MINUTES OF THE EXECUTIVE COMMITTEE MEETING OF THE
BOARD OF HIGHER EDUCATION OF THE CITY OF NEW YORK

HELD
SEPTEMBER 29, 1969

AT THE BOARD HEADQUARTERS BUILDING
535 EAST 80 STREET-DOROUGH OF MANHATTAN

The Chairman called the meeting to order at 3:30 p.m.

There were present:

Francis Keppel, Chairman
David I. Ashe
Frederick H. Burkhardt
Porter R. Chandler

James Oscar Lee
Jack I. Poses
Luis Quero Chiesa

N. Michael Carfora, Secretary of the Board
Arthur H. Kahn, General Counsel

Chancellor Albert H. Bowker
Vice-Chancellor Julius C.C. Edelstein

Upon motions duly made, seconded and carried, the following resolutions were approved for transmittal to the Board: (Calendar Nos. 1 and 2)

NO. 1 PRESIDENTIAL COMPENSATION: RESOLVED, That a presidential compensation plan be adopted under which the deputy chancellor and all college presidents be paid a basic salary as senior college professor, and in addition, receive a supplement ranging up to $10,000 for their administrative duties; and be it further

RESOLVED, That the Executive Committee be empowered to fix the supplement for the deputy chancellor and each of the college presidents effective October 1, 1969; and be it further

RESOLVED, That the Executive Committee, in establishing such supplements, shall take into account such criteria as individual qualifications of the incumbents and longevity in office; and be it further

RESOLVED, That the Executive Committee shall review periodically the supplements paid to the deputy chancellor and the presidents.

EXPLANATION: The Presidential Compensation Plan (1) recognizes the appropriate faculty status of all presidents, (2) provides automatic adjustment of presidential salaries with changes in the level of faculty salaries, (3) permits the Board of Higher Education to give recognition to outstanding performance, unusual responsibilities and exceptional qualifications, and (4) provides for periodic review of presidential salaries on a regular basis.

Under the University's present administrative compensation plan vice-chancellors and university, senior, and community college deans receive their basic salary as a member of the faculty. The basic salary is supplemented for the administrative duties and responsibilities associated with the office and recognizes that the administrators' duties extend beyond the academic year. This arrangement provides for an automatic adjustment of the administrative salaries to take into account changes in the overall level of faculty salaries. It also permits the Chancellor or president, as may be appropriate, to establish salary differences among his administrators based upon differences in their experience, responsibility and qualifications, if he so chooses.

On the other hand, the salaries of the college presidents are established on a case-by-case basis annually as a result of negotiation between the City budget office and the Board of Higher Education. The amount though related indirectly to the level of faculty salaries is
not automatically increased with changes in the level of faculty salaries. As a result, the
difference between the top professorial salary and the presidential salary has been declining
over the years. Eight years ago, a professor earned $14,000 less than a college president.
Now college presidents receive a supplement that ranges from only $4,000 to $9,000 more than
the professor teaching on an academic year basis.

Further, the existing arrangement does not permit the Board, in fixing presidential salaries,
to take into account differences in individual qualifications, responsibility and performance
of the president.

NO. 2. CHANCELLOR'S COMPENSATION: RESOLVED, That effective October 1, 1969, the
Chancellor of The City University of New York be paid a basic salary as senior college
professor and in addition receive $17,100 as a supplement for his administrative duties and
responsibilities.

EXPLANATION: At its August 19, 1968 meeting, the Board of Higher Education increased the
salary of the Chancellor to $45,000. The Bureau of the Budget has not acted on the
modification.

However, consistent with the presidential compensation plan adopted at this meeting (Cal. No.
1), the Chancellor's total salary is being revised into two components, the first provides
for a basic professorial salary and the second provides for a supplement of $17,100 covering
his administrative duties and responsibilities.

At this point the Committee met with the Executive Committee of the University Faculty
Senate.

NO. 3. THE CITY COLLEGE PRESIDENTIAL SEARCH COMMITTEE: RESOLVED, That the City
College Presidential Search Committee be authorized to expand its membership by one student
representative.

EXPLANATION: At the September 25, 1969, meeting of the Search Committee, the Committee
agreed, at the request of a representative of The City College Student Government, to
recommend to the Board that one student member be added to the Committee. The students
will then have two representatives on the Committee.

NOTE: This item has the approval of all the members of the Executive Committee but is
subject to formal approval of the Committee at its next regularly scheduled meeting.

Upon motion duly made, seconded and carried, the meeting adjourned at 5:30 p.m.

N. MICHAEL CARFORA
Secretary of the Board
MINUTES OF THE MEETING OF THE BOARD OF HIGHER
EDUCATION OF THE CITY OF NEW YORK

HELD

SEPTEMBER 29, 1969

AT THE BOARD HEADQUARTERS BUILDING
535 EAST 80 STREET - BOROUGH OF MANHATTAN

The Chairman called the meeting to order at 5:30 p.m.

There were present:

Porter R. Chandler, Chairman
David I. Ashe
Renato J. Azzari
Herbert Berman
George D. Brown
Frederick H. Burkhardt
Maria Josefa Canino
Jean-Louis d’Heilly
Norman E. Henkin
Minneola P. Ingersoll

Robert Ross Johnson
Francis Keppel
James Oscar Lee
Benjamin F. McLaurin
Louis Nunez
Jack I. Poses
Luis Quero Chiesa
Ruth S. Shoup
Ella S. Streator
Arleigh B. Williamson

N. Michael Carfora, Secretary of the Board
Arthur H. Kahn, General Counsel

Chancellor Albert H. Bowker
President George James
President Dumont F. Kenny
President Leonard Lieb
Actg. Pres. George A. Peck
President Donald H. Riddle
President Herbert Schueler
President Robert C. Weaver
Actg. Pres. F. Joachim Weyl
President Milton G. Bassin
President William M. Birenbaum
President Murray H. Block
President James A. Colston

President Nasry Michelen
President Kurt R. Schmeller
Actg. Pres. Joseph Shenker
Professor Robert Hirschfield
Dean Robert W. Hartle
Deputy Chancellor Seymour C. Hyman
Vice-Chancellor Robert Birnbbaum
Vice-Chancellor Julius C. C. Edelstein
Vice-Chancellor T. Edward Hollander
Vice-Chancellor Bernard Mintz
Provost Mina Rees
Dean Benjamin Rosner

NO. A. NEW APPOINTMENTS: The Chairman introduced

Mr. Jean-Louis d’Heilly who was attending his first meeting as a member of the Board;
Miss Maria Josefa Canino newly appointed member of the Board; and
Dr. Timothy S. Healy, newly appointed Vice-Chancellor for Academic Development.

NO. B. JUDGE EDWARD D. RE: The Chairman read the following letter from Judge Edward D. Re:

"Dear Porter:

"I was deeply moved and honored by the very gracious citation of the Board on the occasion of my resignation.

"Please permit me to thank you and all of the members of the Board for this most recent display of esteem and friendship.

"Cordially,

"Edward D. Re"
NO. 1. APPROVAL OF MINUTES: Upon motion duly made, seconded and carried, the minutes of the following meetings were approved:

January 14, 1969, Executive Committee Meeting
January 27, 1969, Board Meeting
February 24, 1969, Board Meeting
March 11, 1969, Executive Committee Meeting
March 24, 1969, Board Meeting

NO. 2. COMMITTEE ON LAW: (a) Upon motion duly made, seconded and carried, Section 4.1 of the Bylaws of the Board is hereby amended to read as follows:

Sec. 4.1 THE ADMINISTRATIVE COUNCIL. There shall be an Administrative Council composed of the Chancellor, as its permanent chairman, the presidents of the several colleges [and] the Provost of the University Graduate Division [.] and the President of the Mount Sinai School of Medicine. The chairman of the University Faculty Senate shall sit as a non-voting member of the Administrative Council.

NOTE: Matter underlined is new; matter in brackets to be deleted; notice given at the meeting of June 23, 1969, Calendar No. 3(d).

(b) Mr. Ashe, on behalf of the Committee on Law, served notice of the following proposed bylaw amendments:

(1) Bylaw tenure after three years for persons appointed between June 18, 1968 and October 1, 1968.

(2) Discretionary bylaw tenure after one year in professorial titles for persons initially appointed to lecturer or instructor title.

(3) To provide for community college business manager, community college assistant business manager, and community college assistant to business manager for titles heretofore known as fiscal officer, assistant fiscal officer and assistant to fiscal officer.

(4) Revised bylaws, Articles V, and XI through XVI.

In accordance with established procedure the full text of the proposed amendments will be circulated ten days before the next regularly scheduled meeting of the Board.

(c) Mr. Ashe, on behalf of the Committee on Law, reported that the Committee has made substantial progress on the question of student due process and shall soon have proposed bylaws ready for submission to the Board.

NO. 3. COMMITTEE ON COLLECTIVE BARGAINING: (a) RESOLVED, That this Board hereby ratifies and reaffirms the Board of Higher Education Contract with the Legislative Conference (Unit I), which was approved by the Committee on Collective Bargaining and the Executive Committee on September 4, 1969.

(b) RESOLVED, That the Board approve the contract with the United Federation of College Teachers, Local 1460, AFL-CIO (Unit II).

At this point the Board went into Executive Session.
Upon motions duly made, seconded and carried, the following actions taken in Executive Session were approved:

**NO. 3A. RESIGNATION OF MR. PORTER R. CHANDLER AS CHAIRMAN OF THE BOARD:** The Chairman presented the following letter of resignation as Chairman of the Board:

"To the Members of the Board of Higher Education

"My dear colleagues:

"In accordance with my previous advice given to the members of the Executive Committee, and communicated thereafter informally to other members of the Board, I submit my resignation as your Chairman, effective at the close of the Board’s regular meeting of September 29, 1969.

"My reasons for taking this step have already been explained to you. The pressures of my professional practice, family and personal commitments, and considerations of health and age (I am, after all, seventy years old, though I don't like to admit it!) have all combined to impel me to take this step. In addition, it must be noted that my term of office as Chairman will in any event expire in May 1970, and my term of office as a Board member will expire in June 1970. Under all the circumstances, I feel that the election at this time of a new and younger Chairman will be in the best interests of the Board and of the educational institutions with whose governance we are charged. I shall be happy to continue as a Board member until the end of my term in June 1970, and during that period I shall do my best to assist the new Chairman in becoming familiar with, and in discharging, the duties of his office.

"To each and all of you I want to express my heartfelt gratitude for the unfailing and generous cooperation which you have given me during the past three years. It is not easy to put into words the intensity of my feelings on this subject. We have worked together in good times and bad, and have made friendships which I shall count as one of the most precious memories of my life.

"For my successor I bespeak the same loyal support which you have always given to me.

"Very sincerely,

s/ Porter R. Chandler

"Porter R. Chandler
"Chairman"

Upon motion duly made, seconded and carried, the resignation of Mr. Porter R. Chandler was accepted with deep regret.

The Board thereupon proceeded, by secret ballot, to elect Mr. Frederick H. Burkhardt to fill out the unexpired term of Mr. Chandler as Chairman of the Board.

**NO. 3B. COMMUNITY COLLEGE NUMBER SEVEN:** The Board voted to reaffirm the Executive Committee resolution of September 16, 1969, with regard to Community College Number Seven.

After discussion, the Board voted not to hear Mr. Vann and Mr. Carson.

**NO. 3C. QUEENS COLLEGE SEEK PROGRAM:** The Board voted not to hear representatives of the Queens College SEEK Program on the grounds that the matter was before the Board’s Committee on Expanded Educational Opportunity for consideration in depth, including a hearing.
Upon motions duly made, seconded and carried, the following resolutions were adopted or action was taken as noted: (Calendar Nos. 4 through 46)

NO. 4. ARCHITECT/PLANNER - CONTRACT EXTENSIONS: RESOLVED, That the Board approve the extension of contracts for the services of the indicated Architect/Planner firms at the increases in the total estimated fees noted as follows:

<table>
<thead>
<tr>
<th>College</th>
<th>Architect/Planner</th>
<th>Contract Period</th>
<th>Estimated Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Richmond</td>
<td>Edward Durell Stone &amp; Associates</td>
<td>12/1/67 to 10/30/70</td>
<td>$175,000</td>
</tr>
<tr>
<td>York</td>
<td>Snibbe-Tafel-Lindholm</td>
<td>1/16/68 to 10/30/70</td>
<td>$268,000</td>
</tr>
<tr>
<td>Baruch</td>
<td>Gruzen and Partners</td>
<td>8/19/68 to 10/30/70</td>
<td>$192,000</td>
</tr>
</tbody>
</table>

*Date includes an approximate one-year extension past the date of completion of Master Plan Brochure and Report for continued consultation.

**Increase includes amount estimated to complete the Master Plan Brochure and Report plus a nominal amount of $35,000 for continued consultation if and as required for each college for a one-year period thereafter;

and be it further

RESOLVED, That the City University Construction Fund be requested to take appropriate action to authorize the Dormitory Authority of the State of New York to extend the aforesaid contract; and be it further

RESOLVED, That the following item is hereby approved and shall be made a part of the Note Project (City University Note Issue) by appropriate inclusion in a future Supplemental Note Agreement supplementing the Note Agreement by and among the Dormitory Authority of the State of New York, the City University Construction Fund and the Board of Higher Education in the City of New York, dated as of June 12, 1967. The Chairman of the Board of Higher Education in the City of New York is hereby authorized and directed to execute a Supplemental Note Agreement including such item and to cause the seal of such Board to be affixed thereto. The Secretary of such Board is hereby authorized and directed to affix his signature thereto in attestation of such seal; and be it further

RESOLVED, That notwithstanding any other provision of this resolution, prior to the execution of any such Supplemental Note Agreement, changes, insertions and omissions may be made to the description of such item as hereinafter set forth as may be approved by the Chairman of the Board of Higher Education in the City of New York, and the execution by said Chairman of any such Supplemental Note Agreement containing such item with such changes, insertions and omissions shall be conclusive evidence of such approval; and be it further

RESOLVED, That such item is as follows:

Amendment of Schedule A attached to the next Supplemental Note Agreement to increase by the amount of $260,000 the amount listed for "estimated planning and designing costs for the Note Project necessary to develop the Note Project and determine the facilities to be made Note Facilities, which costs are not allocable to any specific Note Facility;"

and be it further

RESOLVED, That the City University Construction Fund and the Dormitory Authority are hereby requested to approve such item as hereinafter set forth and to take appropriate action to authorize the inclusion thereof in a future Supplemental Note Agreement.
EXPLANATION: The indicated Architect/Planners were each employed under a service contract that provided for payment of fee based on an actual time cost multiplied by a factor of 2.5. Each contract included a nominal total estimated cost of $100,000 for a contract period of one year.

On September 30, 1968, Calendar No. 5(a), the Board increased the York College Planning Contract by an amount of $75,000 and simultaneously extended this estimated completion date for the Master Plan Brochure and Report to 1/14/70. The purpose of the increase was to provide some allowance for the extraordinary costs incurred by the Architect/Planners in connection with the site selection for York College. A current analysis of the York College contract indicates that amounts of about $88,000 for site selection studies and $25,000 for planning work in connection with selection of interim facilities were incurred by the consultants.

The dates originally indicated for completion (Richmond 11/30/68, York 1/15/69, Baruch 8/18/69) were obviously too optimistic in view of the actual processes required to complete the planning studies. A reassessment of the current condition of the three contracts has indicated the need for additional time and funds to complete the brochures and reports.

The continued involvement of the architect/planner after completion of his initial report is necessary and desirable for such functions as liaison with the campus educational programming consultant and with the various project architects, who may be employed, for interpretation and updating of the initial plans, and for miscellaneous other services as and when required. Although the degree of continued participation will obviously vary from campus to campus, it is recommended that each contract be extended for an additional one-year period with a further nominal $35,000 fee increase.

NO. 5. MASTER PLAN REPORT - HUNTER COLLEGE: RESOLVED, That the Board of Higher Education indicate its general acceptance of the Master Plan Report and Recommendations for the Development of Physical Facilities for the Hunter College Campus as prepared by deYoung and Moscowitz, Architects/Planners, in accordance with the terms of a contract for the development of said plan; and be it further

RESOLVED, That Table 12-2 of the 1968 Master Plan of the Board of Higher Education be modified to delete the tentatively listed facilities under Item 2, Hunter College, and in place thereof include the facilities indicated in the aforesaid Hunter College Master Plan Report:

<table>
<thead>
<tr>
<th>Master Plan</th>
<th>Construction Cost Per Master Plan April 1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>PHASE I</td>
<td></td>
</tr>
<tr>
<td>Building B (Library, Graduate Center, Central Refrigeration Plant) 449,385 gross square feet</td>
<td>$24,849,000</td>
</tr>
<tr>
<td>Building C (Teacher Education and Hunter High School plus the Elementary School, Police Precinct and Fire Station) 415,818 gross square feet</td>
<td>18,211,000*</td>
</tr>
<tr>
<td>PHASE II</td>
<td></td>
</tr>
<tr>
<td>Building A (Present High School Site) 188,846 gross square feet</td>
<td>9,771,000</td>
</tr>
<tr>
<td>Existing Building (East Wing)</td>
<td>6,187,000</td>
</tr>
<tr>
<td>PHASE III</td>
<td></td>
</tr>
<tr>
<td>Existing Building (Remainder of Building)</td>
<td>6,693,000</td>
</tr>
<tr>
<td></td>
<td>65,711,000*</td>
</tr>
</tbody>
</table>

*The proportioned cost of the Police and Fire Units (45,114 gross square feet at $2,466,000), though included herein will be funded from the New York City Capital Budget.
EXPLANATION: The 1968 Master Plan of the Board of Higher Education included in Chapter 12, Planning for Physical Facilities, the following statement under Item 1, Basic Assumptions and Procedures:

"Nevertheless, the City University has embarked on implementation of a policy of master planning for each of its institutions. Utilizing the advice of a professional advisory committee, and following intensive interviews, the University has selected twelve architect/planner teams after an extensive search. Each of these teams has been assigned to develop a total architectural concept for a single campus. Their assignments range from institutions still in the site selection stage to the oldest establishments needing study of partial replacement as well as expansion of facilities. These architect/planner teams have direct and continuing contact with the president and faculty of the institution they are studying.

"The resulting campus master plan will be based on the academic program as developed within each institution. The office of the Vice-Chancellor for Campus Planning and Development will introduce such guidance as may be needed to maintain congruence with the University's total enrollment, academic and financial commitments. The central authority has the further responsibility of developing space guidelines and bases of comparison so that space planning will be consistent within the University for similar uses. This complex study also involves justification of these space guidelines as compared to parameters utilized by other public and private institutions. The study of these basic planning assumptions is being carried on in cooperation with the New York State Education Department. A paramount consideration throughout is the active policy of the Board of Higher Education to encourage institutional autonomy and avoid stereotyping of programs."

Also in Chapter 12, under Item 3, Specific Building Plans, the following is indicated:

"Table 12-2 includes a revision of the listing of the specific projects as they appeared in previous issues of the City University Master Plan. The table has been revised only in those cases where planning or construction has advanced to a point where such revision is significant. Certain specific projects that have been advanced in planning have been added.

"The University and the colleges are in the process of developing campus master plans. Therefore, it is not possible at this time to establish the total list of individual facilities needed for any one of the campuses. However, Table 12-2 does include many facilities that were identified as essential prior to the start of the local master planning processes. This table will be altered as the campus master plan for each institution develops."

A specific campus development plan for Hunter College has now been completed by the indicated architect/planner firm under the direction of the University and in concert with the college.

Hunter College's Park Avenue Facilities, dating from 1913 to 1940, are inadequate for present and future needs. The acquisition of sites on both sides of Lexington Avenue between 67th and 68th Streets makes possible and imperative a review of Hunter's status today and the establishment of progressive growth policies for the future.

The Hunter College Master Plan is based on an expected increase in enrollment from the present total of 7071 students to a total of FTED 9009 students in 1975. To accommodate this enlarged enrollment properly, an increase in gross square footage from today's 761,400 sq. ft., to a total of 1,529,188 sq. ft., will be necessary. This together with gross areas of 164,000 square feet for Hunter High School, 40,000 square feet for Hunter Elementary School, 35,000 square feet for the Police Precinct and 12,114 square feet for the Fire Station is to be provided at a total cost of $65,711,000 (estimate as of April 1969).

New and needed facilities provided in the Master Plan include faculty offices, a greatly expanded library, removal of the high school and elementary school to a new site appropriately contiguous to new teacher education spaces, bookstore expansion, student and faculty lounges and commons, research laboratories, lecture rooms, increased athletic facilities demanded by Hunter's new coeducational makeup, and a centrally-located refrigeration system for the air conditioning of the entire complex. Existing public facilities on the east side of Lexington Avenue - a fire station and a police precinct will be phased out without disruption of services and replaced with modern buildings operating independently from the college complex.
This Master Plan proposes the provision of the new and expanded spaces and services in the framework of a significant new approach to the planning of a densely populated and sited urban campus.

Since Hunter does not, nor will not have a "campus" in the traditional sense of open greensward, the plan proposes the bridging of Lexington Avenue and 68th Street with pedestrian access bridges linking all the elements of the college. These, in combination with open plazas and arcades at street level and even subterranean concourses at subway level, will give Hunter a vertically and horizontally dimensioned campus that will also become a significant element in the urban fabric of Manhattan.

Detailed architectural planning for the new Hunter College buildings is scheduled to begin in October 1969 with construction to be completed by 1977.

The recommended plan provides an appropriate initial step prior to the detailed planning of individual physical facilities for the Hunter Campus and the Board's acceptance in principle, of this overall plan is recommended in order that specific steps toward its implementation may proceed.

**NO. 6. APPOINTMENT OF ARCHITECTS - HUNTER COLLEGE:** RESOLVED, That the Board approve the appointment of Ulrich Franzen and Associates, Architects, for the design of the following Phase I facilities specified in the Hunter College Master Plan:

<table>
<thead>
<tr>
<th>Item &amp; Master Plan Reference</th>
<th>Gross Floor Area</th>
<th>Construction Cost per Master Plan (April 1969)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Building B - Library, Graduate Center, Central Refrigeration Plant</td>
<td>449,385 sq.ft.</td>
<td>$24,849,000</td>
</tr>
<tr>
<td>Building C - Teacher Education and Hunter High School (plus the Elementary School, Police Precinct and Fire Station)</td>
<td>415,818 sq.ft.*</td>
<td>18,211,000*</td>
</tr>
</tbody>
</table>

*Includes 45,114 gross square feet and $2,466,000 for the Police and Fire Units, the cost of which will be funded from the New York City Capital Budget

and be it further

RESOLVED, That the City University Construction Fund be requested to authorize the Dormitory Authority to execute a contract with the Architect noted for the design of the facilities indicated; and be it further

RESOLVED, That the following item is hereby approved and shall be made a part of the Note Project (City University Note Issue) by appropriate inclusion in a future Supplemental Note Agreement supplementing the Note Agreement by and among the Dormitory Authority of the State of New York, the City University Construction Fund and the Board of Higher Education in the City of New York, dated as of June 12, 1967. The Chairman of the Board of Higher Education in the City of New York is hereby authorized and directed to execute a Supplemental Note Agreement including such item and to cause the seal of such Board to be affixed thereto. The Secretary of such Board is hereby authorized and directed to affix his signature thereto in attestation of such seal; and be it further

RESOLVED, That notwithstanding any other provision of this resolution, prior to the execution of any such Supplemental Note Agreement, changes, insertions and omissions may be made to the description of such item as hereinafter set forth as may be approved by the Chairman of the Board of Higher Education in the City of New York, and the execution by said Chairman of any such Supplemental Note Agreement containing such item with such changes, insertions and omissions shall be conclusive evidence of such approval; and be it further
RESOLVED, That such item is as follows:

Note Facility:

Description: Phase I construction including Building B (Library, Graduate Center, Central Refrigeration Plant) and Building C (Teacher Education and Hunter High School, including the Elementary School and a separately funded Police Precinct and Fire Station) for Hunter College of The City University of New York.

Location: Between East 67th Street and East 68th Street on the east and west sides of Lexington Avenue, Borough of Manhattan.

Estimated Cost: $3,000,000 (planning and other miscellaneous costs only).

Estimated Occupancy Date: September 1974.


and be it further

RESOLVED, That the item hereinabove set forth is included in the Master Plan of the City University, as approved by the Board of Regents and incorporated into the Regents Plan or general revision thereof for the expansion and development of higher education in the State and as thereafter approved by the Governor, and that with respect to such item the appropriate reference thereto is as follows:

Included as items 3a-c (Hunter College Park Avenue) on page 40 of the 2nd Interim Revision (1966) of the 1964 Master Plan of The City University of New York as approved in 1966 Progress Report on the Regents Statewide Plan (page 34) as approved by the Governor on January 16, 1967; and be it further

RESOLVED, That the City University Construction Fund and the Dormitory Authority are hereby requested to approve such item as hereinabove set forth and to take appropriate action to authorize the inclusion thereof in a future Supplemental Note Agreement; and be it further

RESOLVED, That this resolution shall take effect immediately.

EXPLANATION: On this month's calendar the Board will consider the approval of a Master Plan for the physical development of the Hunter College Campus as recommended by the firm of deYoung and Moskowitz, Architects. The firm of Dober, Paddock, Upton and Associates, Planning Consultants, has been employed to prepare detailed facilities programs for the various structures contemplated in the Hunter Plan. Their work is well along at the Campus and it is now appropriate to advance the campus development plan to the project design phase.

In accordance with the general directive of the Board of Higher Education and the procedures adopted with advice of the Architectural Advisory Committee, several Architects have been considered for commissions for first phase buildings at the Hunter Campus. It is now recommended that the firm of Ulrich Franzen and Associates, Architects, be employed for the design of the two first phase buildings.

NO. 7. APPOINTMENT OF ARCHITECT - JOHN JAY COLLEGE OF CRIMINAL JUSTICE: RESOLVED, That the Board approve the appointment of Emanuel M. Turano, Architect, for the design of alteration work to the building at 445 West 59th Street, New York, N.Y., said renovated facility to provide an interim facility for John Jay College of Criminal Justice; and be it further

RESOLVED, That the City University Construction Fund be and is hereby requested to authorize the Dormitory Authority of the State of New York to negotiate a contract for the indicated services; and be it further
RESOLVED, That the following item is hereby approved and shall be made a part of the Note Project (City University Note Issue) by appropriate inclusion in a future Supplemental Note Agreement supplementing the Note Agreement by and among the Dormitory Authority of the State of New York, the City University Construction Fund and the Board of Higher Education in the City of New York, dated as of June 12, 1967. The Chairman of the Board of Higher Education in the City of New York is hereby authorized and directed to execute a Supplemental Note Agreement including such item and to cause the seal of such Board to be affixed thereto. The Secretary of such Board is hereby authorized and directed to affix his signature thereto in attestation of such seal; and be it further

RESOLVED, That notwithstanding any other provision of this resolution, prior to the execution of any such Supplemental Note Agreement, changes, insertions and omissions may be made to the description of such item as hereinafter set forth as may be approved by the Chairman of the Board of Higher Education in the City of New York, and the execution by said Chairman of any such Supplemental Note Agreement containing such item with such changes, insertions and omissions shall be conclusive evidence of such approval; and be it further

RESOLVED, That such item is as follows:

Note Facility:

Description: Acquisition, renovation and equipping of an interim facility for use by John Jay College of Criminal Justice

Location: 445 West 59th Street, New York, N.Y.

Estimated Occupancy Date: September 1970

Estimated Cost: $750,000 (planning and other miscellaneous costs only)

Architect: Emanuel M. Turano

and be it further

RESOLVED, That the item hereinabove set forth is included in the Master Plan of the City University, as approved by the Board of Regents and incorporated into the Regents Plan or general revision thereof for the expansion and development of higher education in the State and as thereafter approved by the Governor, and that with respect to such item the appropriate reference thereto is as follows:

Included as item 16 (Temporary Facilities) on page 45 of the 2nd Interim Revision (1966) of the 1964 Master Plan of The City University of New York as approved in 1966 Progress Report on the Regents Statewide Plan (page 34) as approved by the Governor on January 16, 1967; and be it further

RESOLVED, That the City University Construction Fund and the Dormitory Authority are hereby requested to approve such item as hereinabove set forth and to take appropriate action to authorize the inclusion thereof in a future Supplemental Note Agreement; and be it further

RESOLVED, That this resolution shall take effect immediately.

EXPLANATION: The Board, on June 23, 1969, Calendar No. 10, authorized the acquisition by negotiation or condemnation of the aforesaid building and site. Subsequently the City University Construction Fund directed the Dormitory Authority to proceed with the acquisition which action it is now pursuing.

Although a specific program of requirements is not yet completed, it is recommended that a Project Architect be appointed to begin the design of the renovation work as soon as possible. For preliminary budgeting purposes it can be tentatively estimated that the cost of renovating the 300,000 square foot structure could average $30 per square foot. Reliable estimates cannot be made until preliminary plans are developed. No figure is given for the cost of the building since that matter will be part of a condemnation process. The final costs for fees and professional services will depend on the eventual final costs of renovations, equipment and acquisition. Cost estimates will be brought to the Board for approval before commitments of funds (beyond $750,000) are made.
RESOLVED, That the Board approve the appointment of Todd/Pokorny, Architects for the design of the following facilities specified in the Lehman College Master Plan, March 1969:

<table>
<thead>
<tr>
<th>Item &amp; Master Plan Reference</th>
<th>Construction Cost Per Master Plan March 1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student Hall (3.R, 3.1, 3.2, 3.6)</td>
<td>$2,416,000</td>
</tr>
<tr>
<td>Bookstore (4.1)</td>
<td>651,200</td>
</tr>
<tr>
<td>Music and Auditorium Building (9.0)</td>
<td>4,361,100</td>
</tr>
<tr>
<td>New Library (10.0)</td>
<td>4,772,700</td>
</tr>
<tr>
<td>New Speech and Theatre Building (11.0)</td>
<td>3,069,700</td>
</tr>
<tr>
<td>Central Plan (CP-2, 3, 4)</td>
<td>964,400</td>
</tr>
<tr>
<td>Site Construction and Planting (SW-1, 2, 3, 4, 5, 6, 7)</td>
<td>2,141,000</td>
</tr>
<tr>
<td>Site Utilities</td>
<td>$19,435,100</td>
</tr>
</tbody>
</table>

and be it further

RESOLVED, That the City University Construction Fund be requested to authorize the Dormitory Authority to execute contracts with the Architects and Engineers noted for the design of the facilities indicated; and be it further

RESOLVED, That the following item is hereby approved and shall be made a part of the Note Project (City University Note Issue) by appropriate inclusion in a future Supplemental Note Agreement supplementing the Note Agreement by and among the Dormitory Authority of the State of New York, the City University Construction Fund and the Board of Higher Education in the City of New York, dated as of June 12, 1967. The Chairman of the Board of Higher Education in the City of New York is hereby authorized and directed to execute a Supplemental Note Agreement including such item and to cause the seal of such Board to be affixed thereto.

The Secretary of such Board is hereby authorized and directed to affix his signature thereto in attestation of such seal; and be it further

RESOLVED, That notwithstanding any other provision of this resolution, prior to the execution of any such Supplemental Note Agreement, changes, insertions and omissions may be made to the description of such item as heretofore set forth as may be approved by the Chairman of the Board of Higher Education in the City of New York, and the execution by said Chairman of any such Supplemental Note Agreement containing such item with such changes, insertions and omissions shall be conclusive evidence of such approval; and be it further

RESOLVED, That such item is as follows:

Note Facility:

Description: Renovation and additions to Student Hall, New Bookstore, New Music and Auditorium Building, New Library, New Speech and Theatre Building, Central Plant, Site Construction and Planting, Site Utilities, etc. for Lehman College of The City University of New York.

Location: Between Goulden and Paul Avenues south of Bedford Park Boulevard, Borough of the Bronx.
Estimated Occupancy Date: Various (1971 to 1974)
Estimated Cost: $1,000,000 (planning and other miscellaneous costs only)
Architect: Todd/Pokorny, Architects and Planners

and be it further

RESOLVED, That the item hereinabove set forth is included in the Master Plan of the City University, as approved by the Board of Regents and incorporated into the Regents Plan or general revision thereof for the expansion and development of higher education in the State and as thereafter approved by the Governor, and that with respect to such item the appropriate reference thereto is as follows:

Included as items 3d-k (Hunter College Bronx Campus) on page 40 of the 2nd Interim Revision (1966) of the 1964 Master Plan of The City University of New York as approved in 1966 Progress Report on the Regents Statewide Plan (page 34) as approved by the Governor on January 16, 1967;

and be it further

RESOLVED, That the City University Construction Fund and the Dormitory Authority are hereby requested to approve such item as hereinabove set forth and to take appropriate action to authorize the inclusion thereof in a future Supplemental Note Agreement; and be it further

RESOLVED, That this resolution shall take effect immediately.

EXPLANATION: On May 26, 1969 (Calendar No. 6) the Board approved a Master Plan for the physical development of the Lehman College Campus as recommended by the firm of Todd/Pokorny, Architects and Planners. Subsequently the firm of Taylor, Leiberfeld and Heldman, Educational Consultants, was employed to prepare detailed facilities programs for the various structures contemplated in the Lehman Plan. Their work is well along at the Campus and it is now appropriate to advance the campus development plan to the project design phase.

In accordance with the general directive of the Board of Higher Education and the procedures adopted with advice of the Architectural Advisory Committee, several Architects have been interviewed for commissions for first phase building, site and utility work at the Lehman Campus. It is now recommended that the master planners Todd/Pokorny be employed for the design of the integrated central campus facilities noted. It is anticipated that at next month's Board meeting recommendations will be made for appointment of firms to design the New Gymnasium ($5,986,900) and to the renovation of Shuster Hall ($1,149,000), the last element of the first phase expansion program at Lehman. Also contemplated is the appointment at that time of a construction management firm for advice and assistance in the early phases of project design as well as in the detailed design and construction phases of the projects indicated.

THE CITY UNIVERSITY
(Calendar Nos. 9 through 13)

NO. 9. REPORTS OF THE CHANCELLOR: The Chancellor presented the following report:

As you know, Mr. Chandler has found it necessary to resign as Chairman, and Dr. Burkhardt has been elected Chairman of the Board. I just want to say that I feel an enormous debt to Mr. Chandler. He became Chairman in the first place to make it possible for me to stay on as Chancellor, and he has been a great aid to me and a great personal friend, and we owe him a great debt. We are planning a more suitable occasion for other expressions, but I didn't want to let this go by.

I'd like to return for a moment to the matter of budget modifications because the list which was accumulated a couple of weeks ago has decreased. Of the list, most have been received, six are being rushed, two have been disapproved, and ten are still open.
The flexibility agreement signed with the Budget Office this summer has worked reasonably well. There is a certain amount of questioning on details, but whether this is a delaying tactic or not is open to discussion. We do seem to be moving ahead.

The admissions task force which we appointed will report at the end of this month. The report discusses many issues but leaves a good deal of flexibility in the ultimate allocation of students to colleges. In any case, after talking about the report, I think the staff feeling is that the report is the Commission's report. The Board will hold hearings on it and will take action in October certainly if we are to have open admissions next year. I don't intend to make any comments on the report when it is issued. It might be useful if the Board would refrain from comment until public hearings have been held, and the Board has a position on it.

We have finished a fairly intensive series of talks with City and State authorities. The State would like to minimize State aid, and the City would like to maximize it. The City says we have not been getting a fair share of State aid. The State complains that we take the money we get and don't use it. The State has disallowed a sum equal to our government overhead on the ground that this should be budgeted. This is a serious matter. There has been an attempt in almost all public universities to get control of federal funds and particularly of overhead. The State University does have overhead and retains most of it, and we can probably do so, too, but it is all leading to a number of things the colleges are not very happy about.

There is some good news. The Administrative Council came to the conclusion - which will not be put into effect until after tomorrow - that they would prefer to downgrade inaugurations, possibly have the inauguration on the first graduation after the President is appointed and have him give his inaugural address then. We are attempting to minimize the number of public ceremonies. There are some obvious reasons. I noticed that Stanford did it this time around and M.I.T. The general pattern is not to have lavish public ceremonies if they can be avoided. This is not a firm decision. Each college is to do as it wishes.

In the political area, I would say that the Mayor has come out fairly strongly for more State aid. Each of the other two candidates has, too. The Governor's Office has been pressing the Chairman and me to set up a non-partisan group to look at the fiscal condition of the University. I talked this over with the Regents, and if they agree, we probably ought to go ahead with such a group. I notice the Mayor is strongly in favor of it, and The New York Times has editorialized very strongly in favor of it. Unless we get agreement from the Regents, we would have to go ahead on our own, and it would not be as effective.

**NO. 9A. PRESIDENTIAL COMPENSATION: RESOLVED, That a presidential compensation plan be adopted under which the deputy chancellor and all college presidents be paid a basic salary as senior college professor, and in addition, receive a supplement ranging up to $10,000 for their administrative duties; and be it further**

RESOLVED, That the Executive Committee be empowered to fix the supplement for the deputy chancellor and each of the college presidents effective October 1, 1969; and be it further

RESOLVED, That the Executive Committee, in establishing such supplements, shall take into account such criteria as individual qualifications of the incumbents and longevity in office; and be it further

RESOLVED, That the Executive Committee shall review periodically the supplements paid to the deputy chancellor and the presidents.

**EXPLANATION: The Presidential Compensation Plan (1) recognizes the appropriate faculty status of all presidents, (2) provides automatic adjustment of presidential salaries with changes in the level of faculty salaries, (3) permits the Board of Higher Education to give recognition to outstanding performance, unusual responsibilities and exceptional qualifications, and (4) provides for periodic review of presidential salaries on a regular basis.**
Under the University's present administrative compensation plan, vice-chancellors and university, senior, and community college deans receive their basic salary as a member of the faculty. The basic salary is supplemented for the administrative duties and responsibilities associated with the office and recognizes that the administrators' duties extend beyond the academic year. This arrangement provides for an automatic adjustment of the administrative salaries to take into account changes in the overall level of faculty salaries. It also permits the Chancellor or president, as may be appropriate, to establish salary differences among his administrators based upon differences in their experience, responsibility and qualifications, if he so chooses.

On the other hand, the salaries of the college presidents are established on a case-by-case basis annually as a result of negotiation between the City budget office and the Board of Higher Education. The amount though related indirectly to the level of faculty salaries is not automatically increased with changes in the level of faculty salaries. As a result, the difference between the top professorial salary and the presidential salary has been declining over the years. Eight years ago, a professor earned $14,000 less than a college president. Now college presidents receive a supplement that ranges from only $4,000 to $9,000 more than the professor teaching on an academic year basis.

Further, the existing arrangement does not permit the Board, in fixing presidential salaries, to take into account differences in individual qualifications, responsibility and performance of the president.

Mr. Ashe, Mr. Nunez and Mrs. Streator asked to be recorded as voting "No."

**NO. 9B. CHANCELLOR'S COMPENSATION:** Resolved, That effective October 1, 1969, the Chancellor of The City University of New York be paid a basic salary as senior college professor and in addition receive $17,100 as a supplement for his administrative duties and responsibilities.

**EXPLANATION:** At its August 19, 1968 meeting, the Board of Higher Education increased the salary of the Chancellor to $45,000. The Bureau of the Budget has not acted on the modification.

However, consistent with the presidential compensation plan adopted at this meeting (Calendar No. 9A), the Board of Higher Education is revising the Chancellor's total salary into two components; the first provides for a basic professorial salary and the second provides for a supplement of $17,100 covering his administrative duties and responsibilities.

**NO. 10. OPERATING BUDGET MODIFICATIONS:** The Chancellor's report of operating budget modifications (a) pending in the Budget Office, and (b) approved by the Mayor, was noted.

**NO. 11. MASTER PLAN:** Resolved, That the following statements be approved for inclusion in the Master Plan:

**FINANCING LONG-TERM GROWTH**

In its 1968 Master Plan, the Board of Higher Education stated its belief, "...that the City of New York should continue to provide substantial support for the City University both because of tradition and in order to maintain the benefits of tuition-free education. However, it also believes that the long-range planning must take into account the substantial funds required to finance the University's Master Plan and the City's declining ability to provide them. In reviewing future financial plans, the Board of Higher Education looks to the State to assume a larger share of the cost of the University's senior college and graduate programs while the City should continue to provide funds to finance continuation of its free tuition policy."
The fiscal crisis confronting the City University continues unabated. The Mayor's Executive Budget for The City University of New York for 1969-70 reduced the University's approved budget by $10.6 million for "emergency underspending." About $3 million of this amount was restored by the City Council and Board of Estimate, but the University has had to increase student fees and limit new faculty appointments to other than professorial positions in order to meet the still remaining budget gap.

State legislation, passed during the 1969 session, further aggravated the University's fiscal problems. Prior to the passage of this legislation, the University received State funds in advance of the fiscal year and on the basis of expected expenditure levels. Under the new legislation, the State reimburses the University at the end of specified periods of time on the basis of expenditures actually made. Since in past years the City has not permitted the University its full budget allocation, the impact of this change in State legislation will result in a reduction of the State Aid portion of the University's budget below the level that heretofore prevailed. As a result, the University may not have sufficient funds to finance its operating budget for 1969-70.

The Board of Higher Education, again, reiterates its concern that the University's Master Plan cannot be implemented unless there is a change in the method of financing the University.

A number of studies in recent years have pointed to the deleterious effect that the City budget has had on the University's operations through its evaluation of the University's budget on a line-item basis. Considerable progress has been made this past year. The City budget office has entered into a flexibility arrangement with the City University under which the University will have discretion in the allocation of the total funds made available to it by the City of New York. Under the agreement, the University's budget is funded on the basis of formulae agreed upon between the University and the City budget office, but once the total funds are determined, the University has discretion in the allocation of the amounts. The agreement will be tested on an experimental basis in the fiscal years 1969/70 and 1970/71 and will be adjusted on the basis of the experience gained during these two years.

MASTER PLAN

on

STUDENT FINANCIAL AID

The City University is committed to the principle that New York City's high school graduates should not be inhibited from seeking a higher education because they lack financial resources. As a means of fulfilling this commitment it is university policy to pursue aggressively all sources of state and federal funding that are available to provide financial aid to its students and to provide matching funds from its own resources to the fullest extent possible in order to maximize federal and state funding. The university program is designed to meet the needs of its students effectively, consistently, and equitably.

Towards these ends the university has under way or is planning a series of major undertakings. These include:

1. Establishment of a uniform comprehensive needs analysis system that will provide for meaningful evaluation of the needs of the disadvantaged student and will be applied equitably and consistently throughout the university.

2. Establishment of a standard financial aid application form that utilizes data already collected through the admissions process and minimizes the demand on the student for additional data.

3. Submission of a single financial aid application to the federal-government for the undergraduate student financial aid programs in lieu of individual college applications as a means of facilitating transfer of funds within the university, thus providing for optimal use of funds.

4. Establishment of a centralized procedure for collection of student loans that will satisfy federal requirements for due diligence with minimal financial and administrative burden on the university.
5. Establishment of standards relative to qualifications of a student aid officer, and optimal organization and staffing patterns along with such training as is necessary to insure to all students throughout the university a consistently high quality of professional assistance in assessing and seeking to meet their needs for financial aid.

FACULTY COLLECTIVE BARGAINING AT CUNY

The history of collective bargaining at the City University dates back to the establishment of faculty organizations concerned with the improvement of their conditions of employment. A chapter of the American Association of University Professors, founded nationally in 1915, was formed at City College in 1931.

The Legislative Conference was founded in 1938 as an independent employee organization in the then existing City Colleges (City College, Hunter College, Brooklyn College and Queens College) of the City of New York. As its name implies, its primary thrust has been to work for improvements in faculty working conditions through the State and City legislatures.

The United Federation of College Teachers (UFCT), Local 1460, was chartered by the American Federation of Teachers in 1963.

In 1967, Governor Nelson Rockefeller signed into law the Public Employees' Fair Employment Act, commonly known as the Taylor Law, so named after the Chairman of the Governor's special consultation panel on collective bargaining, Professor George Taylor of the Wharton School of Business, University of Pennsylvania.

The main provisions of the Taylor Law, which became effective September 1, 1967, were that it:

(a) granted public employees the right to be represented by employee organizations of their choice;

(b) granted rights of collective negotiation for the settlement of grievances and the terms of conditions of employment; and

(c) directed public employers to negotiate with such recognized or certified employee organizations and to enter written agreements with them;

(d) established the Public Employment Relations Board (PERB) to establish rules of procedure, and for the administration and enforcement of the Law.

On November 22, 1967, the Legislative Conference petitioned PERB for certification as the exclusive negotiating representative for all members of the Instructional Staff of CUNY. Shortly thereafter, the UFCT filed an intervening petition which also requested certification as the exclusive bargaining agent for the faculty.

In February and March, 1968, hearings were held before a PERB trial examiner to determine the appropriate collective bargaining unit. The Board of Higher Education requested a single bargaining unit for all members of the Instructional Staff. Both employee organizations sought to divide the Instructional Staff into two separate units, although the organizations differed in the manner in which the units were to be constituted. The Board of Higher Education through special counsel sought to prove the need for one unit based on the structural unity of the Instructional Staff and the belief that any two-unit structure was contraindicated by the administrative and educational needs of the university. In a decision handed down by the Director of Representation of PERB on May 1, 1968, the view of the Board did not prevail and a representation election was ordered to proceed based on two units: One unit to be comprised of those persons employed in the titles Lecturer and Teaching Assistant; and one unit comprised of all other members of the Instructional Staff excepting deans, directors, and University officials.

This decision was appealed by the University to the three-member Public Employment Relations Board. In a two-to-one decision rendered on August 9, 1968, the decision of the PERB Director of Representation was upheld and an election ordered for each of the two units.
Elections were held on December 4 and 5, 1968. The ballot provided for choosing from among Legislative Conference, United Federation of College Teachers, or neither organization. Under the PERB Rules of Procedure, an organization may be certified only if it receives a majority of all votes cast in the election.

The United Federation of College Teachers, winning a clear majority in the Unit I election, was certified as exclusive negotiating agent for Lecturers, and, lacking a clear majority selection for any choice in Unit I, a runoff election was ordered held on December 17 and 18, 1968. At this time, the Legislative Conference received a majority of votes cast and was certified as exclusive bargaining agent for Unit I, composed of the full-time career faculty.

In the first election, 7,700 votes were cast in two units, and nearly 4,100 votes were cast in the runoff election.

The University conducted separate collective negotiations with each bargaining agent from February 1969 through September 1969.

Negotiations have been concluded and agreements reached with the Legislative Conference and the United Federation of Teachers covering the three-year period from September 1, 1969 to August 31, 1972. These are the first collective bargaining contracts between a major university and its faculty organizations in the nation and their impact will be felt by every university in the country.

FUTURE DIRECTIONS

Chapter 24 of the Laws of 1969 (of New York State) directed the Mayor of the City of New York to demonstrate in a report to the Legislature on August 1, 1969, that the New York City Office of Collective Bargaining has taken steps and has developed plans to conform City labor relation practices "into substantial equivalence" with PERB.

In a report of compliance on August 1, 1969, Mayor John V. Lindsay, among other measures, recommended that the Board of Higher Education be placed under the jurisdiction of the New York City Office of Collective Bargaining, instead of its present jurisdiction under PERB. Such a move requires legislative action for implementation. Transferring labor relations jurisdiction to Office of Collective Bargaining may affect unit structure and contract administration.

It is possible for an employee organization to challenge, after a period of time, an exclusive bargaining agent. If such challenge takes place, a new election may be ordered. This would allow employees to change their collective bargaining agent if they so desire. Thus such a challenge may be anticipated.

A major issue, as yet to be tested, is whether or not the traditional role of the faculty will be altered as a result of the introduction of collective bargaining to the university campus. Faculty members have in the past shared governance and administration. They are in a legal sense, employees, but in that the Board has delegated to the faculty, subject to Board review, the right to appoint, reappoint or discharge, and promote themselves, faculty members are also agents of the Board. Thus, in a sense, they are employees and employer at the same time.

The next several years experience under faculty collective bargaining will provide indications whether collective bargaining will alter the traditional role of the faculty, or, of equal significance, whether it will be the faculty who will alter the traditional concept of collective bargaining. Whatever the outcome, it is certain that these developments will be closely watched by University faculty and administrators throughout the United States.

EXPLANATION: The 1969 Master Plan Revision was silent on financing the long-term growth of the University because of the status of the City University's budget requests at the time the draft was prepared. This also applies to the Student Aid section.

Recent collective bargaining negotiations with the instructional staff require a statement for inclusion in the Master Plan.
NO. 12. TUITION WAIVER FOR NIMH PILOT PROJECT STUDENTS: RESOLVED, That the Board of Higher Education approve tuition waiver for five students effective September 1969 who are in the summer training project to upgrade minority students so that they may be admitted to the School of Social Work. This program is an NIMH pilot project and has been reported nationally in both print and conference papers.

EXPLANATION: Hunter College is attempting to do its share in a national effort to increase leadership potential among minority students for the social work profession. Various agencies are supporting the other students in this project. Private foundation funds have been solicited and are not forthcoming for this group.

NO. 13. TUITION WAIVER FOR EMPLOYEES OF MOUNT SINAI SCHOOL OF MEDICINE: RESOLVED, That employees of the Mount Sinai School of Medicine be granted exemption from the payment of tuition fees in the colleges of The City University of New York for all undergraduate courses; and be it further

RESOLVED, That the President of the Mount Sinai School of Medicine, or his designee, be authorized to sign such tuition exemption forms for presentation by the employee at the time of his registration at the college; and be it further

RESOLVED, That the President of the Mount Sinai School of Medicine shall yearly report to the Chancellor and to the Board the number of such tuition waivers granted.

EXPLANATION: The previous resolution for tuition waiver for Mount Sinai employees was approved by the Board for the period 7/1/69-8/31/70. So that Mount Sinai employees may enjoy the same privilege regarding undergraduate tuition exemption as is presently enjoyed by municipal employees and employees of the colleges and divisions of the City University, the present resolution extends the tuition waiver indefinitely. The present resolution also authorizes the President or his designee to sign tuition exemption forms.

During the period 9/1/67-8/31/68 approximately 20 employees of Mount Sinai School of Medicine availed themselves of approximately 100 credits.

THE CITY COLLEGE
(Calendar Nos. 14 through 23)

NO. 14. DESIGNATION OF ASSOCIATE DEANS: RESOLVED, That the following persons be designated as Associate Deans for the period 9/1/69-6/30/70, with compensation of $3,000 per annum in addition to their annual salaries, subject to financial ability:

<table>
<thead>
<tr>
<th>Department and Title</th>
<th>Name</th>
<th>Salary Rate</th>
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<tbody>
<tr>
<td>Student Personnel Services Assistant Professor</td>
<td>Herbert DeBerry</td>
<td>$15,000</td>
</tr>
<tr>
<td>Chemistry - CLAS Professor</td>
<td>Myer Fishman</td>
<td>$21,000</td>
</tr>
<tr>
<td>Physical &amp; Health Education - CLAS Assistant Professor</td>
<td>Mirian E. Gilbert</td>
<td>$14,000</td>
</tr>
<tr>
<td>(Also serving as Director of Alamac SEEK Program)</td>
<td>Eli Plaxe</td>
<td>$20,000</td>
</tr>
<tr>
<td>Civil Engineering - School of Engineering Associate Professor</td>
<td>Edmond Sarfaty</td>
<td>$13,950</td>
</tr>
</tbody>
</table>

NO. 15. ESTABLISHMENT OF DEPARTMENTS: RESOLVED, That there be established at The City College a Department of Special Programs and an Alamac Department of Special Programs, these departments to include counselors directly involved in the SEEK and other remedial programs, teachers of remedial reading, and other specialists outside the traditional academic disciplines who are hired as specialists to provide special services and assistance for the Special Programs; and be it further
RESOLVED, That these Departments of Special Programs and Alamac Special Programs be administered in the same manner as any other department of the college except that for a transitional five-year period beginning September 1, 1969 the Chairmen of the Departments shall be the Director of the SEEK Program and the Director of the Alamac SEEK Program, as designated by the President, and that the Personnel and Budget Committees of the Departments shall, for the same five-year period, be comprised of the Dean of the College of Liberal Arts and Science, or his designee, the Chairmen of the Departments and three persons designated by the President. The Personnel and Budget Committee shall recommend persons for tenure and promotion to the President, who shall review appointments for tenure and promotion in consultation with the University; and be it further.

RESOLVED, That all persons teaching a subject for which there is an academic department in the college shall be hired by that academic department in accordance with established procedures in consultation with the Chairman of the department. Any exception to the above must be reported to, and approved by, the Committee on Expanded Educational Opportunity and the Board of Higher Education; and be it further.

RESOLVED, That the Department of Special Programs and the Alamac Department of Special Programs shall strive to accelerate those enrolled in it to begin study in the regular college curriculum as rapidly as possible. Thus, with the exception of courses which combine remedial with course credit work, it should not offer credit courses. Where credit is given in such combined courses, it shall be only for the academic content and be approved by the appropriate academic department.

EXPLANATION: At the meeting of The City College Committee special attention was called to the fact that the Dean of the College of Liberal Arts and Science may appoint a designee to represent him on the Personnel and Budget Committees of these Special Programs Departments. Because of the extremely heavy work load carried by the Dean and in view of the fact that these Departments are located some distance from the office of the Dean, an additional burden would be placed upon him in travelling to and from meetings of the Departmental P & B Committees. Therefore, The City College Committee approved the designation.

NO. 16. APPOINTMENT OF PROFESSOR WITH WAIVER OF THE BYLAWS: RESOLVED, That Osborne E. Scott be appointed Professor in the Department of Urban and Ethnic Studies, College of Liberal Arts and Science, for the period 8/1/69–8/31/69 and 9/1/69–8/31/70, at the salary rate of $22,250 per annum, subject to financial ability; and be it further.

RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: The establishment of a Department of Urban and Ethnic Studies will necessitate the appointment of a Chairman in order to carry out the work of the department, defined currently as follows:

(a) To offer basic courses in urban studies and ethnic studies.

(b) To prescribe interdisciplinary requirements for students majoring in these areas.

(c) To offer advanced courses in urban studies not available through interdisciplinary sources.

From our interviews with Mr. Scott, it has become clear that he has had close experience with gaps in our curriculum which we seek to fill. His education is continuing. He makes an extremely favorable impression as a rational thinking individual, prepared to maintain his position even though it may not be popular, closely attuned to all of the implications of the situations which we must face.

The appointment with a waiver is recommended on the basis of his experience and qualifications, both intellectual and personal.
Minutes of Proceedings, September 29, 1969

NO. 17. DESIGNATION OF DEPARTMENT CHAIRMEN: (a) RESOLVED, That Robert Young be designated Chairman of the Department of Special Programs.

(b) RESOLVED, That Professor Mirian E. Gilbert be designated Chairman of the Alamac Department of Special Programs.

(c) RESOLVED, That Professor Osborne E. Scott be designated Chairman of the Department of Urban and Ethnic Studies.

Miss Canino and Mr. d'Heilly asked to be recorded as voting "No" on resolutions (b) and (c).

NO. 18. SPECIAL LEAVE OF ABSENCE WITH WAIVER OF THE BYLAWS: RESOLVED, That Rose Zimbardo, Assistant Professor in the Department of English, be granted a special leave of absence for the period 9/1/69-8/31/70, without pay but with increment credit; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this leave of absence.

EXPLANATION: Professor Zimbardo was on sabbatical leave from 9/1/68 to 8/31/69. A waiver of the bylaws is requested in order to postpone the year of service following sabbatical leave until the completion of the special leave herein requested. Professor Zimbardo has asked to have her year of sabbatical leave extended by a year of special leave in order to resolve personal and family problems. It is deemed that the experience of teaching at an institution in a different setting (Stony Brook) may be conducive to these ends. In view of these possibilities, the leave is in the best interests of both Professor Zimbardo and the College.

NO. 19. APPOINTMENTS WITH WAIVER OF THE BYLAWS: (a) RESOLVED, That Ira Bloom (formerly Lecturer) be appointed Assistant Professor in the Department of Student Personnel Services for the period 9/1/69-8/31/70 at the salary rate of $11,600 per annum, subject to financial ability, and that the bylaws of the Board, Section 15.8 be waived to effectuate this appointment.

EXPLANATION: Since Mr. Bloom has the LL.B and has been operating in a position which has traditionally borne a professorial rank, it would seem appropriate to request a waiver of doctoral requirements for the Assistant Professor rank. His function is primarily as Executive Assistant and he is in the position of having to deal with individuals of all ranks within the Department, and it would be most desirable that he possess a professorial title.

(b) RESOLVED, That Federico Aquino-Bermudez be appointed Assistant Professor in the Department of Urban and Ethnic Studies for the period 9/1/69-8/31/70 at the salary rate of $16,000 per annum, subject to financial ability, and that the bylaws of the Board, Section 15.8 be waived to effectuate this appointment.

EXPLANATION: In our newly established Department of Urban and Ethnic Studies, our first courses will be in Afro-American Heritage and Hispano-American Heritage. While the courses are open to all students, they are intended especially for students who plan to become teachers. For the planning of these courses, it is essential that we engage faculty who not only are familiar with the cultural background but who can coordinate this background with the adjustment of the child-school-parent inter-relationship. The faculty man must then be able to develop this material with its psychological, sociological and historical implications into a college course. From Mr. Aquino's record and experience, from letters of recommendation and interviews, we believe that he is exceptionally well qualified to design and conduct a course in Hispano-American Heritage.

(c) RESOLVED, That Sharifa Zawawi be appointed Assistant Professor in the Department of Classical Languages for the period 9/1/69-8/31/70, at the salary rate of $12,250 per annum, subject to financial ability, and that the bylaws of the Board, Section 15.8 be waived to effectuate this appointment.
EXPLANATION: During the year 1968-69, Miss Sharifa Zawawi, Lecturer part-time in the Evening Division, offered for the first time at The City College courses in Elementary Swahili. The courses were well received by our students, the instructor earned the respect both of her students and colleagues for the quality and effectiveness of her teaching. Because of the interest in this language, it was decided to offer a wider range of instruction. To do this the services of a full-time teacher will be necessary.

The recommendation of the appointment of Miss Zawawi as Assistant Professor with a waiver of the Ph.D. requirement is based on the following considerations:

(1) Her experience, effectiveness and competence. Miss Zawawi's experience as a teacher of Swahili in the Peace Corps, at Columbia, and New York University undoubtedly contributed to her success at The City College during the year 1968-69. Her progress toward the doctorate at Columbia is now so well advanced that the chances of completion of all requirements during the five-year probationary period now appear excellent.

(2) The competition for qualified instructors. Since interest in the African language is growing rapidly and since competent instructors are very hard to locate, Miss Zawawi received more attractive offers - both in salary and rank. By appointing her as Assistant Professor, we were able to hold Miss Zawawi since she would then be able to continue her studies at Columbia without interruption. Furthermore, she preferred to associate herself with an institution and a student body, interested in her discipline for its academic and cultural values.

(d) RESOLVED, That Thomas P. Stewart be appointed Assistant to the Business Manager for the period 7/1/69-6/30/70 at the salary rate of $10,950 per annum, subject to financial ability, and that the bylaws of the Board, Section 15.13b be waived to effectuate this appointment and that he be granted a leave of absence from his title of College Administrative Assistant.

EXPLANATION: Mr. Stewart has been employed at The City College since 1954 in the purchasing, mail room and duplicating divisions of the Business Office. He has steadily advanced from clerical positions to attain Civil Service tenure as a College Administrative Assistant. The position of College Purchasing Agent requires a thorough knowledge of the technical regulations of the State and City which govern the purchasing functions of the college. Mr. Stewart is thoroughly familiar with the new purchasing department computer program; his critical suggestions were valuable contributions in the development of the program.

A waiver of the baccalaureate degree is requested. He has completed college work for a total of 71 credits.

NO. 20. STAFF ACTION REQUIRING WAIVER OF THE BYLAWS: RESOLVED, That Section 16.1 of the Bylaws of the Board be waived so that Marie-Odile Sweetser, Associate Professor in the Department of Romance Languages, be relieved of the obligation to serve for at least one year after expiration of the term of her sabbatical leave.

EXPLANATION: Professor Sweetser was on sabbatical leave of absence from 9/1/68-8/31/69. She is resigning her position to move to Chicago where her husband has accepted a position at the University of Illinois. Professor Sweetser has been a devoted member of the faculty, has served the college well, and accepted the sabbatical leave in good faith. It is recommended that she be relieved of the obligation to serve at least one year after expiration of the leave.

NO. 21. CONTRACT - OCEANOGRAPHY: RESOLVED, That the Board of Higher Education approve the contract documents, specifications and expenditure and authorize The City College to advertise for, receive and open bids and award contract to the lowest responsible bidder for the charter of a vessel in the one-hundred ton net register class together with crew, fuel, lubricants, food and all furnishings and equipment aboard, for use in the Oceanography Program for a period beginning on or about November 1, 1969 through October 31, 1970, subject to financial ability; such charter service to be contracted for at an estimated cost of $112,000, chargeable as follows:
and be it further

RESOLVED, That the Mayor be requested to approve and authorize the expenditure of $112,000 for the proposed contract. (See also Calendar No. 2(b)4, 4/20/64.)

EXPLANATION: On December 9, 1968 the Administrative Council of The City University of New York approved a resolution creating a University Committee in Oceanography with specific instructions to:

"The establishment of policies with regard to the operation of oceanographic facilities, including vessels, marine stations and such other facilities as are made available to the University.

"The University Committee in Oceanography proposes a mission-oriented program in Marine and Estuarine Studies - one designed to explore problems of shoreline usage, pollution, recreation, regional fisheries and opportunities for industrial development. The training aspect of the operation would develop programs for the disadvantaged and be available to schools other than colleges, and throughout the tri-state area. Thus, the committee urges that The City University of New York establish a committee as outlined in this resolution so that a vessel might be operated, arrangements might be made for the utilization of regional facilities, and so as to coordinate the University program in Oceanography, enabling all interested staff and students access to the common facilities."

The Acting President of The City College and the Executive Officer for Oceanography recommend that this resolution be approved to allow implementation of this program in the best interest of The City College and The City University of New York.

NO. 22. SCHOOL OF NURSING: RESOLVED, That the Secretary of the Board be authorized to execute an agreement between The City College and the Mount Sinai Medical Center to implement the establishment of a school of nursing at The City College to be known as The Mount Sinai School of Nursing of The City College of The City University of New York as approved in the 1968 Master Plan, such agreement to have the general provisions presented to the Board on September 28, 1968, Calendar No. 12. The form of such agreement shall be approved by General Counsel to the Board.

EXPLANATION: At its meeting of September 28, 1968, the Board discussed a memorandum of understanding between The City College and the Mount Sinai Medical Center. The provisions of this agreement were as follows:

1. The School of Nursing is to be established as an integral unit of The City College, with its Dean reporting administratively to the President of The City College, coordinating that part of the instruction which takes place at the Medical Center with the President of the Center.

2. The Dean is to be appointed by the Board of Higher Education on recommendation by the President of the College after consultation with the President of the Medical Center. In the first instance, the nominee will be Dr. Cynthia Kinsella.

3. The CUNY admissions center will process admissions to the School of Nursing, referring applicants to the School for additional screening measures deemed necessary to predict success in the professional program. Final action to accept candidates will rest with the Dean and Faculty of the School.

4. The Dean is to be authorized to recruit necessary teaching and administrative staff for the year 1969-70, on the basis of a projected budget for that year, and to recommend their appointment through the usual channels of The City College Review Committee. The budget basis for such recruiting is to be agreed upon between the President of The City College and the Chancellor, as a part of the review of budget submissions for 1969-70.
5. Student housing will be available for some students who may elect to reside at the Medical Center. Such funds as can be made available from Mount Sinai will be used to assist students to defray the costs associated with residence living.

6. The curriculum is to be formulated by the Dean and faculty of the School of Nursing, and to be approved in the manner appropriate to all units of the City University.

7. Faculty appointed to the School of Nursing will be appointed in the usual manner. By appropriate bylaw, the School of Nursing will be empowered to coopt additional persons from the faculties of the two institutions, (C.C.N.Y. and Mount Sinai), as working and voting members of this faculty.

8. The Board of Directors of The Mount Sinai School of Nursing will be continued as a Board of Advisors to the new School of Nursing, advising the administrative officers at both centers with reference to the programs and progress of the School of Nursing. They will maintain jurisdiction over the various funds presently under their control or which may be given to the School.

9. By appropriate action, the respective presidents of The City College and of the Mount Sinai Medical Center will severally recommend the appointment of Dr. Cynthia Kinsella as Dean of the School and as Director of Nursing at the Medical Center. Her salary will be shared between the institutions equally.

10. The Dean of the School is to sit as a member of the president's cabinet at CCNY, and the bylaws are to be amended to make her a member of the Review Committee.

11. The question of a Master's Program in Nursing is recognized as one which should be carefully considered during the year 1968-69.

12. The special program at the Mount Sinai Medical Center under a Calder Foundation grant is to be related to the SEEK program at The City College insofar as this is feasible.

13. The name of the School should be "The Mount Sinai School of Nursing of The City College of The City University of New York."

14. Classroom and office space in Guggenheim Hall will be made available to The City College at a cost consistent with operating expenditures for the facility.

NO. 23. DIRECT ADMISSIONS TO THE SCHOOL OF ENGINEERING, THE CITY COLLEGE: WHEREAS, The School of Engineering is unique in the City University as the sole grantor of engineering degrees through programs registered by the State Education Department of New York and accredited by the Engineers' Council for Professional Development under the National Commission on Accrediting; and

WHEREAS, This School is required to serve freshmen entering from all sections of the City as well as students transferring from other colleges of the University;

NOW, therefore, be it

RESOLVED, That the Board of Higher Education approve the establishment of direct admissions to the School of Engineering; and be it further

RESOLVED, That such admissions embody special programs in accordance with the admissions policies of The City University of New York; and be it further

RESOLVED, That the School of Engineering participate in such remedial programs of the University as are within the competence of the School.
NO. 24. LEASING OF SPACE AT 505 PARK AVENUE: RESOLVED, That the Board be requested to authorize, subject to approval of terms and conditions of a lease by the Committee on Campus Planning and Development, the negotiation of a lease for a five-year period for the sixteenth and nineteenth floors of the Aramco Building, 505 Park Avenue at 59th Street, for use by Hunter College.

EXPLANATION: By resolution of the Board of Higher Education (October 28, 1968, Calendar No. 17), the rental of approximately 40,000 square feet in behalf of Hunter College has been authorized. The two floors of the Aramco Building will provide approximately 12,800 square feet of this amount. Preliminary examination has indicated that they conform to building codes for the proposed use and, except for partitioning an open area of 1,800 square feet on the sixteenth floor into seminar rooms, are ready for immediate occupancy. By location as well as organization, this space is singularly suited for Hunter College use and will permit the prompt resolution of a number of priority problems:

a. The urgent need of additional space for an expanding SEEK program and related efforts, especially for student counselling.

b. A location for the Institute of Health Sciences until alterations on the Pathe Building at 106th Street are completed.

c. Faculty offices for the newly established Department of Black and Puerto Rican Studies.

d. An initial transfer of certain programs in education from the P.S. 76 building.

e. Establishment of a Learning Skills Center, initially with the aid of a New York State grant, to improve our ability of providing special help to students who need it.

f. Alumni records maintenance.

g. Faculty office space and space for special projects required by a number of departments at present not adequately accommodated or relying on guest privileges elsewhere.

NO. 25. APPOINTMENT OF RESEARCH ASSOCIATE WITH WAIVER OF THE BYLAWS: RESOLVED, That James T. Woodley be appointed Research Associate in the Department of Biological Sciences, for the period 9/1/69-8/31/70, at the salary rate of $15,000 per annum, payable from Project No. 181, subject to financial ability; and be it further
RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: Mr. Woodley has been employed for 12 years as an electronics technician by the T.B.M. Corporation. During that time he has acquired invaluable experience working in conjunction with researchers who have great demands not only for maintenance but for the design and construction of special electronic apparatus. Despite the buildup of research and teaching instrumentation in the Science departments at Hunter College during the last decade, no individual, with Mr. Woodley's qualifications and competence, has been available to support programs that are related to and dependent upon electronics systems. This turns out to be a vital need both in terms of economy and future development.

NO. 26. APPOINTMENTS WITH WAIVER OF THE BYLAWS: (a) RESOLVED, That Miss Rosanne Reiff be appointed Instructor in the Department of Business Education, for the period 9/1/69-8/31/70, at the salary rate of $11,000 per annum, subject to financial ability; and be it further
RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: Appointee with Ph.D. resigned in July thereby creating a serious emergency at the College. Under the present bylaws waiver is still required.
RESOLVED, That Mrs. Mildred W. Stuart be appointed Instructor in the Office of the Dean of Students, Career Counseling, Placement and Financial Aid, for the period 9/1/69-8/31/70, at the salary rate of $10,050 per annum, subject to financial ability; and be it further
RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: Mrs. Stuart has not completed her Ph.D. although her course requirements have been completed and she is working on her dissertation. She is a most unusual person and a very valuable addition to our staff. The amount of work she accomplishes is truly remarkable and her rapport with students, excellent. On the basis of her background of education and experience and her performance during the past year, we strongly recommend that this rank be approved.

RESOLVED, That Mrs. Rosalind Brown be appointed Assistant Professor in the Institute of Health Sciences, for the period 9/1/69-8/31/70, at the salary rate of $11,000 per annum, subject to financial ability; and be it further
RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: There are probably fewer than half-dozen physical therapists in the country who have a Ph.D. degree (usually in unrelated specialties). The situation in this case is similar to that in nursing. In support of this request, reference is made to the bylaws of the Board, Article XV, Paragraph 15.7, under E.

NO. 27. APPOINTMENT OF PROFESSOR: RESOLVED, That Dr. Hans B. C. Spiegel be appointed Professor in the Department of Urban Affairs for the period 9/1/69-8/31/70, at the salary rate of $22,250 per annum, subject to financial ability.

NO. 28. APPOINTMENT OF ASSOCIATE DEAN OF STUDENTS: RESOLVED, That Stanley J. Segal, Professor in the Department of Counseling and Student Development, be appointed Associate Dean of Students for the period 9/1/69-6/30/70, at the salary rate of $25,250 through 12/31/69 and $26,500 effective 1/1/70, which salary rate includes $3,000 per annum for services as Dean, subject to financial ability.

BROOKLYN COLLEGE
(Calendar Nos. 29 and 30)

NO. 29. PROMOTION TO RANK OF PROFESSOR: Item withdrawn.

NO. 30. APPOINTMENTS WITH WAIVERS OF THE BYLAWS: RESOLVED, That the following appointments to the instructional staff be approved for the period 9/1/69-8/31/70, with a waiver of Article XV, Section 15 of the Bylaws of the Board of Higher Education, since they do not possess the Ph.D. degree:

<table>
<thead>
<tr>
<th>Department &amp; Rank</th>
<th>Name</th>
<th>Annual Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>COUNSELING</td>
<td>*Jones, Nathaniel</td>
<td>$15,000</td>
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<tr>
<td></td>
<td>Carlino, Leonard</td>
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</tr>
<tr>
<td></td>
<td>**Cartey, Desmond</td>
<td>11,500</td>
</tr>
<tr>
<td></td>
<td>**Trant, Patricia M.</td>
<td>10,600</td>
</tr>
<tr>
<td></td>
<td>*Thom, Dorothy</td>
<td>12,100-12,400</td>
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<tr>
<td>COUNSELING (S.G.S.)</td>
<td>Counts, Vivian</td>
<td>10,050</td>
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<tr>
<td></td>
<td>**Noble, Jean</td>
<td>11,200</td>
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<tr>
<td></td>
<td>Ritchin, Estelle T.</td>
<td>10,050</td>
</tr>
<tr>
<td>ECONOMICS (S.G.S.)</td>
<td>**Greene, Harvey M.</td>
<td>10,600</td>
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Minutes of Proceedings, September 29, 1969

<table>
<thead>
<tr>
<th>Department &amp; Rank</th>
<th>Name</th>
<th>Annual Salary Rate</th>
</tr>
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<tbody>
<tr>
<td>ECONOMICS</td>
<td>de Zalduonde, Baltasar</td>
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</tr>
<tr>
<td></td>
<td>Moore, Charles G.</td>
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<td></td>
<td>Sayar, Vedat</td>
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<tr>
<td>EDUCATION (S.G.S.)</td>
<td>Instructor</td>
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<td>Maxwell, Marcella W.</td>
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<tr>
<td>ENGLISH (S.G.S.)</td>
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<tr>
<td></td>
<td>Kapili, Lilly V.</td>
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<td>Stern, M. Philip</td>
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<tr>
<td>GEOLOGY (S.G.S.)</td>
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<td></td>
</tr>
<tr>
<td></td>
<td>**Harris, William H.</td>
<td>10,050-10,300</td>
</tr>
<tr>
<td></td>
<td>**Lifshin, Arthur</td>
<td>10,600-10,900</td>
</tr>
<tr>
<td>HISTORY</td>
<td>Assistant Professor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Williams, Melvin R.</td>
<td>11,600</td>
</tr>
<tr>
<td></td>
<td>**Gerardi, Donald F.</td>
<td>11,200</td>
</tr>
<tr>
<td>SOCIOLOGY</td>
<td>Instructor</td>
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</tr>
<tr>
<td></td>
<td>**Baker, Michael</td>
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<tr>
<td></td>
<td>**Hope, Richard</td>
<td>11,200-11,500</td>
</tr>
<tr>
<td>SPEECH &amp; THEATER</td>
<td>Instructor</td>
<td></td>
</tr>
<tr>
<td></td>
<td>**Feldman, Ronald</td>
<td>12,100</td>
</tr>
</tbody>
</table>

* Reappointment as Lecturer (approved in Chancellor's Report of 6/23/69) to be rescinded.  
** Served previously as Lecturer.  
*** Reappointment.

NOTE: The President concurs in these recommendations as being for the good of the College.

EXPLANATION:
Nathaniel Jones
In the Fall Mr. Jones will assume full responsibility as director of the Career Counseling and Placement, Financial Aid, and Teacher Placement units. In addition, new programs now in planning stages will be placed under his supervision. These programs, which have grown out of dialogue with dissident Black and Puerto Rican students are important to the College, and will enormously increase his responsibilities and importance to the College.

Mr. Jones is eminently qualified by his background, experience and personal sensitivity to handle all facets of his position. In his case, I feel that the Ph.D. is immaterial as a criterion of his ability in administrative supervision of these highly sensitive and newly-developing areas. Nevertheless, Mr. Jones has informed me that he has moved significantly toward his doctorate and in two years expects to have this requirement completed. Thus the waiver would not be subject to indefinite renewal.

Mr. Jones recently achieved a significant attainment by being designated by the Secretary of Health, Education and Welfare as one of the first recipients of a University Federal Agency Fellowship. The tenure of the fellowship, over the summer of 1969, will involve him in an evaluation of relationship between Federal Civil Service and universities on the east coast.

Prior to employment at the College, Mr. Jones coordinated vocational services in Nassau County for the county government and was a consultant to all the high schools on vocational development.

I feel that his contributions in his relatively brief stay at the College have been significant, and will play a crucial role in the changes which the College faces.

In summation, I believe firmly that the waiver of the Ph.D. in his case is in the best interests of the College.

Louis Breglio
Dean of Students
Leonard Carlino  
Mr. Carlino is engaged in academic counseling and has frequent contact with teaching personnel at the College. He is within two years of his doctorate. His work has a high level of responsibility attached and historically people in this position, when qualified, have been given an academic appointment and the title of instructor.

Desmond Cartey  
Mr. Cartey is engaged in academic counseling and has frequent contact with teaching personnel at the College. He is within two years of his doctorate. His work has a high level of responsibility attached and historically people in this position, when qualified, have been given an academic appointment and the title of instructor.

Patricia M. Trant  
Miss Trant is engaged in academic counseling and has frequent contact with teaching personnel at the College. She is within two years of her doctorate. Her work has a high level of responsibility attached and historically people in this position, when qualified, have been given an academic appointment and the title of instructor.

Dorothy Thom  
Miss Thom has significant responsibility as the Supervisor of the Central Depository at the College. The previous occupant of the position was designated as an Instructor. She has frequent professional contact with students, instructional personnel and principal academic officers. Miss Thom possesses two M.A.'s and plays an important educational role in dealing with students and college programs.

Vivian Counts  
The Ph.D. is irrelevant as a functional asset in this assignment since the position requires a broader and more diverse educational and professional background than the more narrowing specialized one identified with a Ph.D. course of study generally permits. Miss Counts has the uniquely diverse qualifications so essential for optimal functioning as a counselor-administrator in the Office of Academic Adjustments.

Jean Noble  
Mrs. Jean Noble has been a key member of the Department since her original appointment in 1948. Prior to that time she was a psychologist with the U.S. Veterans Administration and a counselor with the U.S. Employment Service and the National Youth Administration.

Her work at Brooklyn College has been outstanding, as attested by observation reports in her file, and by my own knowledge. Assignment to at least an Instructor line is long overdue.

She has been certified as a Psychologist by the N.Y. State Education Department since 1961. While psychology is not specifically mentioned in section 15.7 of the bylaws, certification requirements are as demanding in that profession as in those named.

A waiver is recommended for the good of the College and its students as well as in recognition of long continuing contributions by Mrs. Noble. Thirty years of counseling experience (twenty at Brooklyn College) and State certification certainly meet the spirit of the Ph.D. requirement.

Estelle T. Ritchin  
The Ph.D. is irrelevant as a functional asset in this assignment since the position requires a broader and more diverse educational and professional background than the more narrowing specialized one identified with a Ph.D. course of study. Mrs. Ritchin has the uniquely diverse qualifications so essential for optimal functioning as a counselor-administrator in the Office of Academic Adjustments.

Harvey M. Greene  
Has LL.B. degree. He qualifies in a manner appropriate to his own special field.

Baltasara de Zalduonde  
Ph.D. degree expected by the end of 1969.
Minutes of Proceedings, September 29, 1969

Charles G. Moore
Ph.D. degree expected by June 1970.

Vedat Sayar
Ph.D. degree expected by June 1970.

Marcella W. Maxwell
Mrs. Maxwell comes to us with 11 years of varied experience as teacher, curriculum consultant, coordinator, deputy director and consultant in a variety of school positions. She is planning to complete a graduate degree and is requesting a special leave from the Board of Education for this purpose. She is currently earning $12,500 per year and is willing to accept our offer of $11,200. Her special background and qualifications will enable her to make a distinctive contribution in the Education Department and in the School of General Studies.

Lily V. Kapili
The instructorship does not lead to tenure; the B.H.E. is currently considering the removal of the Ph.D. as a requirement for this rank.

M. Philip Stern
The instructorship does not lead to tenure; the B.H.E. is currently considering the removal of the Ph.D. as a requirement for this rank.

William H. Harris
Mr. Harris has informed us that he is scheduled to defend his thesis in November, 1969, and expects to have all of the requirements for the degree completed before June, 1969.

Arthur Lifshin
We have been informed by Professor H. B. Stonehouse, Chairman of Arthur Lifshin's Thesis Committee at Michigan State University, that his Ph.D. thesis is acceptable to the Committee and requires only typing and binding before being handed in to the Graduate School. Professor Stonehouse also stated that because of part of the Committee's absence from the campus during the summer, Mr. Lifshin missed the deadline for graduation in August, 1969, but he has no doubt that all requirements will be completed for fall term graduation in December, 1969. Based on the above information from Michigan State University, I recommend that Mr. Lifshin's appointment as of September 1, 1969 be that of Instructor.

Melvin R. Williams
There is a shortage of qualified Afro-American history teachers and this request for a waiver reflects that shortage.

Donald F. Gerardi
Mr. Gerardi is a highly qualified young man who we do not want to lose. Appointing him as an Instructor, despite his not having a Ph.D., will help us keep him.

Michael Baker
Mr. Baker has completed all requirements for Ph.D. except his dissertation which he is now beginning. He has taught with us for two years and is an excellent teacher and an active member of the department.

Richard O. Hope
Mr. Hope has submitted his doctoral dissertation to the Department of Sociology at Syracuse University. The chairman at Syracuse has told me that it is a good dissertation, needs relatively minor revisions, and should be ready for defence by Fall, 1969.

William O'Donnell
Mr. O'Donnell has three years of college teaching experience and has completed course requirements for Ph.D. He is most highly recommended and is in the field of criminology where good candidates are scarce.

Ronald Feldman
Mr. Feldman will complete the requirements for the Ph.D., in all probability, within one year.

George A. Peck
Acting President
QUEENS COLLEGE
(Calendar Nos. 31 through 33)

NO. 31. FULL PROFESSORIAL APPOINTMENT: RESOLVED, That Ronald M. Schneider be appointed Professor in the Department of Political Science for the period 9/1/69-8/31/70 at an annual salary rate of $18,000, subject to financial ability and schedule conditions.

NO. 32. APPOINTMENT WITH WAIVER OF THE BYLAWS: RESOLVED, That Richard R. Rode be appointed Assistant to Higher Education Officer in Campus Planning for the period 7/1/69-6/30/70 at an annual salary rate of $13,000 per annum effective 7/1/69 and $13,300 per annum effective 1/1/70, subject to financial ability and schedule conditions.

EXPLANATION: The President recommends waiver of the bylaws since he deems the three-year program leading to a certificate at Pratt Institute, in addition to the other studies undertaken, equivalent to the bachelor's degree.

NO. 33. SABBATICAL LEAVE OF ABSENCE WITH WAIVER OF THE BYLAWS: RESOLVED, That Clinton F. Oliver, Assistant Professor of English, be granted a sabbatical leave of absence for research, for the period 9/1/69-1/31/70, plus 8/1/70-8/31/70, with full salary; and that the bylaws of the Board, Article XVI, Section 16.1 be waived to effectuate this leave.

EXPLANATION: Granting of this leave involves waiver of the bylaws because Professor Oliver has had less than six years of service in a tenure-bearing title. Professor Oliver has served as Lecturer from 9/1/57 to 8/31/65; has served as Instructor from 9/1/65 and as Assistant Professor from 1/1/66.

Professor Oliver is a valued member of the faculty who has devoted considerable time to college services as well as teaching. The Departmental P & B recommend the granting of this leave.

YORK COLLEGE
(Calendar Nos. 34 and 35)

NO. 34. DESIGNATION OF ASSOCIATE DEAN: RESOLVED, That Wallace K. Schoenberg, Associate Professor of History and Assistant Dean of Teacher Preparation, be designated Associate Dean of the Division of Teacher Preparation for the period 9/1/69-6/30/70, with compensation of $3,000 per annum in addition to his academic annual salary of $17,000, subject to financial ability.

NO. 35. DESIGNATION OF ACTING ASSOCIATE DEAN: RESOLVED, That Sidney Rosenberg, Associate Professor of Psychology, be designated Acting Associate Dean for the Social Sciences, for the period September 1, 1969 through June 30, 1970, with compensation of $3,000 as Acting Associate Dean, plus academic annual salary of $18,000/$19,000, subject to financial ability.

THE BERNARD M. BARUCH COLLEGE
(Calendar Nos. 36 and 37)

NO. 36. APPOINTMENT OF DEAN: RESOLVED, That Andrew Lavender, Professor of English and Associate Dean of Liberal Arts and Science, be designated Acting Dean of Liberal Arts and Science of The Bernard M. Baruch College for the period September 1, 1969 through June 30, 1970, with compensation of $4,000 per annum in addition to his professorial salary of $24,750, subject to financial ability.
NO. 37. AMENDMENT OF MINUTES: RESOLVED, That the name of Ronald Gatty, Associate Professor of Marketing, be added to the list of "Transfer of Tenured Instructional Staff" approved by the Board on June 24, 1968, Calendar No. 20.

EXPLANATION: Professor Gatty's name was inadvertently omitted from the above list. By adding his name he will be covered under conditions prescribed in the resolution. Transfer of personnel was necessary when The Bernard M. Baruch School of Business and Public Administration of The City College became The Bernard M. Baruch College.

HERBERT H. LEHMAN COLLEGE
(Calendar Nos. 38 through 41)

NO. 38. APPOINTMENT OF PROFESSOR AND CHAIRMAN OF DEPARTMENT: RESOLVED, That Maria Teresa Babin be appointed Professor in the Department of Puerto Rican Studies and Chairman of the Department for the period 9/1/69-8/31/70, at the salary rate of $26,000 per annum, subject to financial ability.

NO. 39. APPOINTMENT WITH WAIVER OF THE BYLAWS: RESOLVED, That William U. Crowell be appointed Associate Professor in the Department of Black Studies and Chairman of the Department for the period 9/1/69-8/31/70, at the salary rate of $19,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this appointment.

EXPLANATION: Mr. Crowell, a doctorate candidate at St. John's University, brings to the chairmanship of the Department of Black Studies an expert's knowledge of curricular developments across the country in Black Studies, knowledge of more immediate relevance to the development of our Black Studies curriculum than the doctorate. Mr. Crowell knows personally and professionally the community most intimately related to, and affected by Black Studies.

NO. 40. APPOINTMENT OF HIGHER EDUCATION OFFICERS: (a) RESOLVED, That Carl S. Muskat be appointed Higher Education Officer (Campus Facilities Officer) in the Dean of Administration Office for the period 8/1/69-6/30/70, at the salary rate of $21,000 per annum, subject to financial ability.

(b) RESOLVED, That Stephen O. Mitchell be appointed Higher Education Officer (Director of Data Processing) in the Dean of Administration Office for the period 9/1/69-6/30/70, at the salary rate of $20,000 through 12/31/69 and $21,000 per annum effective 1/1/70, subject to financial ability.

NO. 41. APPOINTMENT WITH WAIVER OF THE BYLAWS: RESOLVED, That Leo A. Corbie be appointed Assistant Professor and Director of the SEEK Program for the period 10/1/69-8/31/70, at the salary rate of $17,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this appointment. (Ph.D. requirement)

EXPLANATION: After conducting a nationwide search, a committee composed of student, faculty, and administration representatives has recommended Mr. Leo Corbie as its first and unanimous choice for the directorship of the SEEK Program at Lehman College, and this waiver of the bylaws is requested for the appointment of Mr. Corbie as Assistant Professor. His many years of experience in dealing with the disadvantaged as an attendance teacher and social worker give him the background to administer a program such as SEEK. As interim director since June 11, he has in a short time gained the respect and cooperation of both students and faculty. On matters that lie outside his area of competence, he is quick to seek the advice and counsel of appropriate personnel in the College. Mr. Corbie is studying for the doctorate, but his demonstrated skills in administering the complex and sensitive SEEK Program compensate for his lack of the degree at this time.
UNIVERSITY GRADUATE DIVISION
(Calendar Nos. 42 and 43)

NO. 42. APPOINTMENTS: RESOLVED, That the following appointments be approved, as indicated, subject to financial ability:

<table>
<thead>
<tr>
<th>Department &amp; Rank</th>
<th>Name</th>
<th>Period</th>
<th>Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>English Lit., CUNY, UGC Professor</td>
<td>Ridenour, George</td>
<td>9/1/69*</td>
<td>$23,500</td>
</tr>
<tr>
<td>Community Medicine Mount Sinai/CUNY Professor</td>
<td>Hammond, Edward Cuyler</td>
<td>7/1/69-8/31/70</td>
<td>26,000</td>
</tr>
<tr>
<td>Philosophy, City College Professor</td>
<td>Saunders, Jason L.</td>
<td>9/1/69-8/31/70</td>
<td>26,000</td>
</tr>
</tbody>
</table>

* With tenure in the University Graduate Division. Appointment, without tenure, approved previously by the Board on 4/28/69.

NO. 43. APPOINTMENTS WITH WAIVER OF THE BYLAWS: RESOLVED, That the following appointments be approved, as indicated, subject to financial ability, and that the bylaws of the Board be waived to effectuate these appointments:

<table>
<thead>
<tr>
<th>Department &amp; Rank</th>
<th>Name</th>
<th>Period</th>
<th>Salary Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Library, CUNY, UGC Assoc. Prof.*</td>
<td>Sessions, Vivian</td>
<td>9/1/69-8/31/70</td>
<td>$19,000</td>
</tr>
<tr>
<td>Business Office, UGC (Data Processing) Research Assoc.**</td>
<td>Fisher, Stanley</td>
<td>7/1/69-6/30/70</td>
<td>19,000</td>
</tr>
<tr>
<td>Chemistry, City College Research Assoc.***</td>
<td>Landis, Jack</td>
<td>9/1/69-8/31/70</td>
<td>16,000</td>
</tr>
</tbody>
</table>

EXPLANATION:
* Mrs. Sessions has been Director of Project URBANDOC, an Urban Renewal Demonstration Project at the City University since 1965. She has exceptional and specialized skills in the interrelated areas of library science, data processing and information storage and retrieval. She has lectured extensively and is an asset to the Graduate Division. A waiver of the bylaws is requested for one year.

** Mr. Stanley Fisher is a highly qualified systems engineer who has the responsibility for maintaining the systems communication facilities between our 1130 terminal and the 360/50 WARP/OS system at City College. He also assists in the development of a simple time-sharing system that is supported by Morrissey Associates. His qualifications include systems research and analysis at various commercial concerns and at the United Nations. A permanent waiver of the bylaws is requested.

*** Mr. Jack Landis is an electrical engineer with a high degree of specialization in electronics systems engineering. He is invaluable in obtaining maximum use from the mass spectrometer as well as from other instruments now at City College. Also, he has the unusual ability to design and construct new instruments to meet special problems and needs in research. He provides us with a competence of exceptional value to the future of the Ph.D. program in Chemistry. Mr. Landis is at present organizing a course which will be given in the fall for graduate students and staff, on the use of the Mass Spectrometer and the Nuclear Magnetic Resonance Spectrometer. This will be an invaluable adjunct to the graduate program of the Chemistry Department of the University. The value of the equipment now in use in the department is such that the services of Mr. Landis have become more invaluable than ever. A permanent waiver of the bylaws is requested.
THE CITY UNIVERSITY
(Calendar Nos. 44 and 45)

NO. 44. CHANCELLOR'S REPORT: RESOLVED, That the Chancellor's Report for the month of September, 1969 be approved. (The complete report is on file with these minutes in the Office of the Secretary of the Board.)

NO. 45. GENERAL DISCUSSION - POLICY PROPOSALS FOR FUTURE BOARD CONSIDERATION: Upon motion duly made, seconded and carried, the following resolution approved by the Administrative Council on September 29, 1969, was adopted, as amended:

RESOLVED, That participation or non-participation in the October 15, 1969 moratorium protest regarding the war in Vietnam be regarded as a matter of individual conscience for each student and faculty member; and be it further

RESOLVED, That no penalties be imposed on any student or faculty member who does or does not participate; and be it further

RESOLVED, That this position be limited to the events of October 15, 1969.

Mr. Poses and Mrs. Streator asked to be recorded as voting "No."

Mr. Ashe asked to be recorded as voting "No" to the inclusion of the following in the second "resolved" listed above: "or does not."

NO. 46. CONTRACT WITH NEW YORK STATE EDUCATION DEPARTMENT - BROOKLYN COLLEGE: RESOLVED, That the Board of Higher Education, on behalf of Brooklyn College, enter into an agreement with the New York State Education Department to award a Higher Education Opportunity grant in the amount of $197,300 for the year 1969-70 to Brooklyn College, which funds are to be used to support the following special programs at Brooklyn College:

<table>
<thead>
<tr>
<th>Program</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brooklyn College Education Opportunity Program</td>
<td>$85,300</td>
</tr>
<tr>
<td>Small College Program</td>
<td>77,500</td>
</tr>
<tr>
<td>Veteran Entering Teacher Training Service</td>
<td>34,500</td>
</tr>
</tbody>
</table>

and be it further

RESOLVED, That the Secretary of the Board be authorized to execute such agreement on behalf of the Board of Higher Education.

NOTE: The execution of this agreement is subject to the approval of the Chancellor's Office which is currently negotiating the terms of similar grants on other campuses.

Upon motion duly made, seconded and carried, the meeting adjourned at 9:35 p.m.

N. MICHAEL CARFORA
Secretary of the Board