

BRONX COMMUNITY COLLEGE
of the City University of New York

MINUTES of the Meeting of the Committee on Instruction
and Professional Development

October 21, 1982, 3 p.m., President's Conference Room

PRESENT: Members: Profs. Anderson, Brand, Diamond, Forman, Hadgis, McCulloch, Pomerantz, Sokolsky, Stuchin, Wise.
Guests: Profs. Costello, Davidson, Furst, Gourin, Juechter, Just, Kostroff, O'Riordan, Rothschild, Steuerman, Tyson.

The meeting was devoted to a presentation by Dean Polowczyk of the professional development program which the College plans to undertake with foundation grant assistance, and discussion of the proposal by Committee members and guests. The Carnegie Foundation, noted for its interest in education, was mentioned as a possible source of funds. Dean Polowczyk summarized the purpose of the proposed program as 1) retraining faculty "displaced" from their disciplines by declining enrollments, and 2) making released time available for faculty to keep up with new developments in their fields.

Following Dean Polowczyk's introduction, the following points were discussed:

1) Professor Costello asked how the B.C.C. plan would fit in with CUNY-wide retraining programs. Dean Polowczyk responded that our needs at B.C.C. do not necessarily coincide with those provided for in the CUNY program. At B.C.C. for instance, the Computer Science retraining program was oversubscribed, while English was undersubscribed (results are not yet in for the ESL program).

2) Dean Steuerman commented that our problem is to find ways to "institutionalize institutional vitality" when we can no longer count on being able to hire new faculty. Personal growth programs might be one solution to this. Another might be to encourage faculty to accept part-time outside consultantships in their fields. Dean Polowczyk suggested that a way of facilitating the process would be for senior faculty, on a voluntary basis, to help junior faculty with teaching loads so that the latter could develop in new directions.

3) Prof. Tyson commented that Chancellor Murphy recently raised the possibility of exchanging faculty (as visitors) among CUNY units. Dean Polowczyk noted that we are already doing this in Biology with Lehman College. Professor Tyson also asked whether anything is being done to encourage early retirement. Dean Polowczyk suggested that we might, as an incentive, start to "package" sabbaticals to include early retirement. We might also open B.C.C. satellite centers, even in other boroughs, as a way of keeping faculty employed.

4) Professor Sokolsky noted that the Mayor has recently announced a 6% general city personnel cutback, to be achieved by attrition. He asked whether compulsory RIFs will take place in future at CUNY. Dean

Polowczyk responded that so far the stated CUNY policy against retrenchment still holds. However, we cannot rule out retrenchment as a future possibility. Professor Sokolsky also asked how teaching would be affected by the reduction of hours required in the new contract. Dean Polowczyk replied that the contract provision might lead to an increase in the number of students per class.

5) Dean Steuerman commented that in our grant proposals for faculty retraining we should stress the element of cost-effectiveness. "Protecting faculty" would probably not get as favorable a response.

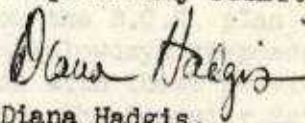
6) Professor Forman commented that as part of faculty renewal we might open a faculty center, to offer various types of personal and professional assistance. Dean Polowczyk agreed.

7) Professor Juechter suggested that an important preliminary to a faculty development program should be an audit of the faculty in regard to professional development. Professor Pomerantz agreed that accurate information as to the current status of the faculty will be needed in order to prepare the grant proposal.

8) Prof. Stuchin submitted a schematic outline of the suggestions made at the meeting (attached to these minutes).

The meeting was adjourned at 4 p.m.

Respectfully submitted,



Diana Hadgis,
Secretary