

File University Faculty Senate

MINUTES OF THE SEVENTIETH PLENARY SESSION OF THE UNIVERSITY FACULTY SENATE
OF THE CITY UNIVERSITY OF NEW YORK

November 15, 1977

The meeting was called to order at 6:45 p.m. in Room 207 at the Graduate Center by the Chairman, Dr. David Valinsky. All members were present except Professors Abramson, Anderson, Bard, T. Brown, Charney, Corbiere-Gille, Dolciani, Donno, Dreiling, Edwards, Elster, Gilbert, Harvey, Klarfeld, Krich, Leiter, Lekachman, Levy, Lutz, Marcinek, S. Page, Patterson, Robbins, Rootenberg, Rothman, Rustow, Rутtenberg, Sacks, Santoro, Silver, Uretsky, and Yousef. Professors E. Brown, Cooper, Nash, Raskin, Ringel, E. Roberts, V. Roberts, and Waren were excused. Professors Nachtsheim (AAUP), Brandon (PSC) and Zeller (PSC), liaison members, were present also. Chancellor Robert J. Kibbee, Mr. Jerald Posman, and Dr. Jean Ellis also attended.

Professor Valinsky asked the consent of the Plenary to honor a request from Professor Morris Hamburg, chairman of the Brooklyn College Faculty Budget Committee, to attend the session as an observer. Upon motion duly made, seconded and passed, permission was granted.

Professor Valinsky also reminded the Senate that **November 17** marks the tenth anniversary of the convening of the first Senate Conference and indicated that three current members of the Senate, Professors Galub, Ornstein, and Valinsky, had been members of that Conference. Professor Zeller, now representing the PSC as a liaison member, had also been a member of the Conference.

- I. Approval of the Tentative Agenda: The tentative agenda was approved.
- II. Approval of the Minutes of the 69th Plenary Session: The minutes were approved with the following correction: Professors Nash and Waren were excused.
- III. Communications from the Chairman: Dr. Valinsky announced that the College of Liberal Arts of City College had completed its elections and that Professors Radmila Milentijevic and Martin Sacks had been elected.

Dr. Valinsky stated that the chief focus of the 70th Plenary would be on the University's Budget Request for 1978-79. The Chancellor and Mr. Jerald Posman, director of the CUNY Budget, would attend to explain the request and answer questions from the Senate. He reminded members that copies of the request had been delivered to them through the mails and said that additional materials would be distributed by Mr. Posman. A Public Hearing on the Request is scheduled by the Board of Higher Education on Thursday, November 17. Professor Stefan Baumrin, member of the UFS Executive Committee and faculty representative to the BHE Committee on Fiscal Affairs, will testify on behalf of the UFS at that Hearing.

Dr. Valinsky also announced that he and the Vice-Chairman, Professor Ann M. Burton, have had a series of meetings with Mr. Brian Kanzaki of the Student Senate concerning CAP and the pressing need for additional funding for financial assistance to part-time students, especially in the senior colleges. Professor Beryl Hunte, chairman of the UFS SGS Committee, has joined the meetings too. It has been agreed that the UFS and the USS will cooperate in a joint effort to secure additional funding for CAP. The plans include development of data and other materials concerning CUNY's part-time students and the use of those data and materials to support discussions and meetings with key political people and

legislators.

Cooperation with SUNY continues to expand. The Joint Library and Budget Committees have been meeting regularly and will be submitting interim reports in the near future. The Executive Committees of the two Faculty Senates will be meeting again on November 18 to set up additional joint committees in the areas of master-planning and long-range planning as well as an ad hoc committee to prepare a joint political document on public higher education. The Committees plan too to map out areas for long-range planning and to develop a schedule for a series of joint meetings with legislative leaders in Albany early in the New Year.

Professor Burton and the Chairman, Dr. Valinsky continued, met with The Honorable Harold M. Jacobs, chairman of the BHE, on November 14. This was the first formal meeting among them and it is anticipated that it will be followed by additional equally productive meetings. The Senate leadership emphasized especially the state of faculty morale and concern at the continuing uncertainty and lack of stability in the University and addressed the need to develop a real working relationship between the faculty and the BHE. The Chairman of the BHE was receptive to the leadership's suggestions and, as Professor Burton added to the UFS Chairman's report, had agreed that BHE members visiting the campuses ought to meet with the Senate delegation from that campus.

Dr. Valinsky stated that since the question of presidential housing and perquisites had again surfaced in the media the Senate might wish to know that the BHE was discussing its policies on Presidential housing but that Senators who had questions about this subject ought to address them to the Chancellor.

Dr. Valinsky announced that he could at length report that the Faculty Advisory Council to the Research Foundation was constituted. The Board of Directors of the Foundation have waived their by-law requirements for membership on the Faculty Advisory Council. The Council consists of Professor Henri Peyre (Graduate School), chairman; Professors Morton Bard (Graduate School), Morton Cohen (City), Blanche Felton (Queensborough), Alexander Harvey (Queens), Bela Kiraly (Brooklyn) and Rolf Meyersohn (Lehman).

Finally, Dr. Valinsky reported that several of the UFS Committees are well along the way in working on their charges and reports from them might be anticipated for the December Plenary.

Professor Lea (Lehman) said that he was encouraged by the Chairman's reports on relations between the faculty as represented by the UFS and the BHE and Central Administration. He wondered, however, whether anything could be done to have the same kind of relationship transmitted to the campuses. Was the Senate planning to do anything to encourage the presidents to adopt this kind of relationship with the faculty councils? The Senate's major emphasis this year is on the development of meaningful faculty participation. This is evidenced by the work of the Budget Advisory Group at 80th Street and asking where such input can be shown on the campuses. The Chancellor has been told that there is a need for a way for faculty participation to be developed on the campuses. It is also part of the leadership's plan to meet with the Executive Committee of the Council of Presidents and this will be part of the agenda of that meeting.

Professor Lea also asked about the tentative Guidelines for SEEK which

had been discussed at a meeting he attended on November 9. The discussion at that meeting had seemed one-sided and not in accord with his views nor with the views of other UFS delegates with whom he had spoken. Was the Senate planning to express an opinion on them?/ The Executive Committee does plan to submit a Senate statement. An Ad Hoc Committee is being appointed to prepare such a statement.

IV. Report of the Ad Hoc Committee on Legal Affairs: Professor Galub (Bronx Community), chairman of the Ad Hoc Committee on Legal Affairs, reported that the committee had been working hard on its charge. Several informal discussions have taken place among the five members: Professors Baumrin, Diamond, Stansky, Volkomer, and Galub and they have been collecting various documents which they believe will be useful. They have also been in touch with the AAUP and PSC. The intent is to have discussions also with the Vice-Chancellor for Legal Affairs and members of her staff but not until the committee has completed discussions among themselves. Professor Galub said too that the Committee would welcome suggestions from the membership which might be submitted orally or in writing.

Professor Lea asked whether the committee was addressing the question of persons being "axed" through P&B procedures when, in fact, the decisions were institutional rather than academic./ Yes.

Professor Nachtsheim (AAUP liaison) said that the portion of the Committee A report on the City University which dealt with Hunter College was worded in such a way as to indicate that the procedures followed there were proper, if the decisions were indeed academic and if the judgment was not invidious.

V. Reports of Other Committees: Professor Valinsky asked Professor Burton, faculty representative to the BHE Committee on Academic Affairs, to report on the activities of that committee.

Professor Burton said that the Committee had not been very active this year since it had been having problems gathering a quorum for meetings. The membership included four members of the Board - Dr. Goldin, the chairman, Dr. Piore and Dr. Robinson, and one other who did not attend meetings. President Wexler (Hunter) represents the Council of Presidents and there is a student representative too. The principal items of business have been waivers. Dr. Burton suggested that Senators who knew of cases of waivers that she ought to have information about should transmit that information to her for use on the Committee. The curriculum items this year have been limited with the program in Mortuary Science at La Guardia Community College of interest because it represents the first such program in CUNY. The Committee has received a report on the implementation of the Skills Testing program - an item submitted for informational rather than action purposes.

A lively discussion followed with special interest expressed on whether the correlation between credit and contact hours was being considered in the recommendations on remedial work, when the plan was to be implemented, when the tests were to be taken and what safeguards were being established to preclude a student's being enrolled in remedial courses and registered for courses that required the very skills in which remediation was being given, whether provision was made for ESL students in some special way, whether thought had been given to having prerequisites for courses, whether, as the long-range planning book issued during the summer indicated, it was anticipated that CUNY would have to accept responsibility for more and more remediation and, if so, whether the Board was planning to ask that the high schools take on that function. Pro-

fessor Burton explained that there was hope of implementing at least some of the testing program for the spring term, that students would take the tests when they entered and continue to take them until they had been passed and that no student who had not passed them would be permitted to register for any work for credit beyond a limit of 60 credits until they had been passed. She agreed that the matter of students registering for credit courses that required skills in which they were simultaneously taking remedial work was a serious issue, one which perhaps raised the question of the proper relationship between the central office and the campuses. Certainly it as well as the possibility of establishing prerequisites for courses to prevent such occurrences are matters that ought to be discussed by local faculty councils or governance bodies since these rather than the BHE ought to have jurisdiction over curricular offerings. She explained too that the question of costs connected with remediation had been raised and that the BHE was trying to have the high schools assume part of that cost. She pointed out too that the report referred to in this connection is one in which the Executive Committee is very interested and hopes in its discussions with SUNY to prevent becoming a self-fulfilling prophecy. The problem of ESL students is given attention in the proposals.

Questions were also raised about the exclusion of students presently enrolled from the requirements of the skills testing program and about the new State Education Department regulation requiring students to take a minimum of 3 credits in the first semester and 6 in the second at the same time as they were enrolled in remedial courses. Professor Burton said that students presently enrolled would not be required to pass the skills tests. She deferred to the Chancellor on the other question, saying that it had been mentioned in the Committee on Academic Affairs for informational purposes only. Finally, it was suggested that on the question of the setting of prerequisites or establishing standards beyond those of the proposal these were matters of faculty prerogative and that further it was politically unwise to seek a previous opinion from the BHE on these questions.

VI. Chancellor's Report: Chancellor Kibbee announced the following: 1) Concerning construction - The North Academic complex at City College is being resumed; Lehman's project is underway; discussion is going on concerning the bonds for Hunter College's construction since Hunter is next on the list, then Borough of Manhattan Community College. There is a good possibility that the Hostos Community College renovation is going to be underwritten by a local bank as a private issue. There has been a little trouble with the State which is loath to approve the Hunter College project without a review of the total needs of the University and its long-range capital plan. The BHE, on the other hand, is trying to divorce the issues their position being that no matter what is decided in terms of the long-range there will be no significant impact on Hunter College's need for space. 2) On Skills Assessment: A Policy Committee has been established with three sub-committees, one for each of the areas in which skills are to be assessed. The purpose of the sub-committees is to monitor the program and to make decisions concerning the instruments to be used, the scores to be required, etc. 3) Concerning SEEK: A major effort is being directed towards the preparation of new Guidelines for SEEK. Meetings have taken place throughout the summer and fall with SEEK representatives and non-SEEK people named by the UFS. There has been an airing of the tentative proposed new guidelines at a meeting attended by both SEEK and non-SEEK personnel. At present what was said at the meeting is being digested and within the next two weeks a new set of guidelines with revisions that seem justified will be put forward. 4) On ACUSNY: The agreement on a set of propositions concerning TAP which was arrived

at when the group met ten days ago exists although it is fragile. It incorporates three elements: raising the threshold on maximum awards; abolishing the differential for upper and lower division students, and providing some aid for part-time students. The last is not full blown aid but represents an opening of the door by suggesting that TAP should be extended in some form at least to part-time students. The agreement is fragile because no one is sure of the total cost involved and the enthusiasm may not exist to make it last. 5) Concerning consortia: A dialogue has been going on between the major doctoral institutions in the City concerning consortia. It started as a result of the recommendation of the German programs evaluation group which suggested that NYU, Columbia and CUNY put together a common program using the academic resources of all three institutions. In the process of discussing that suggestion the talks were extended to other areas. An approach has been made to four major foundations in the City and there are now assurances that a \$198,000 grant will be forthcoming to fund a study of creating such consortia. An announcement of the grant should be made within the next two weeks.

Chancellor Kibbee said that the main part of the report this evening would be devoted to the Budget Request and a presentation by the Director of the Budget. He wished to report, however, that the University has had its mandated hearing before the various branches of the State government. That hearing was chaired by the Deputy Budget Director and included representatives from the Governor's office, the Lieutenant-Governor's office, committees of the Senate and Assembly. The principal parties seemed satisfied with the presentation. In addition, a briefing was held for legislative staff on November 10; there will be a Public Hearing scheduled by the BHE on November 17 and the BHE will act on the Request at its Public Meeting on November 21.

Chancellor Kibbee then responded to the following questions submitted in writing: 1) Professor Lea (Lehman) - "In connection with the proposed revisions to the SEEK Guidelines -- does the Chancellor expect, as a result of last Wednesday's university-wide conference, any significant changes in the proposal as it now stands, and do we have the Chancellor's assurance that we shall be given at least until September, 1978, smoothly to implement the many changes the revised guidelines mandate, especially the transfer of some SEEK and other remediation faculty to regular academic departments?"/ I don't envision any significant change. Any changes will probably be in the area of allowing more flexibility but no decision has been made yet. I don't think that the Guidelines, once approved, will be implemented immediately. Care is needed in implementing most of them and certainly they would not be implemented until next September. 2) Professor Nowinski (Hostos) - "At Hostos Community College there is considerable distress among the faculty regarding the following: what was the rationale for the appointment of a Vice-President for Program Development whose residence and time is wholly centered in Washington, D.C. This position was created and appointment was made without any consultation or any search committee involving the Hostos faculty."/ I have no idea; I did not know about the appointment and therefore I can not tell you the rationale. I will try to find out.

Chancellor Kibbee then responded to the following questions from the floor: 1) Professor Baumrin (Lehman) - "Are students presently enrolled to take the basic skills exams?"/ Students coming in are to be tested. What we did is to try not to use the tests as negative criteria for students already here but to invoke a kind of "grandfather clause". We may test them for informational purposes but it would not be fair to include them since the tests were not here when they arrived. I say all of this somewhat hesitantly but the idea has

always been that we would start at some point and then try to push them through the system. That is the rationale for what I said. If a lot of people are very agitated about the plan, then it is possible that it may be reconsidered. Professor Baumrin further asked - "Are people entering at the third level this year excluded?"/ I understood that there would be testing in reading for February entrants this year and perhaps in another skill as well and that by September there would be testing in all areas. The writing test, of course, requires a good deal of logistical and other planning. 2) Professor Waldman (York) - "There is a lot of concern at my college concerning the construction of a permanent campus at York. Could you tell us why York was not mentioned in relation to construction projects?"/ I didn't mention it because the State is interested only in what has been started already. York has not, although I understand there is a technical question because some steel has been purchased and is rusting somewhere but the State says no real money has been spent and therefore it has not been started. 3) Professor Milentijevic (City) - "I have a question on an embarrassing topic, embarrassing because of the Goldin audit. If I understand correctly what was reported in the New York Times and if that reporting was done responsibly, I was disappointed in your statement about the need to defend the presidents. 1) There was no statement concerning your seeing to stopping their spending or curtailing it and 2) how can you defend them at the very time when faculty are being contracted, when workload is being increased; when students are receiving less education. Why should not everything be cut is the question - all of us work for the University. Why should you select where to cut and where not to cut. Is presidential spending in order when it is spending in this magnitude? What is their contribution that justifies such expenditures?"/ You sound like the Comptroller. He wrote a political document for presentation of a Friday afternoon and to attract attention. He has included things from 1966 in the document; the car that is mentioned was used in that fashion in 1970. The presidents have a job to do; if they do it properly, it involves some entertainment for faculty, students, community people, alumni, potential donors. This is something that goes on all the time and it is something your president does with the best of them. Most of the money for these activities comes from alumni association funds, however, not from tax-levy funds. Some part of the money comes from the Boards that distribute student activity fees. The reason why I didn't say the abuses will be stopped is that I don't think there have been abuses. These are normal activities of a president in any institution and they need the wherewithal to do them. 4) Professor Zeller (PSC Liaison) - "You didn't deal with the more basic question of the houses. Once they have the houses they have to put something in them. I think the decision to provide presidential housing was poor public relations on the part of a former Chancellor - and I am not blaming you for it. The political impact of such a policy is poor and it would have been better to have made an additional allowance to presidents. Furthermore, they do not need houses for entertainment they could entertain in the college buildings./ It is done in both. The whole business leaves me cool, however. After all, 28 of the 29 SUNY presidents have houses. 5) Professor Greenbaum (Queensborough) - "Do you mean to say that you don't think the University is going to suffer because of this?"/ Let it come up; it is an issue being raised for political purposes. 6) Professor Hogg (Queens) - " I noticed that the bio-medical program is being transferred to tax-levy funds and also that the salary schedule for that program is way up. Will the salary schedule continue to be elevated when the program is on tax-levy funds?"/ It was agreed originally that if the program were a success, after five years it would be transferred. The transfer is not going to affect salaries; the same kind of arrangement is true of Downstate and Upstate Medical Centers; those are the going salaries in the field. Professor Hogg further stated that many of those now teaching in the bio-medical program were trained by City University faculty./ Yes, as were Nobel laureates. 7) Professor Roman (Hostos)- "In pro-

posing changes in TAP was any consideration given to the extension of the eight semesters eligibility especially because ESL students need more?"/ Only in special programs can it be extended to ten semesters. Even students taking remedial work get only eight. Our position is that if we can get them through four years we'll worry about the fifth later. 8) Professor Wasser (College of Staten Island) - " I sympathize with your arguments about former Chancellor Bowker. I would like to point out though that the State University of California has no presidential housing. Only the Chancellor has a house and that was paid for by private funds. The situation here is therefore different. Furthermore, most of the presidents live two or three miles away from their campuses and except for fund-raising events very few students or faculty seem to have seen the inside of a president's house. I want to give fair weight to the arguments in favor of such housing but isn't there a question of a top-notch behavior pattern? In a time of crisis is this how we should spend our time? Can't the presidents be models? Is the BHE going to issue a new policy on presidential housing?"/ Yes, but not in the form you are discussing; rather the new policy will extend the same privileges to the community college presidents. You have to read the audits before you can talk about extravagances. In most cases the entertaining amounts to \$1,000 a year. I have been at parties and the president has served punch and cookies. Professor Wasser further said - "The key issue here is the house."/ That expense is gone. The money has been spent and if they are sold the City of New York gets the money, not the University. 9) Professor Rempson (Bronx Community) - "I understand that there is a new regulation concerning the requirement that students in remediation take 3 credits in the first semester and six in the second. Did the University have a part in the formulation of that policy? Does it have any stand on the policy?"/ The Regents redefined what a full-time student is. A year ago NYHESC, you remember, raised the issue and that led to the Regents redoing the definition. What they have said is that to be full-time a student must take 12 credits or the equivalent in remedial work but in any case the student must take 3 credits in the first semester and 6 credits in the second. This applies to all students, not just those in remediation. 10) Professor Dierlam (Queens) - "Concerning the TAP grants - is it politically realistic to expect anything beneficial for us from this agreement?"/ It was put together to be helpful to all.

Professor Valinsky then introduced Mr. Posman, director of the Budget. Mr. Posman who is a graduate of City College holds an MBA from Harvard University. Before coming to CUNY's Budget Office Mr. Posman worked as an editorial assistant in the Sports Department of the New York Times and served with the Peace Corps. He joined the CUNY Budget Office in 1973 and has served as director of budget planning and acting director of the Budget prior to assuming his present post.

Mr. Posman then offered to the Senate the same presentation that had been made to the State Budget Office and legislative leaders. The presentation included a series of charts accompanied by a narrative explanation of the data on each chart. Mr. Posman then responded to questions from the floor. 1) Professor Wu (Queens) - " On page 17 of the Budget Request book variations in the cost per student are indicated and I wonder how those figures were arrived at?"/ Two things exclusive of physical facilities were taken into account. The key point is the salaries that are the average for the college. If you compare City College to Baruch College, for example, you could get a 30 to 40% difference. If all the colleges were put on the same cost per student basis it could lead to retrenchment. We tried to look at staffing models, therefore, and request faculty or staff. Professor Wu further asked - "Is it possible that there is overstaffing of administration at some colleges?"/ We're not sure. For example, the technical programs at City College have a strong effect on salaries. 2) Pro-

fessor Jones (Brooklyn) - "In your earlier remarks you referred to the library as non-instructional cost. Is that an accounting convenience or what?"/ It meets the requirements of the state categories which include one for teaching and research, and one for academic support which includes library. 3) Professor Gruenebaum (Brooklyn) - " We have been having a highly unproductive discussion on my campus on some of these questions. Where can one obtain information on the State definitions of categories? Where does a dean belong, for example? And are there studies on staffing patterns that are available?"/ The definition of categories is easy. On the second I prefer not to release any of those data at this time. Good information is simply not available. The new budget system will lead to good information, I think and then we can release the data. 4) Professor Berger (John Jay) - " You indicated that the size was tied to enrollment. What happens when enrollment goes down?"/ That is a most difficult situation that will have to be faced. We don't know yet how to get around it except to work with SUNY on developing new patterns for funding. 5) Professor Rempson (Bronx Community College) - "You indicated that a large portion of the budget is to help disadvantaged students. Have you encountered any resistance to spending on remediation? And do you anticipate any change?"/ We don't see any disadvantage. Chancellor Kibbee then continued the response, stating that the University did not perceive any disadvantage. The CUNY community colleges were like those elsewhere in the state. Those that accept all high school graduates are funded at a higher level as a matter of public policy. The State is therefore not going to hold the University responsible for that. 6) Professor Wasser (College of Staten Island) - "Are the categories permanent? At the same time that you are developing the budget by programs why is there a need for categories, e.g. the College of Staten Island is classified as "consolidated" but what is it consolidated with? Itself? I'm not sure. If we are working towards program differentiation do we want the state to accept that and, if so, why not a programmatic definition of categories?/ The point concerning the categories is that this is a different approach to the equity/parity issue. Last year there were difficulties which prohibited our developing such an approach. It seemed to us though that by looking at ourselves in a different way we might get more money. They may not last beyond this year but they were a way of suggesting how to achieve additional funds. 7) Professor Baumrin - "You said that you would provide the category definitions used by the State but that you had some sensitivity concerning using old data. I can remember when I came to the City University meeting with the Dean and I don't know of anyplace in the system where that could be true still. Could you provide either a model of an ideally staffed or well-reported existing school?"/ I'll think about it. 8) Professor Page (NYCCC) - " There is an obvious gap between the request and what we may get. Has any thought been given to bridging that gap? If not how do you think it might be done?"/ The situation is different for the senior colleges and the community colleges. For the senior colleges last year we were given a lump sum for the colleges. The State wants to change that, however. They accepted it last year because it was the first year we were working within their budget process, etc., etc. We might get some flexibility this year but I don't think so - or else they will ask for very detailed explanations of any changes. I think the Governor's Executive Budget will be for budgets for the individual colleges. For the community colleges, however, we will probably get a lump sum. The plan then would be to take the models and to fund x% of the model across the board. 9) Professor Cantwell (Brooklyn) - " What proportion of the category of instruction and research includes the mandated increase, the COLA etc.?"/ There is nothing in the amount for salary adjustment. We are following the SUNY pattern and will probably do what they do, i.e. have a deficiency budget or receive additional funds in a

supplementary budget allocation. 10) Professor Valinsky (Baruch) - "Is there a possibility of the senior and community colleges being treated differently?"/ I hope not but the fact remains that the community colleges are funded by the City and the senior colleges by the State so that conceivably one might get the money and the other not.

Professor Valinsky thanked Mr. Posman for his presentation. The meeting was then adjourned at 9:45 p.m.

Respectfully submitted,

Radmila Milentijevic
Secretary