

FACULTY SENATE MINUTES #70

John Jay College of Criminal Justice

January 31, 1992                      Time: 9:30 PM                      Room 630T

Present (30): Arvind Agarwal, Michael Blitz, James Bowen, Dorothy Bracey, David Brandt, Orlanda Brugnola, Lily Christ, James Cohen, Janice Dunham, Robert Fox, Elisabeth Gitter, Lou Guinta, Karen Kaplowitz, Tom Litwack, Rubie Malone, Jill Norgren, John Pittman, Mary Regan, Lydia Rosner, Olga Scarpetta, Edward Shaughnessy, Candice Skrapec, Timothy Stevens, Chuck Stickney, Jerome Storch, Antoinette Trembinska, Howard Umansky, Martin Wallenstein, Agnes Wieschenberg, Marcia Yarmus

Absent (10): Haig Bohigian, Philip Bonifacio, Luis Cuevas, Migdalia DeJesus-Torres de Garcia, Suzanne Iasenza, Sondra Leftoff, Nyamazao Maliwa, Robert McCrie, Douglas Salane, Carl Wiedemann

AGENDA

1. Announcements from the Chair
2. Approval of Minutes #69 of the December 13 meeting
3. College Calendar Committee proposal: Senators Scarpetta, Norgren, and Trembinska
4. Faculty advising of clubs: President Kaplowitz
5. Proposed resolution from the Executive Committee on Prerequisites and Computerized Registration
6. Senate Executive Committee proposal for method for electing faculty representatives to the College Council
7. Senate Executive Committee Proposal to amend the Senate Constitution: First Reading
8. Restructuring of the College Council: The Board of Trustees has postponed approval of John Jay's proposed Charter amendments
9. President Gerald W. Lynch
10. Faculty Senate/Council of Chairs Committee on the Associate Degree Program Report : Senator Bracey
11. Discussion on the College Preparatory Initiative and discussion of questions and recommendations to raise at the February 18 CPI Forum at JJ
12. College policy on faculty access to the buildings on weekends and holidays: Senator Norgren
13. Discussion of February 13 College Council agenda
14. Proposed resolutions on non-tax levy monies: Senator Cohen
15. Discussion of the College's P&B Committee's criteria for tenure and promotion
16. Resolved, The February 6 Senate meeting shall be cancelled
17. Provost Basil Wilson
18. Reports from committees
19. New Business

[Ed. In order to facilitate the business of the Faculty Senate, the agenda schedule was not followed precisely. However, all reports and actions will be recorded in agenda order.]

1. Announcements from the Chair

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

It was announced that President Lynch has to meet with the Senate at noon rather than at 3:00 PM as scheduled. The Senators expressed frustration that the Senate would not have had an opportunity to act upon all the issues it wished to discuss with the President but that an earlier meeting is preferable to a delayed meeting especially in light of the Board of Trustees upcoming meeting. The order of the agenda was amended, without objection.

A budget update was presented: the Governor's Executive Budget calls for CUNY to absorb a \$95 million cut with \$50 million of that to be offset by a proposed \$500 annual tuition increase, leaving a \$45 million cut for the senior CUNY colleges for next year. The Executive Budget also contains a reformulation of the funding of the Associate degree programs at John Jay and at NYCTC: based on NYC's reduced funding for the community colleges, the funding level for the Associate degree programs at the two senior colleges has been determined to be \$13 million (previously the funding was \$23 million) and, furthermore, the Governor's budget assigns responsibility for this \$13 million to the City of New York. The Mayor's proposed budget contains no funding for the Associate Degree programs at John Jay and at NYCTC.

Senator Guinta said that in light of this dismal budget report he wished to bring some positive news. He reported that in a survey of John Jay students, part of the Middle States self-study, the students said that the best aspect of John Jay College is the faculty.

Senator Norgren reported that she and Karen Kaplowitz received a letter from the Dean of the College of Law at the University of Oklahoma in response to the letter to Professor Anita Hill and to the president of her university and to the dean of her law school, signed by many members of the John Jay community. She read the letter: "Thank you so much for writing to support Professor Hill. She is a respected member of our faculty. We know her as a person of highest integrity, honesty and character. She went through a very difficult time when she appeared before the United States Senate Judiciary Committee, but she made that appearance with dignity. There have been those who have criticized Professor Hill and have called for her resignation and termination of her tenure. I want you to be assured she will be a part of our faculty as long as she wishes to remain here. No one at our College of Law, faculty, staff, or student, will be punished for speaking the truth. Very truly yours, David Swank, Dean."

2. Approval of Minutes #69 of the December 13 meeting

By a motion duly made and seconded, Minutes #69 of the December 13, 1991, meeting were approved.

3. College Calendar Committee proposal: senators Scarpetta, Norgren, and Trembinska

Senator Scarpetta reported in **her** capacity as the Senate's representative on the College Calendar Committee. Senators Norgren and Trembinska are members of the committee by virtue of their position as at-large members of the College P&B Committee. Senator Scarpetta reported on the various options, noting the drawbacks of the two options not recommended: one option requires final examinations after Christmas and the second option requires that the **fourteen-**week semester be shrunk to thirteen weeks, which means each class period would be lengthened, thus creating a much longer school day. The option she recommended for Senate approval would provide for a 14-week semester, examinations before Christmas, no Friday classes, but the first **four** days of registration would take place prior to faculty's obligation to report to work according to the PSC contract. HEOs would handle the first of those registration days but faculty would be needed to report on the other days of registration.

Senator Shaughnessy asked if faculty would be paid if they worked those pre-contractual days. Senator Norgren explained that the PSC had approved waiving the pay if the activity was voluntary on the part of faculty. Senator Shaughnessy asked if such days might be considered a voluntary charitable contribution and be declared as such on one's income tax return. Senator Guinta expressed concern about protectin<sup>g</sup> faculty who can not serve during the non-contractual period and who are asked to do so by their chair.

It was noted that the agreement has been that faculty who volunteer to work during the non-contractual period are exempt from working registration in January. Senator Trembinska said that despite this agreement, Mathematics faculty are consistently asked to work registration both semesters and, sometimes, two days each semester.

Senator Shaughnessy asked about how much impact computerized registration would have on this issue. President Kaplowitz said that her understanding is that the way computerized registration is now envisioned, registration would take many more days and that faculty would be asked to work during that additional time.

Senator Trembinska pointed out as an information item that the first day of classes would be August 31. Senator Brugnola wondered if there might be a problem getting students to register so early. Senator Norgren noted there would be a good solid month of classes before the first holiday.

The question was called. The motion to endorse the option recommended by Senator Scarpetta (14-week semester, **exams** ending prior to Christmas, no Fridays, and registration beginning prior to faculty's contractual work period) passed with 3 opposed and 1 abstention.

4. Faculty advising of clubs: President Kaplowitz

President Kaplowitz reported that this issue arose from a report to the Senate on December 13 by Senator Stickney on

ways the Senate could honor faculty advisors of student clubs. She announced that if the Senate approves, the Faculty Senate and the Office of the Vice President for Student Development will co-sponsor a reception honoring faculty advisors of clubs and that the event will be on Thursday, April 9, from 4-6 PM. A motion endorsing the Senate's co-sponsorship of a reception passed unanimously.

President Kaplowitz said that having been charged by the Senate at its December 13 meeting to investigate the faculty's responsibilities and authority as faculty advisors she met with Provost Wilson and later with Vice President Witherspoon, and consulted with the University Faculty Senate. She distributed copies of three forms requiring the signatures of faculty advisors of John Jay student clubs (forms for travel authorization, space reservation, and for fundraising activities); She said that the University Faculty Senate said that John Jay is the only college they are aware of that even requires clubs to have faculty advisors much less for faculty to certify that minutes of meetings are accurate or attend events and suggested that we learn what liability we might be facing. She felt that the Senate should find out the indemnification situation. She said that she spoke with Vice President Witherspoon about this and that upon hearing the issue raised, he too expressed concern and promised to ask about this at 80th Street. She suggested several ways of finding this out, such as through a letter from the Senate to President Lynch or to the CUNY Office of Legal Affairs.

President Kaplowitz noted that the Senate's concerns at the December 13 meeting were sadly prophetic of the tragic deaths of nine people at CUNY on December 28. She noted that the CUNY event was sponsored by the Evening Student Government, which is not required to have a faculty advisor. By contrast, the John Jay Student Council, like all student clubs and organizations, is required to have a faculty advisor and President Kaplowitz said she thought of that John Jay faculty advisor when reading about the tragedy at CUNY. She noted, for example, that one of the most popular club events is the annual fashion show, presented by the Fashion Club, and that more than 600 people attend. She said that this event brings a very enthusiastic crowd, and that the bikinis and other exciting outfits create an energetic response. She said that she also thought of the faculty advisor of that club when the events occurred at CUNY.

She said that both Provost Wilson and Vice President Witherspoon, with whom she met separately, agreed that faculty should not be required to certify the accuracy of club minutes (as they are now required to do). They acknowledged that faculty can not always attend club meetings, especially when meetings are held without sufficient notice or when a faculty advisor's other responsibilities make it impossible to be present for a meeting. Requiring certification of club minutes leads to possible fraud or non-compliance. But both Provost Wilson and VP Witherspoon said that faculty advisors should continue to be required to attend all club functions, including trips, dances, and other activities.

Senator Malone noted that the original role of the faculty advisor was envisioned as educational, and she spoke

in support of faculty continuing to provide such a role. Senator Malone said that she had been the advisor of the Fashion Club and that the description of the fashion show was accurate: it is a sexy, extremely well attended event. She said that she always made sure that a senior administrator attended the event as well as she and that perhaps this is a policy recommendation the Senate could propose.

With regard to the certification of club minutes, Benator Wallenstein wondered why we are honoring faculty advisors with a reception if faculty advisors are not attending club meetings regularly. Benator Wallenstein said a faculty advisor could petition the Student Judicial Board to send someone to certify a club's minutes if the faculty advisor were unavailable to attend a particular club meeting.

Senator Rosner said that the clubs represent a very significant way for students to directly ~~come~~ into contact with faculty. Senator Malone worried that relaxing the rules might encourage faculty to sign up to advise many clubs without playing any role as advisor.

Vice President Dunham voiced concern about the liability of faculty if they lost control or track of what was happening in a club. Benator Wallenstein raised the issue of the College's responsibility for faculty participation and indemnification. Senator Bhaughnessy suggested that this should be covered in the faculty handbook being prepared.

President Kaplowitz was asked to request President Lynch for a legal opinion on the issue from 80th Street. Benator Litwack said that we should not expect to receive an opinion from 80th Street any time soon and that such an opinion would only be an opinion.

Senator Brandt voiced concern about his potential liability as the faculty advisor of the Flying Club. It was noted that there are other clubs that pose potential haeards such as the Firearms Training Club and the Bcuba Club. President Kaplowitz suggested there might be some special insurance to cover faculty liability with regard to voluntary activity. She asked Benator Fox how the faculty in the Physical Education and Athletics Department are protected, especially those who teach such subjects as swimming.

Senator Fox said that special insurance policies are provided for the faculty in his department by the College. President Kaplowitz said that it is interesting that faculty teaching credit-bearing courses such as swimming are provided with special insurance but that as far as we know faculty who volunteer to be advisors of clubs are not. She said that we are in a situation where students must have faculty advisors in order for the club to be certified, to receive a budget, and to have office space but that faculty involvement is a voluntary activity and may not be protected because it is voluntary.

She said it is clear that the Senate endorses the importance of faculty advisors of clubs and does not want to end the requirement that faculty attend club events but at the same time we need to know what provisions can be and will be taken to protect faculty. She suggested the Senate raise this issue with President Lynch when he meets with us today.

5. Proposed resolution from the Executive Committee on Prerequisites and Computerized Registration (Attachment B)

President Kaplowitz explained that last May, at the first meeting of the 1991-1992 Senate, in light of the anticipated installation of a computerized registration system, the Senate passed a resolution calling on the administration to provide a computerized registration system that ensures that students register only for those courses for which they have successfully completed the prerequisites. The following week, the Council of Chairs approved a resolution stating that computerized registration should not be implemented unless prerequisite checking is an integral part of the system.

President Kaplowitz said that the administration now anticipates that on-line registration will be functional within 18 months. She also reported that Provost Wilson has informed her that only prerequisites for Mathematics and English courses will be checked by the computer. The prerequisites can be checked overnight for all courses, but the concern of administrators is that such a system would require hundreds of students to be called back to registration the next day because they registered for courses for which they had not completed prerequisites and that this would lead to chaos. She said that the Executive Committee of the Senate agreed with the administrators' concern that this would lead to chaos and, therefore, the Executive Committee is recommending that the computer be programmed to block registration of courses for which students have not completed prerequisites.

Senator Blitz said that as a member of the Senate's Executive Committee he was able to recommend this course of action because of his experience with exactly this issue at Rutgers, when he was a member of the faculty there. He explained that the Rutgers faculty had refused to participate with the new computerized registration system because it had not been programmed to check and enforce prerequisites. Senator Blitz said the faculty shamed the administration into finding a solution which the administration was suddenly able to do very quickly. That solution was a program that simply blocked registration of a course when the student had not successfully completed the course's prerequisites.

Senator Wallenstein noted that the College has done a study concerning the value of taking prerequisites and that there is a clear correlation between success rates in courses when prerequisites are taken and also a clear correlation between failure rates when prerequisites are not taken.

President Kaplowitz noted that the Curriculum Committee has directed each department's Curriculum Committee to review its department's prerequisites and to recommend deleting, adding, or changing prerequisites. This means that the prerequisites listed will be what the faculty of the departments have determined to be academically necessary. She said if the faculty say certain prerequisites are necessary, and if the Curriculum Committee and the College Council approve such decisions, it is incumbent on the administration to administer this judgment of the faculty about an academic issue. She said this information is included as a "whereas" clause of the proposed resolution.

Senator Blitz pointed out that the number of students involved is simply not overwhelming; he also reviewed the many current problems with the after-the-fact checking of alpha lists to determine which students already in one's classes have not completed the prerequisites. He noted that this process results in a delay of several weeks before classes can get down to business because students are being moved out of classes and into classes.

Senator Stevens said that as a member of the Executive Committee he also urges passage of the resolution and noted that the administration claims that computers cannot perform functions that they can and that the faculty have been bullied into believing that it can not be done. He noted that one approach taken by some colleges is to simply not grant credit to students who register for courses for which they have not completed the prerequisites.

Senator Guinta said he recently attended a conference at which he had found a number of computer programs that could already do exactly what we want our computer to do. Senator Christ described computer programs at Rutgers and at the University of Minnesota that check and enforce prerequisites and said other colleges have similar systems.

Senator Wieschenberg suggested that it might be preferable if we approve the administration's proposal to enforce only Mathematics and English course prerequisites now and demand changes later. Others opposed this. Senator Brandt noted that this issue has gone on for 18 years and suggested including this inordinate delay in the Senate's resolution as a "whereas" clause.

Senator Norgren noted that CUNY has the resources and know-how to do this. She felt that the only issue here is the lack of an administration commitment, raising the question of what we are willing to do if the administration continues to do nothing.

Senator Rosner said that the central issue here is that once we have a computerized registration system that enforces prerequisites, we know too much about the student body's academic progress and programmatic needs for the comfort of the administration and that many harsh facts become impossible to ignore. Senator Shaughnessy wondered about researching the systems at other CUNY colleges. President Kaplowite said there are so many variables that a comparison is almost irrelevant: for example, none of the other senior colleges have as liberal an admission policy as we and that is a factor in the need for prerequisite enforcement.

Senator Norgren pointed out that the faculty have been involved in this issue for years and have participated in advising as a condition of obtaining a fully functional on-line system. Senator Scarpetta asked whether the Senate had received a report on the issue since last May. President Kaplowite said that except for the information she reported about Mathematics and English prerequisite checks and the concern about chaotic recall of students, all relayed orally, there has been no report. Furthermore, the On-Line Computerized Registration Committee (aka SIMS Committee) has not been called into session since last May.

The proposed resolution was amended to include an initial "whereas" clause stating that the faculty has been promised on-line registration since the 1970s. Another amendment changed the first "resolved" clause from stating that the Senate is "opposed" to a system that does not block prerequisites to stating that the Senate endorses computerized registration "only if" a system is installed whereby registration of courses is blocked if prerequisites have not been completed. Another amendment added a second "resolved" clause calling for such a system to be functional on or before spring 1993 registration. The question was called. The proposed resolution passed unanimously. [Attachment B].

Senator Blitz suggested that, dependent on the response by the administration, we could invite the relevant administrators to the senate or we could meet with them in their offices.

7. Senate Executive Committee Proposal to amend the Senate Constitution: First Reading [Attachment C]

The proposed Senate Constitution amendment is to add a clause permitting at-large Senators to be at-large members of the College Council. [The Senate Constitution is amended by a two-thirds affirmative vote by those Senators present and voting at two consecutive, regular Senate meetings.]

Senator Litwack asked why the Constitution includes a provision preventing at-large Senators from also being members of the College Council. It was explained that this was so as to avoid pressure by departments to have those of its members who want to be at-large Senators to also serve on the college Council.

Senator Brugnola noted that the wording of the proposed amendment makes it possible for the Senate to elect an adjunct member of the Senate to be an at-large representative of the College Council. Senator Litwack asked if the proposed amendment permits election of faculty to the College Council from among those not serving on the Senate. President Kaplowits replied that it does.

The proposal was moved and seconded. The first reading of the proposed amendment passed with no negative votes and with one abstention.

8. Restructuring of the Colledge Council: The Board of Trustees has postponed approval of John Jay's proposed Charter amendments

The Board of Trustees has postponed approval of John Jay's proposed Charter amendments. The faculty trustee, Professor Robert Picken, upon reviewing the John Jay document, raised several issues to his fellow Trustees relevant to faculty governance and, as a result, action on the proposed Charter amendments, which had been on the January 27 Board agenda, was postponed. Upon learning of this, the Faculty Senate Executive Committee submitted proposals to the College Council to resolve each of the



issues Trustee Picken raised. President Lynch responded to Trustee Picken by letter. This situation raises several issues for the Faculty Senate that require discussion and possible action.

President Kaplowitz described what happened when the amendments to the College Charter went to the Board committee for approval. Every Board of Trustees agenda item must be forwarded by a Board committee. The committee responsible for reviewing proposed changes in campus governance plans is the Committee on Faculty, Staff, and Administration (FSA), on which Professor Robert Picken, the chair of the University Faculty Senate and the faculty Trustee sits as one of the five members.

President Kaplowitz said that she has learned that at the FSA meeting on January 7, the Committee members received the entire John Jay Charter and the proposed Charter amendments. The Committee members protested that they had not received the lengthy document in advance of the meeting as is the custom and that they simply could not read the document during the meeting and that they could not approve it without studying it. President Lynch attended that FSA Committee meeting and assured the members that the amendments were unanimously approved by the College Council and that, therefore, there should be no objection by the Committee. However, Professor Picken and others objected to approving a document that they had not read. It was agreed that the Committee members would read the Charter and would be polled later. Upon reading the document, Professor Picken wrote a letter to his fellow FSA Committee members, questioning various aspects of the proposed Charter amendments and suggested that further information is needed from the College [Attachment D]. Subsequently, although the John Jay Charter was already printed in its entirety as part of the agenda of the Board of Trustees' January 27 meeting, a decision was made to withdraw the item from consideration by the Board.

When the Faculty Senate's Executive Committee learned that the Board had withdrawn this item from the January agenda, they submitted three proposals to the College Council [Attachment E] to solve the problems Professor Picken had raised. The Senate's Executive Committee was faced with a January 23 deadline for submission of College Council agenda items and wanted to minimize the delay of solving this matter as far as possible. The three issues were a contradiction in the way the faculty representatives to the College Council would be chosen (the Executive Committee proposed deleting language that would remove the contradiction); inclusion of CLTs as faculty (the Executive Committee proposed deleting reference to CLTs); and the fact that although the College Council was being restructured, the College Council's Executive Committee had not been revised, opening up the possibility of an Executive Committee with no faculty members (the Senate's Executive Committee resubmitted a proposal from the Senate to restructure the College Council Executive Committee: that proposal, submitted for action by the Council in November, had been tabled upon a motion by a non-faculty member).

President Kaplowitz said that the Faculty Senate Executive Committee had not known that President Lynch wrote to Professor Picken and that the Senate Executive Committee

submitted its proposals to the College council in an effort to solve the problems. When the Board of **Trustees** met on January 27, the Chairman of the Board announced that the proposed revisions of John Jay's Charter were being withdrawn. President Kaplowitz also noted that she has been told that the **HEOs** would be seated at the **February 13** College Council meeting even though the Board has not approved the Charter changes giving them representation and she suggested clarifying this issue with President Lynch. She said that she had checked with 80th Street and that if the **HEOs** are seated before the Board approves the provision giving them representation, all actions taken by the College Council would be illegal.

President Kaplowitz said that she had spoken with Professor Picken a few days ago about this matter for the first time and that he had suggested that she attend the FSA Committee meeting on February 4 when the FSA Committee will consider whether to put the charter back on the Board agenda for February. However, if the Senate wants to accept President Lynch's interpretation, we need to let Professor Picken know so that he could consider the faculty's wishes when participating in the Committee's deliberations. She said that she had informed Professor Picken that the Senate would be meeting today.

Senator Guinta said that the bigger issue is the laxity involved by the College in preparing material for the Board. He felt that John Jay does not present itself in a positive way by sending forth items that are not precisely thought out and precisely worded. President Kaplowitz noted that the Faculty Senate had tried to ensure that what went forth was a complete package and had done so by sending the College Council a proposal for restructuring the Council's Executive Committee and that at the November College Council meeting she had urged action on this item because of the likelihood that the Board would not approve amendments that restructure the governance body and yet fail to restructure its executive committee. She said that she has made a great effort to learn how the Board works and realized that all Charter revisions are considered in light of the entire Charter and the possible contradictions and problems that the proposed changes could lead to. She said that when she made that argument at the College Council, President Lynch said he did not think the Board would stop action on one item because we had not taken care of another aspect of the Charter.

Benator Litwack reiterated Senator Guinta's point. He said that President Lynch had spoken for the College in response to Trustee Picken's letter without consulting the faculty and that this was extremely inappropriate. Senator Wallenstein argued that we should show good faith by proceeding with the HEO representation without approving the other issues. Senator Litwack said that we could live with two of the points in Trustee Picken's objection -- the method of allocating seats (not a point of principle) and the College Laboratory Technician issue. The **real** problem, he said, is the Executive Committee because there is a possibility of an Executive Committee without faculty representation. He proposed a compromise in which at the next College Council meeting the College Council passes a resolution expressing the sense of the Council supporting faculty representation on the Executive Committee. He cited

the problem of getting the issue passed expeditiously.

Senator Gitter said that the real issue is whether the faculty is willing to participate without faculty representation. He suggested that we pass a motion declaring our insistence upon such a resolution or refuse henceforth to participate on the College Council. Senator Wallenstein proposed negotiating with the HEOs for an amicable resolution. President Kaplowitz pointed out that last year the Council voted in principle to increase the Council to 70 seats with 10 HEO members but that that vote was not binding and indeed we developed an entirely different solution. Senator Gitter repeated that this is clearly an issue of prime importance to the faculty.

President Kaplowitz noted that once the Charter amendments are passed, and they will be passed in February if we take no action today (in time to inform Professor Picken before next week's FSA Committee meeting), we will have no leverage to get the Executive Committee restructured. He pointed out that a Charter amendment requires 75 percent vote of those present and voting but that the faculty only have half the number of seats on the Council (and that percentage of half the seats is to be a constant whether we are talking about the present Council or the new Council). Once the amendments pass, there will be no leverage to induce students, administrators, or HEOs to approve a Charter amendment ensuring faculty seats on the Executive Committee. The Charter says that the Executive Committee shall have three students, four administrators (specific administrators are named) and five members of the instructional staff: since there will be five HEOs on the Council, who are instructional staff, they could all be elected to the Executive Committee. The Senate's November proposal was to have three students, four administrators, one HEO, and six faculty.

Senator Litwack said that whatever we do we should express our appreciation to Trustee Picken for his efforts on our behalf. Senator Agarwal pointed out that the original issue was providing seats for HEOs but that now the definition of instructional staff is coming back to haunt us. Vice President Dunham pointed out that if we fail to object and fail to inform Trustee Picken that we object, the FSA Committee of the Board will pass the proposed amendments and the Board will approve them in February. Senator Litwack said that Professor Picken has pointed out a serious problem and that we should make it clear that we agree that this is a serious problem. Vice President Dunham said it would be ironic if Trustee Picken were more concerned about faculty rights at John Jay than is the Faculty Senate of John Jay.

Senator Litwack moved that the Faculty Senate instruct the President of the Faculty Senate to inform Professor Picken, The Board of Trustees, and the Board of Trustees' committee on Faculty, Staff and Administration that we have noted Trustee Picken's letter of January 8, 1992, to the Board of Trustees' committee on Faculty, Staff, and Administration, regarding John Jay's governance amendments in which he has raised important problems concerning amendments to John Jay's Charter and that we believe that those amendments should not go forward until proper action is taken by the College Council. We would like to note that on November 5 the Faculty Senate approved a proposal resolving

this issue and directed the Senate President that it be submitted to the College Council for action (the proposal to be attached). We wish to state our sincere appreciation to Professor Picken for performing his duties as faculty trustee, for providing such a close and careful reading, and for being sensitive to faculty governance.

[Ed. At this point, President Lynch arrived, and the Senate suspended the agenda. The discussion of Senator Litwack's motion and its final version as approved by the Senate is reported on pp. 16-17 of these minutes.]

9. President Gerald W. Lynch

President Lynch was welcomed by the Senate. He said he would like to make a general statement and then answer questions. He began by thanking the Senate and individual senators personally for their good wishes concerning his wife's recovery: he said that Gay Lynch was grateful for the good wishes of the faculty and especially for the card signed by the entire membership of the Faculty Senate.

President Lynch, referring to the agenda he had been provided by the Senate's Executive Committee, noted the administration's concerns for everyone's safety at John Jay in light of the tragedy at City College. He said his administration is reviewing all security policies and has reaffirmed the College's commitment to end all College events before 11 PM. He recalled the locking of the doors of North Hall by student protesters in the spring of 1990 and the pulling of a fire alarm, noting that he had supported calling the police to ensure safety.

President Lynch distributed a memorandum by Budget Director Robert Sermier describing the budget's impact on John Jay and explained that if one adds the \$20 million for the associate degree programs at John Jay and at NYC Tech to the \$14 million for the associate degree program at Staten Island, the result is \$34 million, which is the amount the City paid for the associate degree programs at the three colleges last year. This amount has been reduced to \$20 million for the associate degree programs at all three senior CUNY colleges for the 1992-93 academic year. The City will guarantee to pay only \$7 million for Staten Island. No one seems to understand why the State decided to reduce the funding, but it may be a gesture by the State to the City to ease the transition to full City funding. President Lynch pointed out that during the 30-day amendment process the administration will be working to reverse this aspect of the Executive Budget proposal. He suggested that the inclusion of Staten Island in the funding formulation strengthens John Jay's political position in opposing the cuts in funding.

President Lynch noted that he has been advised by knowledgeable business people that there will be no turnaround in the recession before 1995, but that then there would be a sustained recovery through the remainder of this century.

President Kaplowitz asked about the transfer of 850 students into the BA/BS programs from our associate degree program and its impact on increased funding for the College's

baccalaureate program. President Lynch replied that Vice Chancellor for Budget and Finance Richard Rothbard had told him that nothing would probably happen this year to increase John Jay's senior college funding. He pointed out that NYC Tech has an even higher percentage of students in AA/AS programs than does John Jay and that the funding divisions had an "Alice in Wonderland" quality.

Senator Norgren raised the issue of a night Dean and the relation of this suggestion to the issue of campus security. She noted that at a fall meeting the Senate raised the question of whether the rotation of administrators to provide nighttime coverage (until 9 PM) is adequate. She also asked about the Chancellor's suggestion that there be armed college security guards and said that she understands that the Council of Presidents took a position opposing armed guards. Senator Norgren also noted that in order for faculty to secure access to our offices we are now having to follow a complicated and unworkable procedure and wondered whether this was in the best interests of the College.

President Lynch said that there is a senior security administrator, Isabella Curro, at the College every evening until the buildings close, and that she is a John Jay graduate who holds a law degree. He said there are also provisions for additional coverage for special events. As to the arming of security guards, President Lynch said there is no College intention to arm them and that he believes that there are serious problems involved with armed officers on campuses. He said that the Council of Presidents has opposed such a course of action and that the Task Force on Campus Security, of which he was a member, recommended against armed guards although they did recommend campus security guards with peace officer status.

Senator Norgren asked if the Chancellor has the power to impose armed guards without the College's consent. President Lynch said that he is sure that the College presidents would object strongly, and would demand College exemptions. President Kaplowitz asked whether a Faculty Senate resolution would help strengthen the President's position. President Lynch replied that it would.

Concerning the issue of access by faculty to their offices on weekends and holidays, President Lynch said that there is a problem of faculty being in College offices when the buildings are closed and the growing student demand for unsupervised access. Various senators asked about the procedure. Written advance notice is required. Senator Bracey wondered why the old system is not still workable whereby a faculty member shows up, presents a John Jay ID card, signs in and includes the specific location she or he will be (in case of emergency) and then signs out upon leaving. Senator Norgren noted that she had not heard a proper reason for the new restrictions and that she felt that faculty will abandon their commitment to be at the College. She noted that many faculty keep their computer, their files, their books, and their papers in their office and if they can not have access they will simply move everything to their home and not be at the College as frequently as they now are. She said that if she cannot gain ready access, she will do just that and instead of being at the College virtually every day, she will be here only when she absolutely has to. She

asked President Lynch to commit himself to revising the policy. President Lynch replied that he would commit himself to reconsidering the policy to grant faculty the same privilege he enjoys if he shows up unannounced at the College to use his office. Senators noted that we are talking about faculty access and that we are talking about doing the work for which we have been hired and for which we are paid and that that is very different from giving access to students.

President Lynch and the Senate agreed that sign in and sign out procedures should be scrupulously followed by faculty and by security and that the need for prior notification for groups is quite different and legitimate. President Lynch promised to consult with his administrators and thought he could promise a change in the policy. Senator Christ suggested that there be public notification, such as in "The Week Of,@@ of any changes in security rules.

Senator Wallenstein asked about the liability coverage by the College for faculty advisors of clubs. President Lynch reported that he did not know the answer to this and that he is waiting to find out. He said that when the issue was raised by President Kaplowitz, Vice President Witherspoon asked Vice Chancellor Mucciolo and Vice Chancellor Bloom but that no one seems to know the answer to this question. President Kaplowitz noted that the faculty is concerned about indemnification and suggested the possibility of special insurance coverage and wanted the President to be aware of our concerns. She said that during the Senate's discussion earlier that day, the Senators affirmed their commitment to serve as faculty advisors but are worried about possible liability. Senator Brandt said that he receives tremendous gratification from serving as the faculty advisor of the Flying Club but wonders now whether he should continue in that capacity. It was noted that the clubs at John Jay include a Firearms Club and others that present a potential for trouble. President Lynch replied that he shared our concerns and said that he would get an opinion from Vice Chancellor for Legal Affairs Robert Diaz. President Lynch noted that this is a legitimate concern of the faculty, and would be a focal point of the press and of the public if something did occur, and that the press and public would point out that the College should be held responsible.

Senator Cohen asked for President Lynch's plans for any cuts in the future budget. President Lynch reiterated his position that all cuts would be handled through attrition, not layoffs, and by hoarding all available funds. He also pointed out that in four or five academic departments we need to replace substitute faculty (whose four-semester limits expire this semester) and we need to conduct searches for full-time faculty or we will have to hire more adjunct faculty, which are already at dangerously high levels. He believes that we will probably search to replace more than only the substitute faculty. He noted that the problem is that the Governor's budget proposal is to cut 750 faculty lines and that this would pose a severe problem in securing new faculty. He added that the College is aggressively pursuing all avenues for raising money by renting College facilities and by conducting training.

Senator Blitz noted problems in North Hall, specifically the washrooms which are filthy and which have plumbing that

is often in disrepair. He said that when a colleague from another College who was visiting him in his North Hall office needed to use a Men's Room, he literally sent him to the sixth floor of T Building rather than to any facility in North Hall. He also wondered about some of the basic ways in which the College is saving money. President Lynch replied that the College had a program of cleaning the washrooms three times a day, but that the College had chosen to make heavy budget cuts in Building and Grounds, eliminating overtime, thus taking cleaning down to two shifts a day. He noted that the administration is reviewing the entire budget, is not engaged in buying, is taking lower bidders, is not hiring replacements, etc. He said he does not know why the plumbing does not work, but that our BCG staff is especially effective, although severely understaffed. He said that Vice President John Smith is constantly fighting to preserve B&G funding. President Lynch praised B&G Director Terry Evangelista and Joe Ascoli and the Senators praised both men, especially Mr. Evangelista, whom the Senate applauded.

Senator Brandt noted the disincentive to more faculty participation in College training programs because of the inclusion of those earned funds in the faculty's paycheck. He said that the taxes taken from the paycheck practically wipe out any monies earned by participating in the training programs. President Kaplowitz suggested the possibility of treating training as applied research in the PCB process.

Senator Litwack questioned if President Lynch is aware of the most recent figures indicating that the Criminal Justice Center and the Office of Special Programs are together operating at a large deficit and wondered, therefore, whether these programs shouldn't be looked into. He also asked about the division of overhead funds brought in from the Criminal Justice Center and other training programs between the President's and Provost's offices and suggested the possibility that all those funds should go to the academic side of the College. He also asked whether, in times of financial hardship, there is justification for so many John Jay people to be on the Executive Pay Plan.

President Kaplowitz presented the Senate's resolution on computerized registration which the Senate had approved by unanimous vote earlier that day. She called on the President's leadership on this issue. He replied that this dovetailed with the faculty advisory system. President Kaplowitz responded that these are two separate issues and that the Faculty Senate is saying that advisement is not the way to provide prerequisite checking, but rather that this is what the computer should be programmed to do. Senator Norgren noted that CUNY support of SIMS had been withdrawn because of John Jay's failure to do its share. President Lynch said he concurs entirely with the Senate's concerns about providing a good academic program for students. President Kaplowitz reiterated that the Senate is adamantly opposed to any implementation of computerized registration before prerequisite checking by the computer is ensured.

President Kaplowitz raised the issue of the Charter revisions and the Board of Trustees actions and she referred to Senator Litwack's motion, part of which President Lynch heard when he arrived, and she said that although the Senate had not yet voted on the motion, the vote would take place

when the Senate resumes its deliberations after meeting with him and that the sense of the Senate was clearly in support of the resolution. She also asked about information she had been given that HEOs would be seated, with voting rights, on the College Council at the February 13 meeting although the Board of Trustees has not yet approved the Charter amendment.

President Lynch stated that he is going to support the Charter revisions that were submitted to the Board and would urge the Board committee to send them forward to the Board, but that he also supports the faculty's interest in ensuring representation on the Executive Committee. However, he said, he has to go ahead and support the amendments as approved by the College Council and he hoped that Trustee Picken would also do so. He then gave his commitment for support of a later Charter revision to ensure faculty representation on the College Council. Senator Bracey said that there is no desire not to go forward with the intended changes, at the appropriate time, but that there is a real need to ensure that constitutional legality is assured. President Lynch voiced concern about holding up approval of the Charter changes until possibly the end of the semester.

Senator Bracey replied that for the President of the College to respond to the Board's concerns, as articulated by Trustee Picken and supported by the FSA Committee, is entirely appropriate. President Lynch replied that he feels bound to follow the Council vote. Senator Litwack pointed out that the motion before the Senate, which if approved by the Senate as expected, represents a huge percentage of the Council now being opposed to the changes going forward at this time. President Lynch committed himself to not seating any new members before formal approval of the amendments by the Board of Trustees but also committed himself to urging FSA to approve the amendments.

Senator Gitter pointed out that the Senate found Professor Picken's objections to be both valuable and thoughtful and that we are impressed by the diligence with which he represents the faculty and the entire College's best interests. She noted that Professor Picken acted independently of John Jay faculty and President Lynch said that he knew this was so.

The President had to leave for an appointment. The Senators thanked President Lynch and he expressed his appreciation for the important issues and perspectives provided by the Senate at this meeting and said he looks forward to being invited to the Senate again soon.

8. Restructuring of the College Council: The Board of Trustees has postponed approval of John Jay's proposed Charter amendments [Continued]

Discussion of Senator Litwack's motion continued. Senator Agarwal voiced strong concern that the Faculty Senate go on record as considering all three issues raised by Professor Picken to be of importance. Senator Litwack then moved the following resolution:



RESOLVED, We, the Faculty Senate of John Jay College of Criminal Justice, instruct the President of the Faculty Senate to inform Professor Robert A. Picken, the Chair of the University Faculty Senate and the Faculty Trustee: the members of the Board of Trustees Committee on Faculty, Staff, and Administration: and the Board of Trustees that:

(1) We have noted Professor Picken's letter of January 8, 1992, to the Board of Trustees Committee on Faculty, Staff, and Administration regarding John Jay's proposed governance amendments in which Professor Picken raised three issues important for faculty governance at John Jay and all of which are important to the John Jay Faculty Senate, particularly the issue regarding the Executive Committee of the College Council, and that we believe none of the proposed amendments to the John Jay Charter should go forward until a suitable solution is found that provides adequate faculty representation on the Executive Committee of the College Council and until solutions are found for the other issues Professor Picken has raised:

(2) We also note that on November 5, 1991, the Faculty Senate of John Jay College of Criminal Justice approved a proposal to amend the Charter to provide for adequate faculty representation on the Executive Committee of the College Council and that this proposal was submitted by the Faculty Senate to the College Council for action at the November 21, 1991, College Council meeting (see attached):

(3) Finally, we wish to express our sincere appreciation to Professor Picken for performing his duties as Chair of the University Faculty Senate and as Faculty Trustee in such an exemplary manner, for providing such a close and careful reading of the proposed governance amendments, and for being sensitive to issues of faculty governance.

Senator Brandt seconded the motion. The resolution was approved with no negative votes and with one abstention.

10. Faculty Senate/Council of Chairs Committee on the Associate Degree Program Report [Attachment F]

Senator Bracey noted that the transfer of 850 associate degree students into the baccalaureate program is more amorphous than one might realize because of the picture that has emerged by her Committee's work. The picture is that once one is admitted to John Jay as an associate degree candidate, one does not do anything, but rather things happen to you. CUNY has regulations requiring that all three skills proficiency tests be passed before a student may enter a baccalaureate program, but this regulation is not applied to transfers within colleges although they do apply to transfers from the community colleges to senior Colleges, reflecting confusion by 80th Street rather than something special to John Jay. She noted that it has been pointed out that perhaps one who had not passed the proficiency skills

tests could be admitted to the bachelor's program as a conditional non-matric.

Senator Bracey noted that in reality there is no Associate Degree program at John Jay and that the A.S. program is merely a way of admitting students to John Jay and then abandoning them to sink or swim. However, she noted that some students may be better for the experience of having attended College, whether or not they graduate, but that there remains the question of those who leave feeling that they are failures.

She noted the committee's proffered "possibilities" that appear as the last page of the report. Since the committee was charged with gathering information and not with making policy recommendations the committee has not made recommendations. However, the proffered "possibilities" are possible courses of action that are presented by the committee to enable the Faculty Senate, and the Council of Chairs, to focus discussion and to frame possible recommendations that either or both bodies might endorse.

Senator Malone seconded Senator Bracey's comments from the point of view of a counselor, noting that it is impossible to distinguish between associate and bachelor students. Senator Rosner said that one of the wonderful developments to come out of the Middle States self-study is that we are beginning to get statistics and thus a picture of what happens to our students and how what happens to them is related to their academia program. She noted, for example, that most students who do graduate from John Jay have had little contact with remedial courses.

Senator Agarwal asked how students who wanted an associate degree knew to apply for them. Senator Malone replied that such students have to speak to a counselor and only those who are already interested in such a degree do so.

Senator Cohen complimented the report as being thorough and compelling. He then asked whose jobs are particularly tied to the associate degree program. Senator Storch replied that there are faculty who teach, for example, in the Security Management program which offers an A.S. degree. Senator Gitter added that the answer is that there are courses and programs in which associate degree students are predominant, but there were also baccalaureate students in those same programs or courses. Senator Cohen asked how many students we would lose without the program. Senator Bracey replied that it would be about 500. Senator Cohen then asked how many we lost as a result of moving up the deadline for admission and President Kaplowitz replied that it was about 200.

Senator Wallenstein wondered if it might be advisable to notify students who satisfied the requirements for the A.S. that they had done so. President Kaplowitz agreed, saying it should be possible to notify all those eligible to receive the associate's degree that they should complete a certain form and then give them the diploma showing they have achieved the degree. That way students would not only have the experience of success, but word of mouth might spread the word and others might seek the degree, and the statistics would be better than the current figure of 26 or 27 students

each year earning an A.S. degree.

Senator Gitter noted the obstacles that the John Jay curriculum places in the way of students, making it unlikely that they would apply for the degree. Senator Rosner asked if John Jay is not violating the CUNY rules of not transferring students into the BA program until after they had passed the skills tests. Senator Bracey noted that these problems originally arose when John Jay granted special consideration for those students coming from the special training academies, such as the police academy. Senator Gitter noted that we had had a special waiver from 80th Street because of those in-service students.

Senator Fox complimented the document and the Senate concurred and applauded its authors. Senator Fox observed that there are obviously two groups involved, one well qualified for the academic programs and the other poorly qualified for any college program. However, he wondered whether there is not a new issue involved now, because of the possible non-funding of the associate program, and that this will ensure acceptance of those most likely to succeed.

Senator Norgren asked what we should do with the information in this report. Senator Gitter replied that we could explore changing our admissions criteria and that there is also the curriculum front, noting that that would involve the faculty giving up some required courses in various Uepartments. Senator Wallenstein suggested that this might be solved through requiring students to pass the skills proficiency exams before they may take other courses. President Kaplowitz said that that is what is done at New York City Technical College and some other CUNY colleges. Senator Norgren said that this might be a good time to propose curriculum changes due to the tremendous demands placed on many Uepartments during a period of severe understaffing. Bupporting this idea, Senator Bracey noted that Budget Director Sermier has determined that this spring semester almost 50% of all sections are taught by adjuncts.

President Kaplowitz suggested that we put the last page of the Committee's report, the page entitled "Possibilities," on the agenda of the next Senate meeting. She said that this would also give us time to reread the report and study it more fully. She said that at our next Senate meeting we could also vote to transmit the report to other relevant committees, such as Curriculum, standards, Retention, Admissions, and the Middle Btates Steering Committee. She said we could also consider calling a faculty meeting on this, or asking President Lynch to conduct a discussion of this at the spring faculty meeting. She noted that the Council of Chairs will be discussing this report, which is a joint Senate/Chairs report, and she will report to the Senate on the Council of Chairs discussion.

She said that if the City does consider funding John Jay's A.S. program on a permanent basis, they may ask more penetrating questions about it. They did recently ask President Lynch and President Meredith how many A.S. students complete the B.A./B.S. degree. Although it is true that 95 percent of John Jay students who complete the A.S. go on to complete the bachelor's degree, as President Lynch told the City Council, that is only 95 percent of 26 students, or a

total of 25 student. Senator Bracey noted that President Lynch had quoted that same statistic to her. Similarly, a document released by the Office of Admissions and Registration states that 95 percent of the A.S. degree students achieve the baccalaureate degree.

Senator Bracey thanked her committee members for their extraordinary work, especially praising Senator James Bowen who was the committee's liaison to 80th Street. The other members are Senators Lou Cuevas and Betsy Gitter, and Professors Marilyn Lutzker, T. Kenneth Moran, Jack Zlotnick.

11. Discussion on the Collecre Preparatory Initiative and discussion of questions and recommendations to raise at the February 18 CPI Forum at John Jay

Senator Stevens urged faculty to attend the faculty forum on the Chancellor's College Preparatory Initiative (CPI), noting that it is related to issues of funding, open admissions, and consolidation of faculties. President Kaplowits distributed a letter that Trustee Picken sent to Chancellor Reynolds on July 17, copies of which he has just sent to University Faculty Senate delegates. Professor Picken explained at the January 28 UFS meeting that he was making his letter public because the Chancellor has not responded to or acted on any of the faculty concerns about CPI that he articulated in the letter six months ago. She also distributed a document issued by the Concerned CUNY Faculty & Staff outlining issues to be questioned about CPI.

The Chancellor is requiring a faculty forum on CPI at every campus so that faculty will be consulted before the Board of Trustees votes in March or April on whether to adopt CPI. President Kaplowits suggested that all faculty should attend not only because curriculum is a faculty responsibility and prerogative but because it is crucial at this time of budget trouble for the University that the John Jay faculty demonstrate that it is fully involved, fully engaged, and that it is paying attention to and participating in the life of the College and of the University. Senator Rosner suggested that the President of the Faculty Senate send a phonemail message urging faculty to attend the forum. A motion was made directing the senate President to send a phonemail message to the entire faculty. The motion was approved without dissent.

16. Resolved, The February 6 Senate meetina shall be cancelled

Today's all-day meeting was added to the Senate calendar on December 13 because of the many issues before the Senate. It was agreed at that time that if the Senate determined today that the February 6 meeting need not be held, it would be cancelled upon vote of the Senate. A motion to cancel the February 6 meeting carried. February 19 is the next meeting.

17. Provost Basil Wilson

The Senate welcomed Provost Wilson to the Senate.

Senator Norgren asked him to comment on his position about the College Preparatory Initiative (CPI). Provost Wilson noted the data **indicating** that better academic preparation predicts better success in college. He noted an article by David Lavin on open admissions and CUNY, which he said he will be sending to the faculty. Senator Norgren asked what courses we would have to add or add sections to, how we plan to budget them, and whether the administration has attended any CUNY conferences on this issue. Provost Wilson said that he had recently attended a briefing on the CPI that the Chancellor conducted for the provosts. He said many of the requirements are already exceeded by the John Jay core and he thought that there would be a reduction in remedial sections.

President Kaplowitz noted that the Chancellor's reasoning is that students would prefer to take the less challenging high school courses than wait to take these courses in college. Senator Gitter challenged the logic of this. Senator Stickney wondered if this might not actually lead to a lowering of standards. Senator Norgren wondered if the Chancellor might not be interested in creating a university preparatory curriculum housed in the University rather than a college preparatory curriculum housed in the high schools. Provost Wilson noted that the courses, as he understands them, are college-level equivalents, not remedial-level substitutes.

Senator Norgren worried that this might be a mislabeled Program for a university-wide core. Senator Blitz wondered if what is being planned is a substituting of CPI for remedial courses. Provost Wilson responded that the university's idea is that CPI would result in fewer remedial sections. President Kaplowitz noted that the CPI plan involves requiring a set number of academic units to be taken in high school and that the high school average would be based on the grades in those academic units. However, many students attend high schools that do not offer academic courses. She pointed out that when CPI was initially proposed to the Board of Trustees last year, Trustee Herman Badillo and Trustee Stanley Fink said that many high schools are incapable of offering those courses because of the lack of teachers to teach academic courses, the lack of laboratories, and other deficiencies that would require a tremendous influx of money to the high schools which is unlikely in this economy, and that access would necessarily be impeded. Provost Wilson said the Chancellor is committed to access. Senator Shaughnessy asked how the preparatory courses would be made equivalent on the college level.

Senator Norgren asked why the university is tackling the issue this way and not agitating for legislative action to improve funding for primary and secondary education. Provost Wilson felt that a principled position by the Black and Latino coalitions is necessary to ensure adequate funding for education. Senator Norgren wondered if the Chancellor is concerned with being asked to downsize the University as a result of not getting sufficiently prepared students from the city high schools. President Kaplowitz said that the Chancellor has publicly said that she is responding to Chancellor Fernandez who says that it is difficult to motivate students to take academic courses in high school when they are guaranteed a seat in a CUNY college no matter what high school courses they take. She reported that the

Chancellor has also said she fears Albany will not fund CUNY ten years from now if our retention and graduation rates remain so low. (The CPI is to be phased in over a 10-year period.) Vice President Dunham asked what would happen to those students who attend high schools that can not offer appropriate academic courses. Senator Malone said junior high schools would have to begin the preparation if they really want students to take academic courses in high school. She said beginning with high school is simply too late.

Senator Cohen asked what Provost Wilson expected as a result of future budget cuts. Provost Wilson said that if the JJ/NYCTC/CSI problem could be solved, then there is a way to deal with the cuts. He believes the economy will turn around within a year or so, that there is a growing national awareness of the importance of education, and that if we could survive 1992-93, we could look forward to brighter years.

President Kaplowitz informed Provost Wilson about the Senate's resolution on prerequisites and computerized registration which was approved by a unanimous vote earlier in the day. Provost Wilson said that this involved a technological problem and because it is technologically impossible to do, it would not be possible to implement the Faculty Senate recommendation. He said that a tremendous amount of time was required for the computer to process prerequisite checks. Senator Blitz noted that CUNY's computer is tremendously powerful, one of the most powerful mainframes in the country and this is not technologically impossible. Senator Norgren said that the Faculty Senate rejects the idea that academic decisions should be made on the basis of what technocrats say is or is not possible. She said that the way a College should function is that when the faculty say that something is academically essential, the technocrats then do everything possible to make it happen.

President Kaplowitz reported on President Lynch's commitment not to seat the HEOs until the Board approves the changes in the Charter. She then reported on the Faculty Senate's resolution to Trustee Picken and to the Board of Trustees asking the Board to not act on the amendments until the College solves the problems, most notably the Executive Committee structure. Provost Wilson said that the best way to proceed is to let the Board approve the amendments and then resolve the other issues at our own College Council. He said that it is a matter of trust.

Senator Bracey congratulated the Provost on his admirable support for resolving the issue, complimenting his forthrightness and openness. However, she wondered whether he is capable of delivering on this issue at the College Council in light of the divergent viewpoints of all the groups. Provost Wilson reiterated his belief that the College Council would live up to its commitment. President Kaplowitz reminded Provost Wilson of the issue involving removing limitations on terms of faculty service on the College Council and on Council committees and the lack of administration support that resulted in the failure of this Charter revision despite virtually unanimous faculty support for this. Provost Wilson said that he had not taken a lead on this issue. He added, however, that he is very concerned about college politics supplanting the scholarly interests of the faculty who might become overly involved in College

politics. President Kaplowitz said this is not politics, but governance and that faculty governance is at the heart of the academy. She also noted that by forcing rotation of membership, faculty deeply involved in scholarship are forced to disrupt their work to serve on College committees because of the artificial system of mandated rotation. She also pointed out that there is plenty of rotation that takes place naturally because many faculty chose to step down after one or two terms or to go on sabbatical, etc.

Senator Bracey noted that the issues before the College Council are important to the faculty's academic concerns and are not trivial. She said that faculty are not involved to be involved in politics but to chart the academic course of the College, as is their obligation and responsibility. She pointed out the faculty have much less of a voice on the college Council than the faculty of many other colleges and that the faculty are beginning to perceive an unfair shift away from balancing the needs and interests of faculty with those of other groups. Provost Wilson said that this campus is far more democratically governed than other campuses. He said that faculty here are successfully involved in many areas of the College and yet no one mentions those areas. He also pointed out that administrators feel underappreciated and noted his own resolve to be available to any faculty member who comes to his office.

President Kaplowitz agreed with Provost Wilson that many things do go well at the College, but she said that faculty assertion of its prerogatives is not an explicit or implicit criticism nor is it intended as criticism. She said that when faculty take care of business they are simply fulfilling their historical obligations as faculty. She complimented Provost Wilson for his dedication and collegiality and noted that she tremendously enjoys working with him. She also congratulated him on his appointment as Provost which the Board just approved that week. She attested to the fact that Provost Wilson is always available to meet with her and is unstinting of his time when they meet together.

Provost Wilson was asked about the faculty's concern with possible changes in the criteria by which the Personnel Committee is making decisions. Provost Wilson said that he had received a letter about this from Senator Norgren and he suggested several workshops on the "P" process. President Kaplowitz suggested that a transcript or detailed minutes or some other record of the discussion be published because not everyone can attend such events and that those who cannot fit such an event into their schedule should not be penalized by not knowing what the criteria and processes are. Provost Wilson reminded the Senate that each P&B has the privilege of defining its own standards. President Kaplowitz noted the explosion of interest and frustration about this issue expressed at the last Senate meeting on December 13. The Senate thanked Provost Wilson for attending the meeting.

The meeting was adjourned at 5:00 PM.

Respectfully submitted,  
Timothy Stevens  
Recording Secretary

ATTACHMENT A

Announcements from the Chair

December 16 Collecre Council meeting

The meeting began with a budget report by President Lynch who had earlier that day attended a meeting of the College Presidents called by Chancellor Reynolds. He reported that the Governor is proposing a 15 percent across the board cut for all state agencies, including CUNY, and that the Governor's proposal calls for a 15-month budget cut to SUNY of \$172 million and a cut of \$132 million for CUNY. Since John Jay's share of the CUNY budget is 4.6 percent, John Jay would be cut \$6 million over 15 months. This is exclusive of the associate degree funding issue. The Governor also has called for a tuition increase at CUNY and at SUNY of \$500 a year.

Professor Kaplowitz, in her report from the Faculty Senate, reported to the College Council on the impending lawsuit that is being brought by CUNY faculty and students to address the disparity in funding between CUNY and SUNY. In light of the Governor's budget proposal, President Lynch invited a motion from the Council to add this item to the agenda as new business. The motion to do so passed by unanimous vote. Later in the meeting, recognizing that a quorum would soon be lost, President Lynch entertained a motion to suspend the agenda so that the Council could vote on the motion that the Faculty Senate had unanimously approved three days earlier on December 13. A motion to suspend passed unanimously and the College Council unanimously approved a motion made by Professor Kaplowitz: "Resolved, That the John Jay College Council endorses the following principles: (1) that FTE-based funding for the senior colleges and graduate programs of CUNY be raised to equal those of SUNY; and (2) that there be an equal funding of the associate degree programs at John Jay College of Criminal Justice and at New York City Technical College with comparable SUNY programs."

A first reading of the proposed Charter amendment providing for ex officio members who would have floor rights but not voting rights took place. The proposal provides four ex officio seats: a member or designee of the Faculty Senate Executive Committee; a member or designee of the HEO Council; the Dean for Undergraduate studies; and the Director of the Budget Office. Proposed amendments were offered to add ex officio members in the following categories: adjuncts, PSC chapter chair, head of the Buildings and Grounds Department; all these motions to amend received fewer than fifty percent of the votes cast. Other categories were also suggested but motions were not made: for graduate faculty, college laboratory technicians, and others. Provost Wilson noted that the proposal on the agenda had been developed by the same committee that developed the HEO representation plan and he urged passage of it as proposed. The second reading is scheduled for February 13. To pass, seventy-five percent of those present and voting must vote in favor of the amendment.

At this College Council meeting the following procedure to amend the Charter was adopted by consensus: an item on the agenda as a first reading, in the form of a printed text that had been distributed prior to the Council meeting, could be amended at the first reading by a motion to amend if a majority affirmative vote of those present and voting supported the amendment: no amendments may be made at the second reading. To become a Charter revision the proposed amendment must receive at least 75 percent affirmative vote of those present and voting at the second reading.



**Lloyd Sealy Lecture set for February 6**

The annual lecture in honor of the memory of the former chair of the Law and Police Science Department, Lloyd Sealy, will take place on Thursday, February 6, at 5:00. This year's Lecture will be delivered by Federal Judge Sterling Johnson.

**UFS Conference on uraduate education set for March 6**

The University Faculty Senate's major conference for the Spring 1992 semester will be on graduate education and will be on Friday, March 6. Dr. Frances Degen Horowitz, the president of The Graduate School and University Center, will deliver the keynote address. There is no charge to attend and all CUNY faculty are welcome. To reserve a place, telephone the UFS office: 794-5538.

**Provost's Lecture series continues on February 13**

Amos Wilson, author of Black on Black Violence, will speak on Thursday, February 13, at 3:15, in Room 1311N. Professor John Cooper (African-American Studies Department) will be the discussant. Professor Jannette Domingo will host the event in the absence of the Provost who will be attending a meeting of the College Council, of which he is a member.

Stephen Steinberg, the author of The Ethnic Myth, will speak on Thursday, March 26, at 7:30 PM in Room 203T. Dean Eli Faber will be the discussant.

Kevin Phillips, author of The Politics of the Rich and Poor, will lecture on Thursday, April 9 at 7:30 pm in Room 203 T. Professor Jerry Markowitz (TSP/History) and Professor Jill Norgren (Government) will be the discussants.

**February 18 Forum on the Collese Preparatory Initiative**

Chancellor Reynolds is requesting that a forum be held at each College so that faculty can be consulted on the Chancellor's College Preparatory Initiative (CPI). The John Jay forum will be on Tuesday, February 18, at 3:30 PM in Room 203 T. The members of the panel will be Dean Ronald Berkman from CUNY Central, a member of the University Faculty Senate, Provost Wilson, and Dean Faber who represented John Jay at a CUNY/Board of Education retreat on CPI in June. Vice Chancellor Joyce Brown served on the recent panel at NYCTC and may attend John Jay's. She chaired a Board Committee charged with studying and recommending ways to implement CPI should the Board of Trustees approve the plan at its March or April meeting.

**Government Department honors one of its members**

On Thursday, February 20 (which is a Monday for class scheduling purposes), the Government Department is holding a reception to celebrate the publication of Professor Jack Jacobs' book, On Socialists and "The Jewish Question" after Marx. The event, from 5:30-7:30, will be in Room 630T.

**Malcolm/King Breakfast set for February 21**

The second annual John Jay event commemorating Malcolm X and Martin Luther King, Jr. will be on the morning of Friday, February 21. The keynote speaker will be Dr. Barbara Justice, the physician and activist. Dr. Betty Shabazz, of Medgar Evers College, who is the widow of Malcolm X, will be the honoree. Further information can be obtained from Professor Jannette Domingo, chair of the Department of African-American Studies and chair of the Breakfast Committee.

**UJA Breakfast set for March 20**

On Friday, March 20, the annual UJA Breakfast will be held in the Faculty Dining Room. Police Commissioner Lee Brown will be the keynote speaker and honoree. For further information, call Professor Marilyn Rubin or Professor Lawrence Kobilinsky.

**First Town Meeting of semester on February 25**

The Town Meetings will resume on Tuesday, February 25 from 3:30 to 5:00 in the Faculty Dining Room. The topic is "Civility and Mutual Respect at John Jay." A panel of resource people from among John Jay faculty and staff will be on hand to answer questions and to make observations. The event was planned by the Town Hall Planning Committee: Professors Karen Kaplowitz, Charles Stickney, Maria Volpe; SC President Francis Ngadi; Vice Presidents Witherspoon and Smith. The following dates have been set for future Town Meetings: Wednesday, April 1 from 3:15-5:00 PM; Tuesday, May 5 from 4:30-6:00 PM.

**Spring schedule of Faculty senate meetings**

Except for Friday meetings, starting time is at 3:15. All meetings are in Room 630 T.

- Friday, January 31
- Wednesday, February 19
- Friday, March 13
- Thursday, March 26
- Wednesday, April 15
- Thursday, April 30
- Wednesday, May 13

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Wednesday, May 20 at 3:00 PM -- the first meeting of the 1992-1993 Faculty Senate (the starting time is different because of the Final Exam schedule).

Agenda items are due ten working days prior to a meeting. Agenda items must be submitted in writing to any member of the Executive Committee: Kaplowitz, Dunham, Blitz, Stevens.

**Collecre Council Meetings**

All meetings are at 3:15 PM in Room 630T:

Deadline for CC agenda items	Exec Committee meeting	College Council meeting
January 23	January 27	Thursday, February 13
March 3	March 5	Monday, March 16
April 3	April 6	Thursday, April 16
May 5	May 7	Monday, May 18

**CUNY Women's Coalition names delecrates**

The JJ delegate to the CUNY Women's Coalition is now Professor Suzanne Iasenza, of the Department of Student Development. The Coalition executive committee is comprised of Isabelle A. Krey (KBCC), Emily Nammacher (Lehman), and Lilia Melani (Brooklyn).

**Faculty restrooms established at JJ**

A Faculty/Staff Women's Room and a Faculty/Staff Men's Room are on the first floor of North Hall, just beyond the Barnes & Noble Bookstore. These were the restrooms in the former Library when the Library was in North Hall. To reach them, go through the door that is at right angles to the door leading to B&N.

**Bulletin board for faculty notices**

A large bulletin board for faculty notices and news is being installed in the Faculty Dining Room.

**Better Teaching Seminars scheduled**

Sponsored by the Faculty Senate, the first Better Teaching Seminar of the semester will be on Wednesday, February 26 at 3:30 PM in Room 630 T. The topic will be "Ways to Bridge the Gap between Faculty' Expectations and Students' Experiences in the **Classroom.**" Professor Dennis Sherman (TSP/History) will conduct this hands-on workshop which is an encore performance of the very first Faculty Senate sponsored Better Teaching Seminar, which Professor Sherman conducted four years ago. The methods he introduced to both novice and experienced faculty are still being used to wonderful effect by many of us who attended that event.

Two Better Teaching Seminars are being co-sponsored with the Women's Studies Committee in honor of Women's History Month. First, on Thursday, March 12, at 3:30 PM in Room 630 T, a Better Teaching Seminar on "**Sexual** Harassment on Campus and in the Workplace" will be presented. The focus of the discussion will be presentations by students of Paul Wyatt, who teaches about sexual harassment in his Public Administration 240 course. The students will engage in role-playing scenarios they developed as part of their PAD 240 coursework to dramatize sexual harassment situations. Members of the College's Panel on Sexual Harassment will be present to provide information as will Farris Forsythe, the College's Affirmative Action Officer, who is the chair of the Sexual Harassment Panel.

The other Better Teaching Seminar being co-sponsored with Women's Studies is on "**College** as Experienced by Gender: The Harvard Report and Other Studies," on Wednesday, April 8 at 3:30 PM in 630 T. Copies of the chapter on Gender Difference in College Experience that is part of the Harvard Report will be distributed as will copies of a summary of a report on the differences between class participation of male and female students and the reasons scholars attribute to these differences. A summary document of an AAUW report on the ways female students are shortchanged in school will also be central to the discussion. These documents will be the focal point for a faculty discussion aided by John Jay experts on communications and other relevant issues.

On Tuesday, April 28 a Better Teaching Seminar in Room 630 T will take place at 3:30 PM on ways to enhance the teaching and learning climate in the classroom. This Better Teaching Seminar will also provide model syllabi and other documents and information important for the first week of class (for your next semester's classes).

The new ESL Director, Nydia Flores, will present a Better Teaching Seminar on teaching ESL students at 3:30 PM on a date to be announced.

**UFS delegates chosen for three year terms**

Professor Orlanda Brugnola (AMP) begins another three-year term on May 15 as the University Faculty Senate delegate representing adjuncts, and Professor Karen Kaplowitz (English), an alternate who filled Professor Stroup's seat upon his resignation from the UFS, begins a three-year term on May 15 as a UFS delegate representing full-time faculty. Professor James Cohen (Public Management) will begin his one-year term as an alternate delegate. The other JJ delegates are Professors Haig Bohigian (Mathematics), Maria Rodriguez (SEEK/Speech), and Timothy Stevens (English).

**Budget update as of January 23**

Chancellor Reynolds briefed the College presidents on Thursday, January 23 on the Governor's budget proposal which was released two days earlier. Provost Wilson and VP Smith attended in President Lynch's place as the president was out of the country at the time. There is a 30-day period to respond with technical corrections to the Executive Budget proposal. Instead of a line-item budget for each college, the budget is a lump sum for all CUNY. There is a lump sum cut of **\$95.5** million for the annual year and assumes a tuition increase of **\$500** a year for CUNY students, which would make up **\$50** million of the cut. Therefore, assuming the tuition increase, the total cut will be **\$40** million.

The budget also contains a reformulation of the funding of the associate degree programs at John Jay and at NYCTC based on a FTE-funding formula for associate degree students equal to the FTE-funding of community college students rather than that of senior college students, which had formerly been the basis because John Jay and NYCTC are senior colleges. Based on this reformulation, the NYS Department of Budget has determined that a total of only \$13 million is needed for the associate degree programs at John Jay and at NYCTC (rather than the **\$23** million funded in past years, and markedly less than the **\$19** million the City came up with this year). Furthermore, the Executive Budget allocates responsibility for the funding of the \$13 million to the City of New York, and abdicates State responsibility for the funding of the two associate degree programs.

The budget contains no fresh support for capital projects for CUNY.

[Additional information about the budget will be provided after additional briefings and study of the documents.]

**Middle States Steering Committee studies student protests**

On Friday, December 20, the Middle States Steering Committee held an all-day meeting with the chairs of the self-study committees to study the impact on John Jay of the student takeovers of the past three years. This is in response to President Lynch's decision in the summer of 1990 to assign a study of the takeovers to the Middle States self-study and reaccreditation process rather than to the commission of inquiry recommended by the Faculty Senate and the Council of Chairs. Invited to address this group and to engage in discussion were: Faculty Senate President Kaplowitz; Chair of the Council of Chairs Crozier; Budget Planning Committee chair Goddard; Provost Wilson; VP Witherspoon; Student Council President Ngadi; and Student Council VP Quarterimon. All attended except Mr. Ngadi.

**Women's Studies Committee has new chair**

Professor Jill Norgren (Government) is the new chair of the Women's Studies Committee. She replaces Professor Joan Hoffman (Economics, Public Management), who is on medical leave.

**At-large Faculty Senate elections scheduled**

Nomination forms for at-large positions on the 1992-93 Faculty Senate will be mailed in February. Nominations are due on March 10 and are to be sent to Vice President Janice Dunham, chair of the Senate's Elections Committee. Faculty may nominate themselves or a colleague. The term of office is one year and begins in May. The Faculty Senate has 15 at-large positions: 13 full-time representatives and two adjunct representatives. Full-time faculty elect full-time reps and adjunct faculty elect adjunct reps. The other Senators are elected by their academic departments in May.

**5 faculty receive tenure**

Jane Bowers (English)  
George Eid (Mathematics)  
Ansley Hamid (Anthropology)  
Marilyn Rubin (Public Management)  
Bobbie Troutt (Student Development)

**6 faculty are promoted to associate professor**

Michael Blitz (English)  
James Cohen (Public Management)  
Jannette Domingo (African-American Studies/Public Management)  
Robert McCrie (Law, Police Science & CJ Administration)  
Lydia Rosner (Sociology)  
Douglas Salane (Mathematics)

**4 faculty are promoted to full professor**

Philip Bonifacio (Student Development)  
Elisabeth Gitter (English)  
Denis Lane (English)  
Barry Latzer (Government)

**2 faculty retired from JJ**

Tom Dardis (English)  
Richard Korn (Sociology)

**5 faculty begin fellowship (sabbatical) leave**

Charles Bahn (Psychology)  
Robert Jay Lifton (Center for Study of Violence)  
Nishan Parlakian (Speech and Theater)  
Laurie Schneider (Art, Music, Philosophy)  
Marcia Yarmus (Foreign Languages)

**1 faculty begins scholar incentive leave**

Virginia Morris (English)

**1 extension granted for leave for special purposes**

Peter Buirski (Psychology)

**2 faculty return from leaves**

James Jacobs (History)  
James Levin (Psychology)

**Update on CUNY equal protection lawsuit**

The complaint is scheduled to be filed on February 26. Additional information will be forthcoming.

**Campus Security Officers Trained at JJ**

CUNY's Campus Security Officers Training Program began on January 8 and will end with a graduation ceremony on February 7. The training is being conducted by JJ's Criminal Justice Center and involves many John Jay faculty and staff as instructors. The security officers in this first pilot project are 32 men and women hired from among 200 applicants. Each CUNY security officer is paid an annual salary of between \$32,000 to \$38,000 yearly. This first group is being assigned to three Brooklyn campuses: Medgar Evers, NYCTC, and Brooklyn College. The second group will be trained in July and will be assigned to CCNY and Lehman.

The Campus Security Officers results from one of the recommendations of a task force on Campus Safety and Community Service that the Chancellor appointed when she took over leadership of CUNY. The Task force was headed by Medgar Evers President Edison O. Jackson, and the members included President

CUNY Security Officers (cont.)

Lynch and Dean Curran of John Jay. The report, issued on September 9, 1991, is available from the Faculty Senate's Executive Committee.

The recommendations are: a newly created full-time position of a University-wide security director (Jose Elique has been hired to this newly created position); less reliance on contract guard service and more reliance on full-time University employees serving in campus security managerial and staff positions who should be trained using resources available at CUNY; selected CUNY security personnel should have peace officer status which empowers them "to make arrests based upon probable cause for criminal activity and perform related functions" ("Peace officer status does not, of itself, confer the authority to carry firearms. The carrying of firearms on a campus is regulated by University policy" (p.5)); developing and implementing the CUNY Police Cadet program; CUNY should play a national leadership role in the field of urban campus security and in research into new technologies; the should program include a state-of-the-art evaluation component.

January 27 Board of Trustees meeting

After memorial resolutions for President Robert Hess of Brooklyn College and first CUNY Chancellor Everett, a minute of silence was observed for the nine people who died at CCNY.

The Chancellor reported on the budget situation (see budget update on page 5 of Attachment A) and reported that Senator LaValle, chair of the NYS Senate Committee on Higher Education, is holding hearings on CUNY on the following day, January 28, on the following topics: issues surrounding Professor Leonard Jeffries and his chairship; CUNY's handling of student protests last spring; student disciplinary procedures at CUNY; appointment and retention of department chairs; the deaths of nine people at CCNY on December 28. Among those who have been called to testify are: Chancellor Reynolds; Professor Robert Picken, the faculty trustee; several college presidents including Charles Meredith (NYCTC), Bernard Harleston (CCNY), Paul LeClerc (Hunter), Edison Jackson (Medgar Evers), Shirley Strum Kenny (Queens); Jean LaMarre, the student trustee; Dr. Irwin Polishook, PSC president; CUNY director of security Jose Elique; and several students, including Esther Nieves, the Brooklyn College student recently named a Rhodes Scholar.

Chancellor Reynolds announced that an academic planning committee of distinguished professors and college presidents is being formed to propose ways to "**streamline**" CUNY in terms of academic program offerings. The plan will be proposed to the Board committee on Fiscal Affairs in a week.

Two memorial services are being held for the nine who died at CCNY: February 1 from 1-3 PM at the Convent Avenue Baptist Church and at CCNY on February 6 from 12-2 PM.

Asked by Trustee Howard about the John Jay/NYCTC associate degree problem, Chancellor Reynolds said that CUNY lobbied very hard on this; it was a top priority. She said the State contends that the City is able to handle the \$13 million the State says is needed for the associate degree programs at the two senior colleges.

The Board approved a motion to add a fee to all credits a student takes beyond 18 credits each semester. The sliding fee ranges from **\$75** to \$500 and is based on 2-credit implements. This fee would not be covered by TAP student aid. The Chancellor said that this is both an academic issue, students taking too many courses, and an economic issue

Board of Trustees meeting (cont.)

because students take many courses (some of which they then drop) thus closing out other students from those courses. The student trustee objected on procedural grounds and because foreign students who need to graduate quickly would be the most seriously hurt. The faculty trustee worried that our best students would be penalized and noted that at most colleges permission from the College Course and Standing Committee is required if a student wants to take more than 18 credits. The Board approved the motion.

Two majors were approved: a BA in Africana Studies at Queens and a BA in Religious Studies at Queens.

The proposed John Jay Charter amendments were removed from the agenda.

Trustee Carrion, chair of the Student Affairs and Special Programs Committee, reported on an agenda item giving notice of an action item that will be on the Board's February agenda. The action involves amending Bylaws 15.3 through 15.7, which cover student disciplinary procedures. She said that there have been public hearings and that approximately 20 people spoke at last Monday's public hearing, all voicing opposition to the proposals.

NYS Comptroller has suspended TIAA-CREF payments

Faculty at CUNY who joined the university on a full-time status after 1973 and who joined TIAA-CREF system received a letter recently from Vice Chancellor for Faculty and Staff Relations Ira Bloom explaining that NYS Comptroller Edward V. Regan decided in January to suspend payments into the retirement system which effects thousands of CUNY and SUNY faculty and staff.

Those who joined after 1973 are in TIER 11, 111, or IV and are those affected. Those who are in TIER I (who joined the system prior to 1973) are not affected and did not receive a letter from Vice Chancellor Bloom.

The following is from a Newsday article published on January 18, 1992 (p.15): "The quagmire stems from a 1973 law that many people, including Regan, believe is terribly flawed. The law says that the state's contributions to TIAA-CREF can be no higher than its contributions to the teachers pension plan managed by the state [TRS]. But critics of the law say the two systems are entirely different and shouldn't be linked. If employees choose the state-managed fund, they receive a fixed benefit regardless of their contribution. Under the TIAA-CREF system, the benefit depends on the contribution and market performance. The result is that the pension benefits of TIAA-CREF members would be hurt when the state's contribution to their fund is lowered, but the pension benefits of employees in the state-managed fund would not be because the return is fixed. Because the state fund has a fixed benefit, it can calculate the amount it is going to have to pay to retirees. With the stock market performing well in the 1980s and interest rates high, the state's fund also performed well, and the state was able to lower contributions and still meet future obligations. And with the 'excellent investment record' of the state fund, 'the contribution . . . could easily go to zero,' according to a Jan. 7 memo by Regan's staff. The issue isn't expected to be resolved immediately. Employees want a law severing the link between the state fund and TIAA-CREF contributions. Gov. Mario Cuomo vetoes such a measure last year; he has proposed gradually lowering TIAA-CREF contributions."

University Faculty Senate January 28 meeting

Vice Chancellor for Budget and Finance Richard Rothbard reported at length to the UFS on the budget situation and answered questions. (The budget information appears elsewhere in these announcements.) VC Rothbard reported that Article 7 bills are proposals that make CUNY look more and more like SUNY (that is, more and more like a state agency) and he called the proposed changes frightening. One such bill involves the CUNY Construction Fund which would be restructured so that it would report directly to the state like a state agency.

A more positive note is a proposal to eliminate city pre-financing.

This is the second straight year of no new funding for capital projects for CUNY although such funding is provided for SUNY. Bundy aid (for private colleges) would be cut in half. Scholarships would be eliminated or reduced. Funding for Einstein and Schweitzer Chairs would be eliminated.

Because the 15-month budget plan is not being realized, the cut for CUNY senior colleges for the rest of the current fiscal year (until July 1) is \$13.2 million. In answer to a question, VC Rothbard said the \$13.2 million can be cut without retrenchment having to take place. A hiring freeze is on (only positions involving safety and health may be made.)

Asked to comment about the committee the Chancellor is naming to propose ways to downsize CUNY, VC Rothbard said the committee will study program duplication, program enrichment, University-wide purchasing, enrollments in programs (for example, if there are a dozen master degree programs in the same discipline with 15 students in each program), and will look at the possibility of eliminating programs at all levels of the University.

Trustee Picken reported that he just returned from Albany where he testified before the State Senate Committee on Higher Education hearings on CUNY. He said that Board of Trustees Chair James Murphy and Chancellor W. Ann Reynolds were questioned in an extremely aggressive manner.

Trustee Picken gave further information about the special committee on program review: there will be four presidents, two from senior colleges and two from community colleges; five distinguished professors (three chosen by the Chancellor, one nominated by UFS, one nominated by the PSC).

The UFS discussed its dismay at the naming of an acting president of Brooklyn College who is from outside CUNY (and who has never been a CUNY faculty member or administrator). The acting president is Dr. James Loughran, S.J., who is also from outside NYC. He heads the organization of Jesuit colleges and universities.

The UFS also discussed at great length the Board of Trustees proposed changes in the student disciplinary process. A motion stating that the UFS "adamantly opposes" the proposed changes passed without dissent. The opposition is based on many aspects of the proposed changes, but most particularly on the fact that faculty governance at each College would be severely undermined and truncated.



ATTACHMENT B

Faculty Senate Resolution on  
Prerequisites and Computerized Registration

January 31, 1992

WHEREAS, the College administration has promised to institute an adequate computerized registration system since the 1970s, and

WHEREAS, The Faculty Senate supports the efforts by the College to develop a computerized registration system, and has, indeed, urged that such a system be developed, as has other faculty bodies at John Jay, and

WHEREAS, The Faculty Senate has called upon the administration to develop a computerized registration system whereby prerequisites and course sequencing can be checked so that students have the best possible academic programs and the best possible opportunity for academic success, and

WHEREAS, The Faculty Senate has learned that when John Jay's computerized registration system goes on-line, prerequisites shall be checked only for English and Mathematics courses, and that gradually courses from other disciplines may be added to the system for prerequisite checks, and

WHEREAS, Each academic department's Curriculum Committee is currently reviewing the prerequisites for each of its department's courses, and is proposing deletions or additions of prerequisites, as requested by the College Curriculum Committee, and is, therefore, affirming the academic necessity of those prerequisites being retained or added, therefore be it

RESOLVED, That the Faculty Senate supports the adoption of computerized registration only if the computer is programed to block registration of all courses for which students have not successfully completed the course prerequisites, and be it further

RESOLVED, That the Faculty Senate strongly recommends that a system of computerized registration with the capacity to block registration of courses for which prerequisites have not been successfully completed be fully operational on or before registration for the Spring 1993 semester, and be it further

RESOLVED, That the Faculty Senate transmit this Resolution to the Dean for Admissions and Registration, the Dean of Undergraduate Studies, the Director of the Computer Center, the Provost and Academic Vice President, and the President of the College.

- Approved by unanimous vote of the Faculty Senate

First reading of a proposed amendment of the  
Senate Constitution

Underlined material is to be added; material in brackets is to be deleted.

ARTICLE II

REPRESENTATION OF THE JOHN JAY FACULTY SENATE

The John Jay College Faculty Senate shall be composed of those faculty members elected to the John Jay College Council, 13 full-time faculty members elected at large, and two adjunct faculty members elected at large. Faculty members may be self nominated or nominated by any other faculty member.

No member of the faculty shall serve simultaneously as an at-large member of the Faculty Senate and as a member of the College Council[.] except for the at-larae faculty representatives on the Collese Council who shall be elected by the Faculty Senate from among the at-larae members of the Faculty Senate. This election shall take Place in May after elections to the Senate have taken Place and the Senate has been convened. The term of office shall be for one year.

Election to the Faculty Senate for at-large positions shall take place in the spring prior to elections for Departmental representatives to the College Council. Only full time faculty members may vote for full-time faculty nominees. Only adjunct faculty may vote for adjunct nominees. The term of office shall begin in May after the new Senate has been elected and shall be for 1 year.



*Office of the University Faculty Senate  
535 East 80 Street, New York, N.Y. 10021  
(212) 794-5538*

January 8, 1992

To: Members of the Board of Trustees Committee on Faculty,  
Staff and Administration

From: Robert A. Picken, Chair,  
University Faculty Senate

Re: John Jay Governance Amendments

I have quickly reviewed the documents that were handed out at Tuesday's Committee meeting, and I have three questions which lead me to request that consideration of the amendments be deferred until February when the Committee can receive and discuss responses from the College. I feel it is essential to have this additional time to study the documents in greater detail since governance **plans** are such an important component of a college's policy-making process.

Specifically, in Article I, Section 3, Subsection A, there seems to me to be a conflict. One sentence states that faculty representatives to the College Council, other than the single representative from each department, will be determined on a rank-order based on the number of faculty. However, the section then continues that each department shall have one seat and the remaining faculty positions will be allocated according to any method adopted by the Faculty Senate. Which system is it to be?

Second, I am confused by the treatment of CLTs in the plan. I would like to clarify if CLTs are considered as Non-teaching Instructional Staff and covered by Article I, Section 3, Subsection 2, or are they counted as instructional staff and counted as faculty throughout.

Finally, the section on the Executive Committee also raises some questions. Five places are reserved for members of the "instructional staff." Does this include HEOs and CLTs or is this category teaching faculty? Is it possible that, if HEOs and CLTs are included, that no teaching faculty might be elected to the Committee?

I believe that these issues need clarification before the Committee can present the document to the full Board for consideration.

c. Vice Chancellor Ira Bloom  
Vice Chancellor Robert Díaz  
President Gerald W. Lynch  
Ms. Genevieve Mullin



JOHN JAY COLLEGE OF CRIMINAL JUSTICE

*The City University of New York*

*445 West 59th Street, New York, N. Y. 10019*

*212 237-8000*

To: The College Council

From: The Faculty Senate Executive Committee

January 21, 1992

We have reviewed Dr. Robert Picken's letter of January 8, 1992, (see attached) which he wrote in his capacity as a member of the Board of Trustees and, in particular, in his capacity as a member of the Board of Trustees Committee on Faculty, Staff, and Administration. This Committee has, among its many charges, the responsibility to review proposed Charter amendments and to send them forward to the full Board of Trustees for action only if the Committee approves the proposed amendments

We have learned that John Jay's proposed Governance Amendments were removed from the agenda of the Board of Trustees' January 27, 1992, meeting as a result, in part at least, of the important issues raised by Trustee Picken. It is incumbent upon John Jay's College Council to resolve these issues so that the amendments can be approved by the Board.

Trustee Picken raises three distinct issues and we are recommending a proposal for each of these issues. All require action by the College Council. These proposals are attached.

cc. Faculty Senate  
Dr. Robert Picken, Trustee

Item 1. There is indeed a conflict in the second paragraph of Article I, Section 3, Subsection A regarding the method of selecting faculty representatives.

The contradiction which Trustee Picken refers to is as follows: the beginning of the second paragraph states that "the basis of representation [italics added] for academic departments shall be the number of full time faculty in each academic department plus one half the number of part time faculty . . ." But a later part of that paragraph states that "Each academic department shall be allocated one seat and the remaining seats shall be allocated according to any method duly adopted by the Faculty Senate." It is the latter passage that was proposed by the Faculty Senate and that has the Senate's unanimous support.

We propose the following correct and unambiguous text and we recommend that the College Council approve this proposal and transmit it to the Board of Trustees. Underlined material is to be added; material in brackets is to be deleted.

Section 3. Allocation of Members  
a. Instructional Staff

The instructional staff is allotted [27] 33 representatives.

1) Faculty

The faculty is allotted 28 representatives.

[The basis of representation for units of the instructional staff shall be the number of full time members in each unit plus one-half the number of part time members in each unit as of the first of September preceding an election. Members of the administration are not included in this basis since they are represented on the Council separately.] Each academic department [unit] shall have at least one elected representative, who shall be a full time member of the faculty. [The 27 representatives shall be reapportioned among the units as of the first of September of the year preceding that in which the election is held.] Each academic department shall be allocated one seat and the remaining seats shall be allocated according to any method duly adopted by the Faculty Senate. [The Director of Financial Affairs and Planning and the Dean for Admissions and Registration shall each be one of its representatives unless he or she serves on the Council in another capacity.] Other members shall be elected as prescribed in Article I, Section 6.

The amended passage would read as follows:

Each academic department shall have at least one elected representative, who shall be a full time member of the faculty. Each academic department shall be allocated one seat and the remaining seats shall be allocated according to any method duly adopted by the Faculty Senate.

Item 2. Our understanding of the issue Trustee Picken raises about the proposed Charter treatment of College Laboratory Technicians (CLTs) is that there are two factors that make the proposed amendment problematic:

First of all, the Bylaws of the Board of Trustees specifically state that College Laboratory Technicians do not have faculty rank and, therefore, are not faculty: Article 8.1 DEFINITION OF FACULTY RANK. ". . . all persons who are employed full-time on an annual salary basis in titles on the permanent instructional staff, except collese laboratow technicians, [italics added] shall have faculty rank."

Secondly, because the proposed Charter amendments differentiate between "faculty" (who are being allocated 28 seats) and "non-teaching instructional staff" (who are being allocated five seats) and because College Laboratory Technicians are non-teaching instructional staff, CLTs were mistakenly included with faculty in the proposed amendment of the first paragraph of Article I.

The College Council can correct this error by deleting the phrase "and for purposes of representation on the College Council, College Laboratory Technicians." The change can be seen below: the words in brackets, if deleted, would resolve this error.

#### ARTICLE I

a. Instructional Staff

The instructional staff is allotted [27] 33 representatives.

1) Faculty

The faculty is allotted 28 representatives.

The "faculty" consists of all members of the instructional staff in the full time and Dart time (adjunct) titles of: Professor, Associate Professor, Assistant Professor, Instructor, Lecturer [and for the purposes of representation on the Colleeae Council, Collese Laboratow Technician]. Full time faculty in the aforementioned titles are subject to the actions of the Collese Personnel and Budset Committee. "Academic departments" are those departments whose full time faculty members are subject to the actions of the Collese Personnel and Budset Committee.

The amended passage would read as follows:

The "faculty" consists of all members of the instructional staff in the full time and part time (adjunct) titles of: Professor, Associate Professor, Assistant Professor, Instructor, Lecturer are subject to the actions of the College Personnel and Budget Committee. "Academic departments" are those departments whose full time faculty members are subject to the actions of the College Personnel and Budget Committee.

Item #3. Trustee Picken raises questions about the Council's failure to restructure the College Council's Executive Committee to ensure faculty representation on that body. Indeed, the Faculty Senate brought this crucial issue to the College Council in the form of a proposal that had unanimously been approved by the Faculty Senate. The proposal was submitted to the College Council on November 5, 1992, and was on the agenda of the November Council meeting but was tabled upon a motion by a member of the Council who is not a faculty representative.

By affirmatively acting on the Faculty Senate's proposal, the Council will be responsive to the issue raised by Trustee Picken. We are, therefore, again submitting this for placement on the agenda of the February 13 Council meeting. This is an important issue not only because the Executive Committee is the agenda-setting body but also because, as provided by Charter Article I, Section 6b., "Nominations": "Nominations for elective instructional staff committee members-at-large shall be made by the instructional staff members of the Executive Committee." If no faculty were on the Executive Committee, there would be no faculty to make nominations for at-large committee positions. Because five seats are being added for non-teaching instructional staff and because the Charter currently allocates five seats on the Executive Committee to non-teaching instructional staff, it is possible that the Executive Committee could be without faculty representation.

In order for the College Council and its Executive Committee to be functioning and viable governance bodies, faculty representation on the Executive Committee must be ensured. The following is the proposal presented by the Faculty Senate to the College Council last November and which we again propose for action by the Council. The proposal ensures that both faculty and non-teaching instructional staff would have representation on the Executive Committee.

Words in brackets are to be deleted and underlined words are to be added:

#### ARTICLE I

##### Section 10: Council Committees

###### a. Executive Committee

An Executive Committee shall consist of the following members: the President, chairperson; the Provost and Vice President for Academic Affairs; the Vice President for Academic Affairs; the [Dean of Students] Vice President for Student Development; [five] six members of the [instructional staff] faculty elected by the College Council from among the [instructional staff] faculty representatives on the College Council; one member of the non-teaching instructional staff elected by the College Council from among the non-teaching instructional staff representatives on the College Council and three students, all of whom shall be members of the Council nominated by the Student Council and elected by the College Council.

DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \*

The Council of **Chairpersons**  
**The Faculty Senate**

Committee on the Associate Degree

Report

**James** Bowen  
Dorothy Bracey, Chair  
**Louis Cuevas**  
Betsy Gitter  
**Marilyn** Lutzker  
Kenneth Moran  
Jack **Zlotnick**

11 February 1992

DRAFT it DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRAFT \* DRRFT \*



## INTRODUCTION

The Committee on the Associate Degree was established by the John Jay Faculty Senate and the Council of Chairpersons in Fall 1991; its mandate was to examine a number of academic issues pertaining to the Associate of Arts and Associate of Science degrees at John Jay. The Committee was not asked to look at the financial implications of the programs as these were the concern of the Budget Committee; it was also not asked to make any recommendations concerning the future of the programs.

The Committee met a number of times during the Fall 1991 semester; it decided on the issues it wished to examine, the type of information it would need, and how to go about getting that information. As a result, members of the Committee have queried the Dean of Registration and Admissions; the Director of the Office of Institutional Research; the head of the Testing Office; numerous faculty; students; the University Dean for Undergraduate Admissions; staff at the University Admissions Processing Center; faculty members and the Dean of Admissions at the College of Staten Island. We also examined reports and documentation from CUNY, from various offices of the College and from other colleges with AA and AS programs.

## HISTORY

The Committee asked William Clancy, the first registrar of the institution that would become John Jay College of Criminal Justice, to comment on the history of the associate's degree. Professor Clancy's account indicates that the program was an integral part of an attempt to raise the educational level of members of the New York City Police Department; it was designed to serve two distinct albeit overlapping populations of police officers - those who did not have the qualifications for a bachelor's degree program and those who did not feel the need for a bachelor's degree. Although there was some hope that the program would "whet the appetite" of its participants for further education, the associate's programs were clearly designed to be ends in themselves. This appears still to have been the College's policy in 1971 when, according to a report by Professor Leo Loughrey, the two-year program in Security Management was established to prepare students for jobs in this field.

CUNY, however, divides its two-year programs into two types. The AA and AS programs are described as "essentially designed for students who plan to continue their studies at a four-year college." On the other hand, the AAS (Associate in Applied Science) programs "combine preparation for a career with a firm foundation in general education... In two years, students acquire the training needed to become skilled technicians at a semiprofessional level." (CUNY Freshman Admissions Guide, p.6) Although AAS students have the same right of transfer to a four-year program as do AA and AS students, the implication is that AAS programs were not designed with transfer in mind.

A survey of other two-year programs in the area led to the conclusion that they are of two basic types: 1) highly structured, linear programs in which students follow a prescribed and ordered program and 2) those which are very loosely structured and require only that a certain number of credits be completed. John Jay's programs appear to be a hybrid of these types, i.e., they contain a high number of required courses but do not set out a linear or highly structured order in which they should be taken.

#### NATURE OF ASSOCIATE STUDENT BODY

The Committee quickly found itself talking about three distinct groups of students enrolled in the two-year programs. The first and smallest group (approximately 12 per cent in both 1982 and 1987) were students who, at the time of application, met all the requirements for a four-year program but chose to enroll in a two-year program (data from John Jay's Office of Institutional Research, October 1991.) Another 18 per cent (approximately) would have met the entrance requirements for the four-year program but did not apply in time (early August) to be processed by the University Application Processing Center and were therefore directly admitted by the Admissions Office of the College. All such "direct admits" are, according to CUNY regulations, assigned to associate degree status until verification of their high school or GED records confirm their suitability for admission to a four-year program. Thus, approximately 30 per cent of associate degree freshmen would qualify for baccalaureate status on the basis of GRE and rank in class, although not always on their ability to meet deadlines (data from report of the Dean of Admissions and Registrar, June 1991.) An immediate implication of this is that any differences found between two- and four-year students is actually UNDERESTIMATED, since about 18 per cent of the two-year students will be classified as four-year students, as soon as their applications are complete.

#### CONFUSION CAUSED BY INCLUSION OF SEEK STUDENTS

Some sources of data we examined seemed to show fewer differences between BA/BS and AS students than did other sources. One reason for this confusion, we found, is that sometimes SEEK students are included with the baccalaureate students and sometimes they are not. SEEK students are, by definition, students whose secondary school records would not entitle them to admittance to a four-year program; they are, however, admitted to such programs and given a special regime of classes, counseling and other assistance. Wherever possible, the Committee tried to compare associate degree students with non-SEEK baccalaureate students and this report will indicate clearly when this is not the case.

#### RETENTION

Because two-year and four-year students are rarely identified as such and are not researched separately, data on retention is not easy to find; what data does exist is often flawed in one way or another and data from one source is often inconsistent with that from another. For this reason, we do not feel that any one piece of information presents a clear picture of retention in our student body and would not suggest that any conclusion or policy decision be based on any one data base. However, there is enough consistency among our different sources of data that we feel confident in

stating that students admitted under the requirements for a two-year program leave John Jay in impressively larger numbers than do students admitted under the requirements for a four-year program. The following is a description of some of the information concerning retention that we **have** collected.

The following information is taken from memos to the President from the Dean of Admissions and Registration. They rarely separate two-year from four-year students after the freshman **year**. They **do** not separate **SEEK** and non-**SEEK** students.

1. One semester after they were admitted in Spring 1989, **47.2** per cent of of associate students had left the College, as contrasted with **31.0 per** cent of baccalaureate students? i.e. 101 out of 214 associate students admitted left after one semester, while 52 out of **168** baccalaureate students had left. The following represents the same information for the years **1985-1989**.

	Fall 1989	Fall 1988	Fall 1987	Fall 1986	Fall 1985
Associate	47.2%	45.3%	41.5%	51.8%	34.1%
Baccalaureate	<b>31.0%</b>	39.1%	<b>25.3%</b>	<b>29.9%</b>	<b>31.9%</b>

( source - memo, February **19**, 1990)

2. Attrition among freshmen admitted in the fall is considerably lower than among those admitted in the spring. However, a similar relationship between two- and four-year students **holds**. Of the entering freshman **class** of Fall **1989**, 139 out of 599 associate degree students did not register the following spring, while 112 of 852 baccalaureate students did not register. The following concerns freshmen admitted in the fall who did not register for the following spring for the years 1986-1990.

	Spr '90	Spr '89	Spr '88	Spr '87	Spr '86
Associate	23.2%	24.5%	28.4%	22.2%	<b>21.7%</b>
Baccalaureate	13.1%	14.7%	15.0%	12.5%	15.3%

(source - memo, April 1990)

3) Because student data is not kept by admittance status after the first semester, the committee also examined the two cohort studies that have been carried out for the classes of Fall 1982 and Fall 1987. These studies are based on one fashioned by the Pre-Core Committee and, therefore, the data from them has only recently become available. There are some slight discrepancies within this data, but our confidence in it is strengthened by the fact that it presents a picture very similar to that painted above. Data in both tables pertains to Non-SEEK entering freshmen only.

	Fall 1982		Fall 1987	
	BA/BS	AS	BA/BS	AS
Enrolled	291	345	448	505
Attained Soph stat by Oct '91	189	129	239	145
Attained Jun stat by Oct '91	128	75	123	61
AS Degrees awarded	9	8	4	1
	(43 of the AS students would have qualified for BA/BS)		(59 of the AS students would have qualified for BA/BS)	

(source - JJC Office of Institutional Research, Oct 1991)

It is important to point out that we do not know what has happened to the students who have not graduated and are not presently enrolled in John Jay - they may have flunked out, stopped out, dropped out or transferred to another college. Some of those in the third table may still be freshmen. Whatever has happened to these students, it has happened to more AS candidates than to BA/BS candidates.

## AS STUDENTS WHO REMAIN

What happens to students admitted as **As students** who remain enrolled in the College? Relatively few of them actually get associate's degrees.

year	AS Degrees Awarded
1989-90	27
1988-89	20
1987-88	26
1986-87	31
1985-86	33

Some continue to get baccalaureate degrees. The Dean for Admissions and Registration reports that approximately 11 per cent of 1990 BA/BS recipients of that year initiated their college careers as John Jay **AS** applicants.

(source - Total Degrees Conferred Report: 7/1/89- 6/3/90)

**How** do **AS** applicants become BA/BS applicants? It appears that students may ask to transfer to a four-year program once they have completed 12 credits and have a **GPA** of 2.0 (they don't have to have 12 credits of 2.0 - some of the 12 credits may have been taken in courses that are graded P/F). Others become de facto BA/BS applicants after they have 90 credits - whether or not those 90 credits fulfilled the requirements for an associate degree.

Very few students are actually able to fulfill the requirements for an associate's degree in within the 63-70 credits that are supposed to define the course of study. This is because the combination of 1) remedial courses needed by most **AS** students, 2) hidden **pre-**requisites and 3) the large number of required courses ensure that the majority of students would need considerably more than the indicated number of credits to complete the curriculum.

The above is not in accord with the CUNY Articulation Policy in several important ways. CUNY regulations state that no one may transfer from a two-year to a four-year program unless they have passed all three proficiency exams (source - 1985 Policy: Transfer of Liberal Arts and Science Courses). John Jay does not examine proficiency status before effecting a transfer. Secondly, CUNY requires that students requesting a transfer after attaining **fewer** than 24 credits must have had secondary school GPA and class status that would have permitted them to register for a four-year degree upon their initial application to CUNY; John Jay does not follow this regulation and maintains that transfer within an institution is not identical to transfer from a community college to a senior college and classifies students who have not passed the proficiency exams as "conditional non-matriculants." Phone conversations with personnel at the CUNY Admissions Office did not elicit this distinction, although they did **seem** to elicit a certain amount of confusion. The CUNY Policy does provide that "the President or his/her designee is hereby authorized to grant exceptions to the provisions regarding Freshman Skills placement to select students under special circumstances. The number and nature of exceptions shall **be** reported annually to the Chancellor..." The Dean for Admissions and Registration indicates that the Central Office has

not policed the transfer activities of the colleges.

## REMEDICATION

Information on remedial courses needed came from the 1982 and 1987 cohort studies, which provides data on the remedial needs of SEEK and non-SEEK freshmen entering in the fall semesters of those years. The comparisons shown here involve only non-SEEK associate and baccalaureate students.

Fall 1987

	no remedial courses	1 remedial course	2 remedial courses	3 remedial course <sup>5</sup>
BA/BS	58	173	111	106
AS	47	114	151	193

One way of summarizing this data is by pointing out that 52% of BA/BS students need no remedial courses or only one remedial course while only 32% of AS students need less than two remedial courses. A similar pattern held in the 1982 cohort.

Fall 1982

	no remedial courses	1 remedial course	2 remedial courses	3 remedial courses
BA/BS	59	117	68	47
AS	69	82	98	96

Thus, 60% of the BA/BS students needed one or no remedial courses, while only 44% of the AS students fell into this category. We mention parenthetically that where only one remedial course was needed, it was almost always a math course, as opposed to English or Communication Skills.

Source - JJ Office of Institutional Research - Oct 1991)

The most detailed information relative to the Committee's concerns came from an analysis of the 1987 cohort data; this not only shows which proficiency tests were passed on entrance to the College but also which were passed three years later. It is also the only data which separates those AS students who could have qualified upon admission for a four-year program but chose a two-year program instead. These figures pertain to non-SEEK freshmen only.

Entry, Fall 1987		Entry Degree Objective				
% passing		AS	Chose AS	All AS	BA/BS	All
	math	24.1	41.9	25.7	47.7	34.1
	writing	24.2	46.5	28.1	51.1	38.9
	reading	56.6	74.4	58.2	72.7	65.1

Status, Fall 1990						
% passing		AS	Chose AS	All AS	BA/BS	All
	math	36.3	53.5	37.9	68.5	53.3
	writing	41.5	53.5	42.6	71.9	56.4
	reading	71.7	83.7	72.8	87.2	79.6

(source - JJC Office of Institutional Research, Sept 1991)

## CUNY ADMISSIONS POLICY

The University Dean for Undergraduate Admissions pointed out that the admissions policies for first-time students are set by the Board of Trustees, with no input from the colleges; colleges may, however, request waivers from the policy. For example, both York and BMCC are permitted to admit some students without a high school diploma. John Jay admits students to the four-year programs with a high school average of **75** rather than B0; this waiver was requested in 1977, in order to raise the size of a student body that had decreased after the threat to close the College in that year. The Dean indicated that so far no school had asked for a waiver for admissions criteria stricter than **those** established by the Board; he first felt that **the Board** would not be receptive to such a request, but then suggested that if one college should make a good case for a unique waiver of this type, the Board might feel that one exception did not alter the general CUNY principle of access. This would also be consistent with the situation at Hostos, where space limitations mean that the school prioritizes associate degree applicants by high school GPA. Colleges are also free to set (with Board approval) policies for transfer students, so a program that builds on particular prior credits might be approved.

## CONCLUDING REMARKS

Although John Jay initiated its two-year programs to be vocationally-oriented and complete in themselves, thus conforming to the CUNY description of the AAS, in practice they serve as a method for students who do not meet the entrance requirements for senior colleges to be admitted to a senior college. This is supported by the fact that AS students are not identified as such on most data sources, little effort is made to ensure that they follow the requirements that would lead to an associate's degree, and they are transferred to four-year programs even when they have not met the CUNY requirements for such a transfer. Until this semester, the letter informing applicants that they have been admitted to John Jay did not indicate whether the applicant had been admitted to a two-year or four-year program; this helps to explain why many two-year students do not seem to be aware **that they are two-year students.**

Although associate students make up a large proportion of the entering freshman class (e.g. 41.3 per cent in Fall 1989) their higher rate of attrition means that their proportion of the **student** body decreases (e.g. 38 per cent of students registering for their second semester). They receive fewer than 12 per cent of all undergraduate degrees.

## POSSIBILITIES

There are, of course, any number of ways in which the College could treat the AS programs in the future. Each has political and economic implications. Each supports **some** values and hinders the expression of others. Not all are mutually exclusive. We put several of them forward, not as recommendations, but merely as guides for discussion.

- 1) Continue without any changes at all. This causes the least disruption within the College, within the University and in our relations with government and community; it provides the greatest possible access to disadvantaged students.
- 2) Eliminate the Associate's programs. This would eliminate the "back-door" admissions option. It would also leave those members of the faculty and staff **who** survive the inevitable budget cuts free to concentrate on the needs of the BA and BS students, a substantial number of whom are as underprepared as the AS students.
- 3) Reduce the size of the and AS student bodies. This can **be** done by capping enrollment **or**, less drastically, by elaborating the policy introduced in **1991** of moving up the cut-off dates for accepting applications from students applying for direct admissions. This would at least ensure that **AS** students were sufficiently committed to higher education to prepare their applications well in advance of the first day of classes.
- 4) Emphasize the vocational nature of the programs. Such a program would be designed for students who have a strong commitment to careers in criminal justice and might explicitly build upon work done in the various agency academies. Such a program might be especially attractive to practitioners trying to meet the rising educational standards of some agencies and would be consistent with the CUNY description of the AAS degree.
- 5) Design AS programs that are clearly distinct from - although amenable to articulation with - BA and BS programs. Counseling, remedial work, and any other type of support the College could supply these students would be developed and delivered with their special needs in mind.