a score of 1020r (the r means recentered). And so a "perfect score" of 1600 is now awarded to test takers who do not have a perfect exam: a student who answers several questions incorrectly can, nonetheless, receive a score of 1600. Some people have called this grade inflation on the part of ETS. Mr. Gray noted that SAT scores have never played a very significant role in our admissions process. President Kaplowitz noted, however, that the current Board of Trustees wants all students applying to CUNY colleges to henceforth submit SAT scores.

The acronym CAA was explained to mean "College Academic Average"; the CAA is the average of the grades in the CPI courses only. Thus students' grades in shop courses and in other non-academic courses, which presumably would raise a student's average, are not included in the CAA.

Dean Saulnier explained that if we were to adopt the "BA 1+1" criteria, the number of students who would have been admitted to our baccalaureate program drops to 491 but the associate degree program, because we haven't applied any new criteria in this model, increases by 491 (the same number by which the baccalaureate degree population declined). So the total population would remain at 1647. What changes is the mix between the bachelor's and associate degree students: it now switches to 46.87% baccalaureate and 53.13% associate. If we also apply the 75%/25% policy, our entering freshman class goes from 1647 to 1029, representing a loss of 618 students.

The third column "New BA 2+2/Same **AS**" is a simulation using our current associate admissions criteria and the same baccalaureate admissions criteria as "New BA 1+1" except that the minimum of 4 CPI units in English and Math would now comprise at least 2 English CPI units and at least 2 CPI Math units. (Students would not be admitted who fulfilled the 4 English and Math CPI units by taking 3 English and 1 Math CPI units or 1 English and 3 Math CPI units.) The number of students admitted to the bachelor program would decline somewhat to 444, but the associate program would increase by the same number and we still have a class of 1647 but again the mix of bachelor and associate degree students would shift even more heavily toward associate students. And if the 75%/25% policy is applied, we would be down to an entering freshman class of 967 (a loss of 680 students).

The fourth column called "New BA 1+1/New **AS**" [see Attachment B] is a simulation using the same baccalaureate admission criteria as Lehman's Fall 1998 criteria (the same as in column 2). To that is added new admission criteria for the associate degree program. Dean Saulnier explained that these new associate admission criteria came out of the work that Tom Litwack did and as a result of conversations between Tom Litwack and Karen Kaplowitz and members of the administration. Dean Saulnier explained that we know that students who come to us with less than a 72 high school average do much more poorly than those who come with a 72 or higher CAA. The 72 average is a real cut-off in terms of academic preparedness for college according to the work that Gail Hauss (OIR) and that Pat Sinatra (Freshman Services) have done. But in establishing that 72 CAA criterion, he said, we didn't want to exclude students who took solidly academic courses in high school and didn't perform as well in competition with their peers and so in addition to the 72 average this computer simulation would also admit students with a



70 academic average or higher who have at least 10 CPI units, with at least 1 unit in English and at least 1 in Math, and also students with less than a 70 CAA who have taken at least 14 CPI units, with at least 2 English and 1 Math CPI units. Also admitted would be those who obtain a GED [General Education Diploma] test score of at least 300.

Applying these criteria to the Fall 1997 freshman class, we hit our first change in projected admissions: 491 would be accepted as baccalaureate degree students (as in column 2) but all of our baccalaureate degree students not admitted to the bachelor's program would nonetheless be admitted to our associate degree program. However, those who do not meet the new associate criteria are now not included in that program. The difference, therefore, from Fall 1997's class is a decline in enrollment of 301 students. The bachelor to associate program mix would be 57.36% to 42.64%, similar to last Fall's class. If we apply the 75%/25% policy to this simulation, we would have an entering class of 1029 students, a loss of 618 students. It is important, he said, to keep in mind that this is a Fall entering class only and so the loss would be 618 in the Fall and further loss in the Spring. If one considers the entire year, Dean Saulnier said, the mix in the Spring semesters is more heavily associate than it is baccalaureate and so as one applies this new associate degree criteria over an entire year, we would probably lose between 450 to 500 entering freshmen. If the 75%/25% policy were applied, we would probably have a loss of about 1000 entering freshman over the course of the fall and spring semesters.

The fifth column (the next to the last) is a simulation applying the "BA 2+2" criteria of at least 2 English and 2 Math units and the new Associate Degree criteria. The entering baccalaureate class would be 444 (as in column 2) and more baccalaureate students who did not meet the baccalaureate criteria would be admitted into the associate degree program and the class would be the same size as the previous simulation. The difference would be a smaller proportion of baccalaureate students (53.86%) compared to associate students (46.14%). The student population would be basically the same in simulation "BA 1+1/New AS" and "BA 2+2/New AS" but the mix would be more heavily associate in the latter. The 75%/25% policy would result in an entering class of 967 students in the Fall, a loss of 680.

The simulation represented in the final column, "Old BA/New AS," is not quite accurate, Dean Saulnier explained, because the simulation was run using one of our current baccalaureate admission criteria, that of being in the top 46th percentile of one's high school graduating class, although this is a criterion that CUNY will no longer permit. So the data could be somewhat corrupted because we don't know how many would have been excluded from those admitted to the baccalaureate program. Given that caveat, the 75%/25% policy would be met with this set of admission criteria. We would lose about the same number of students, 293, and if we applied the 75%/25% we would lose 288 students.

Senator Arlene Geiger asked whether this simulation takes into account the changes in admission standards at other campuses which might result in more students coming to John Jay. Dean Saulnier said we are a special mission college and we attract students who have a very particular career objective. Of the Fall 1997 entering class, 89% chose John Jay as their first choice and this percentage has held steady over a long period of time. So with other CUNY colleges increasing their admission criteria, the students wanting

to attend those colleges would probably not choose John Jay: they probably would go to another senior college whose standards are not as rigorous. But students who do not meet our baccalaureate criteria enter as associate degree students not because that's the program they want but because they want to attend John Jay.

Senator Jacqueline Polanco asked why despite an increase in the percentage of students admitted to our associate degree program, so few receive an associate degree. Mr. Gray said our students want to obtain the baccalaureate degree and are following the curriculum leading to that degree.

Dean Saulnier said that in considering the options for new admission criteria, we should keep in mind the fact that the University is making it more difficult to move from associate to baccalaureate degree programs. Historically, students at John Jay after 12 credits with a 2.0 GPA could transfer into the baccalaureate program and we would also accept transfers from the community colleges who met the same criteria. Now, beginning immediately, a student may transfer from an associate to a baccalaureate degree program only after meeting not only the original two criteria but also must pass all three skills exams and, when implemented, the proficiency exam being developed. Therefore, not as many students will be able to transfer. But, he noted, students transferring from a non-CUNY college will not be held to the same requirement: they will have to take the three placement exams before being admitted but their test scores will not be an admission requirement. Senator Lanzone asked about the apparent unfairness to CUNY students compared to non-CUNY students. Dean Saulnier said the reason is that non-CUNY students who wish to transfer have not had the opportunity of taking the placement tests prior to wanting to transfer unlike CUNY students who have taken them upon being admitted as freshmen and so it would be unfair to block non-CUNY students from transferring into CUNY on the basis of scores of tests they never saw or knew about.

Dean Saulnier noted, also, there are students who qualify for the baccalaureate program who want to be associate degree students because in that way they qualify for a whole range of benefits they are entitled to, including child care and welfare benefits. The State considers only associate degree programs to be approved training programs for people on public assistance. And so there are many factors that affect the mix of students. Senator George Andreopoulos asked if we have data about this. Mr. Gray said we do not have hard data but we know we have about 900 students who are going to be part of the new Workfare Program and those students must be in an associate degree program. The number is higher when one includes students receiving child care and other benefits.

Senator Edward Green asked how many of our associate students transfer into the baccalaureate program. Mr. Gray said that historically and consistently between 56 and 65 students each year come to the Registrar's office and formally fill out and file the application form to transfer into the bachelor's program. He said many, many associate degree students do not realize they are associate students and are proceeding toward the baccalaureate. So we could do a better job in this area. He said that "success rate" was considered important by the previous Board: students who started in the associate program and moved to baccalaureate programs. But the current Board is much more interested in graduation rates. Senator Green asked if more associate students drop out than baccalaureate students. Mr. Gray said that the term "drop out" includes students who are dismissed, who drop out on

their own, and so forth. Dean Saulnier said students with less than a 72 high school average clearly have less of a chance of succeeding than students with a higher than 72 average and perform less well on every measure of persistence. Professor Litwack said one measure he used which showed 72 as a demarcation is the average number of credits students accumulated after nine semesters. Also, students with a 72 or higher average persisted or graduated at a much higher level. He said it couldn't have been clearer.

Dean Saulnier said Karen has pointed out that our students are too wise to take a number of courses needed for an associate degree that do not fulfill the requirements for the baccalaureate degree. Some of our associate degree programs require 18 credits that can not be applied for any baccalaureate degree. At \$35 a credit or the **loss** of financial aid, because there is a limited number of semesters financial aid is provided, students are faced with a problem. So the Curriculum Committee is looking at this. Dean Saulnier said he is certain more students would get the associate degree if there weren't this extra cost.

Senator Andreopoulos asked about our large proportion of associate degree students in all the simulations. Even with our current admission practices, Dean Saulnier said, approximately 28% of our overall undergraduate student population is associate degree. What we are talking about with regard to the computer simulations is our entering freshman classes. We probably will be moving to less than 28% associate undergraduate students among the overall student body if we decide to raise the admission requirements to both the associate and baccalaureate programs.

Senator Lanzone asked about admission of in-service students. Dean Saulnier said that because of their academy studies, in-service students receive college credit and, therefore, they are advanced standing (that is, transfer) students. The admission changes in all the computer simulations are for entering freshmen, not for transfer students and so do not affect in-service students.

Dean Saulnier noted that under any of the proposed changes, we are not saying students can't come to John Jay: rather we are asking them to go to another college to improve their skills at which time they can transfer to John Jay. He noted that if our percentages about students' first choice being John Jay is correct, those students will transfer to John Jay when they improve their academic skills and meet the criteria for admission to the College.

Senator Jane Davenport asked how the admission changes we are discussing would affect the amount of remediation we do, especially in light of the Board of Trustees discussions about limiting remediation. Dean Saulnier said that if we change our associate and baccalaureate criteria we are not going to eliminate the need for remediation and we are not going to eliminate even triple remedials. Based on the high schools they attended, students with remediation needs will nonetheless meet our admission criteria, even if raised according to any of these simulations.

Senator P.J. Gibson suggested that the Senate urge that the articulation of the associate and baccalaureate programs be improved as quickly as possible and that the new proposal for a criminal justice associate degree, which does articulate, be moved through the pipeline as quickly as possible. Senator Gibson also spoke of the need to advertise our College and its programs. She asked what are the plans in place to do so. She said we have to make the College as attractive as possible to potential students

because that is what other colleges are already doing. She asked if there is a sense of immediacy and urgency among the administrators as there is among the faculty about this. Dean Saulnier said three or four years ago a wonderful pool of students were applying to our College and thus satisfied our 75/25 policy. The reputation of the College and the pool of students made that easy and so the College did not see the need to engage in aggressive recruiting. But, Dean Saulnier said, the College has noticed over the past two years that the pool of applicants who would satisfy that 75% baccalaureate degree goal has been starting to dry up. Over the last two years, as the Senate knows, the data show that we moved up from 25% associate degree entering freshman to 38% of our current entering class. We need to recruit and advertise, he said, adding that the President knows this, and that we are committed to doing it. There are some pools of students who graduate at greater rates than other students, such as transfer students. Some recruitment happens naturally: students will be attracted to our Master's programs because of the US News & World Report rating. But, he said, the President is committed to spending money to recruit students. Dean Saulnier said that we do need to improve our graduation rates and said that no one disagrees with that.

President Kaplowitz said the question of what we can do for our students once they enroll is an important one we will have to consider later. But today we need to decide admission criteria.

Senator Geiger said she thinks talking about a 75%/25% goal will make us prisoners of our own language. Director Gray responded that by adopting such an internal goal, the College is charging our admission process with finding ways to recruit better prepared students to the College. Senator Geiger asked how the figure of losing 301 students in the entering class translates into the enrollment down the line. Dean Saulnier said that if no other intervention takes place, in other words, we don't recruit, we don't advertise, we would probably be down 1000 FTEs in three years.

Senator Ed Green said we owe a vote of thanks to Dean Saulnier and to Director Gray for their tremendous work in obtaining and presenting this information to us. The Senate applauded them. President Kaplowitz agreed and said we also owe Tom Litwack our thanks and praise because his calculations support entirely the numbers generated in the computer simulations and so we have two sources of data generated in totally different ways that are a check on each other. The Senate applauded Tom.

The Senate thanked Richard Saulnier and Donald Gray and President Kaplowitz said she would personally report to each, as well as to President Lynch and Provost Wilson, the Senate's recommendations, which the Senate will now take up. Upon leaving, Dean Saulnier and Director Gray thanked the Senate members for their thoughtful comments and questions and for dedicating a special meeting to this immensely important issue.

5. Proposals to raise admissions requirements for the associate and baccalaureate degree programs [Attachment A & B]

President Kaplowitz said the Faculty Senate's Executive Committee is recommending a three-part proposal for the Senate's consideration. First, because it is too late to change admission

requirements for Fall 1998 because our recruiters have already been informing potential students of our (current) admission criteria, many of whom have already started applying, the Executive Committee's first recommendation is that for the Fall 1998 entering freshman class, the College implement the 75% baccalaureate and 25% associate degree acceptance policy. In other words, that 75% of the entering freshman places be allocated for applicants who meet our current baccalaureate admissions requirements and that 25% of the freshman places be allocated to those who meet our associate criteria. That would result in our starting toward our goal of entering classes that are characterized by a 75%/25% mix of baccalaureate/associate students. We would, therefore, have a larger percentage of baccalaureate students in our Fall 1998 entering class than in recent years and we would have a loss of 288 students -- all things being equal -- unless we advertise and recruit and have, as a result, a large applicant pool of baccalaureate students. This first recommendation would also result in a softening of the loss of students in Spring 1999, when we implement our new admission criteria.

The second recommendation is that the College adopt as an ultimate goal entering freshman classes that comprise at least 75% baccalaureate degree students.

The third recommendation is that the College raise both the associate and baccalaureate admission criteria by adopting the "BA 1+1/New AS" admission criteria (the fourth column) [Attachment A: the column marked with an asterisk].

She explained that the Executive Committee's recommendation is based on the following reasoning. First of all, the admission criteria for our associate degree program must be raised so that we can properly serve the students we do admit: under the "New AS" criteria, the academically weakest 293 students would not be admitted and we would be admitting those associate students who are likeliest to succeed academically. Secondly, the baccalaureate admission criteria must be raised because the CUNY Board of Trustees is expecting all colleges with baccalaureate programs to raise admission criteria for those programs and the Executive Committee does not believe John Jay's President should go before the Board with a proposal to change the admission requirements that does not include a proposal to raise admission to the baccalaureate program and, thus, the sixth simulation is not feasible ("Old BA/New AS"). The Executive Committee also rejects the admission requirements in the fifth column ("BA 2+2/New AS") because, although we would admit the same students as those we would admit under "BA 1+1/New AS," the proportion of associate degree students would be higher and that would not be a politically astute choice, given that we are a senior college.

Thus, the asterisked column, "BA 1+1/New AS," is the proposal being recommended but without the implementation of the 75%/25% policy because the loss of students would be too severe. That is why the Executive Committee's recommendation is that we adopt the 75%/25% mix as an ultimate goal.

Professor Litwack agreed saying that as long as we are going to have an associate degree program, a decision he is totally in favor of, there is only one reason for raising our baccalaureate program and that is the expectation of the Board of Trustees. So implementing a more rigorous baccalaureate admission (BA 2+2) may not change our entering class at all because it might result in more students coming in under our associate degree program if they

couldn't be admitted under our baccalaureate program. However, he said, another reason for choosing BA 1+1 is to not discourage the academically better prepared students from coming to John Jay who perhaps do not want to be in an associate degree program.

Senator Lanzone asked whether the Senate will be able to vote on any of the options or just on the Executive Committee's proposal. President Kaplowitz said that the Senate can vote to recommend any or none of the admission changes. The recommendation by the Executive Committee is for the purpose of giving the Senate's deliberations focus, since the Executive Committee had the opportunity earlier today, prior to the meeting, to review and debate the possible options.

Senator Gavin Lewis asked whether such organizations as Middle States will look at us harshly if we are unable to meet our goal of at least 75% of entering freshmen admitted under newly raised baccalaureate criteria. President Kaplowitz said both Middle States and the CUNY Board are very concerned about graduation and retention rates and if we adopt these changes we will be admitting academically better prepared students and thus we will be moving toward improving our graduation and retention rates. In addition, she said, we should urge a very vigorous advertisement and recruitment campaign so we will have more applicants who are better prepared academically.

Senator George Andreopoulos asked how we would be able to maintain the 75%/25% goal. He noted that at the last Senate meeting, Professor O'Hara participated in the discussion and said that he was surprised to learn that the College had not adhered to the 75%/25% policy. Professor Tom Litwack said the 75%/25% ratio should be an internally stated goal, because we must raise our baccalaureate admissions requirements and that will make the goal even more difficult to achieve. He said from a fiscal point of view, as the computer simulations and his own analysis show, if we immediately implement the goal (after the Fall 1998 semester) rather than work toward it, we will not be able to maintain the number of student FTEs that we must have to be fiscally viable. He said that what is most important is that we will be having much better prepared students.

Professor Litwack said that with regard to Jane Davenport's question earlier about the need for remediation, he agrees completely with what Dean Saulnier had said and agrees that remediation will not and should not be eliminated. But 40% of the Fall 1996 entering class who entered John Jay with a 70 high school average were triple remedials. If we adopt the proposal recommended by the Executive Committee, virtually none of those students would be admitted. So the need for remediation will be reduced but we will still need a large remediation program.

A motion was made by the Executive Committee that based on the computer simulations conducted by the CUNY Central Administration at the College's request, the Faculty Senate recommends the following admission requirements and policies for our College's associate and baccalaureate programs:

a. Beginning with the Spring 1999 semester, the earliest possible date for implementation, the College shall adopt the admission criteria described as "JJ983" [see Attachment B]. These admission criteria are also known as "New BA 1+1 and New AS" in the analysis of the computer simulations conducted by

the CUNY Central Administration at our College's request [Attachment B].

b. In addition, for the Fall 1998 semester, only, and until the new admission criteria go into effect in Spring 1999, John Jay College shall adhere to our College's longstanding goal of an entering freshman class composed of at least 75% baccalaureate degree students.

c. In addition, the College shall adopt an ultimate goal of entering freshman classes comprising no fewer than 75% baccalaureate degree students.

The motion was seconded by Senator David Umeh. The motion was adopted with one negative vote and no abstentions.

6. New business

The following additional recommendations related to these policies were moved and seconded:

a. Each associate degree program offered by the College shall articulate with at least one baccalaureate degree program offered by the College.

b. A vigorous and multifaceted advertisement and recruitment campaign shall be developed and implemented for the purpose of recruiting the best possible students to the College and a committee with representatives of the various constituencies of the College shall assist in the planning and periodic review of these activities. A report of these activities shall be made at least annually to the Faculty Senate.

c. Each semester, a report shall be transmitted to the Faculty Senate as to the numbers of students admitted to and subsequently enrolled in the College each semester, including the percentages of associate and baccalaureate degree students.

d. Course class sizes should be reduced as much as possible to promote an increase in the academic success of our students and to increase our students' retention and graduation rates.

The motions were adopted by unanimous vote.

By a motion duly made and seconded, the meeting was adjourned at 3:30 PM.

Respectfully submitted,

Edward Davenport

Recording Secretary

ATTACHMENT A

Simulations

	Fall 1997	BA 1+1 Same AS	BA 2+2 Same AS	BA 1+1 New AS	BA 2+2 New AS	Old BA New AS
Bachelor's	738	491	444	491	444	738
Associate	628	875	922	574	621	335
SEEK	281	281	281	281	281	281
Total	1647	1647	1647	1346	1346	1354
Difference w/ Fa 1997	0	0	0	301	301	293
% Change	-0.00%	-0.00%	-0.00%	-22.36%	-22.36%	-21.64%
% BA	61.87%	46.87%	44.02%	57.36%	53.86%	75.26%
% AS	38.13%	53.13%	55.98%	42.64%	46.14%	24.74%
% AS w/o SEEK	45.97%	64.06%	67.50%	53.90%	58.31%	31.22%
AS @ 25% of ES	340	257	242	257	242	340
EA + SEEK	1019	772	725	772	725	1019
Total 75/25 Class	1359	1029	967	1029	967	1359
Difference w/ Fa 1997	288	618	680	618	680	288
% Change	-21.22%	-60.01%	-70.38%	-60.01%	-70.38%	-21.22%



**ATTACHMENT B**

**BA 1+1/ New AS**

**JJ983**

**(BA)**

SAT	CAA	Total Units	English Units	Math Units	E + M Units	GED
≥900/1020						
or	≥80	≥10	≥1	≥1	≥4	
or	≥77	≥12	≥1	≥1	≥4	
or	≥75	≥14	≥1	≥1	≥4	
or						

**(AS)**

SAT	CAA	Total Units	English Units	Math Units	E + M Units	GED
≥900r						
or	≥72					
or	≥70	≥10	≥1	≥1		
or		≥14	≥2	≥1		
or						≥300

**Current BA Admissions**

**Fall 1997**

SAT	CAA	Total Units	Percentile
≥900/1020r			
or	≥75	≥10	
or		≥10	≥46