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

HELD

DECEMBER 22, 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:

Frederick Burkhardt, Chairman
David I. Ashe
George D. Brown
Maria Josesa Canino
Porter R. Chandler
Jean-Louis d'Heilly
Norman Henkin
Minneola P. Ingersoll

Robert Ross Johnson
Francis Keppel
James Oscar Lee
Benjamin F. McLaurin
Louis Nunez
Jack I. Poses
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 John W. Kneller
President Leonard Lief
President Joseph P. McMurray
President Mina Rees
President Donald H. Riddle
President Herbert Schueler
President Robert C. Weaver

Dean Douglas Maynard
President Murray H. Block
Dr. Robert Hirschfield
Mr. Lester Jacobs
Deputy Chancellor Seymour C. Hyman
Vice-Chancellor Robert Birnbaum
Vice-Chancellor Timothy S. Healy
Vice-Chancellor Bernard Mintz
Dean Benjamin Rosner

The absence of Dr. Azzari, Mr. Berman, and Mr. Quero Chiesa was excused.

NO. A. HUNTER COLLEGE PRESIDENTIAL SEARCH COMMITTEE: (1) The following report of the Committee was noted and accepted:
REPORT OF THE HUNTER COLLEGE
PRESIDENTIAL SEARCH COMMITTEE

Board Committee
Honorable Frederick Burkhardt, Chairman
Honorable George D. Brown
Honorable Porter R. Chandler
Honorable Jack I. Poses
Honorable Robert Ross Johnson

Hunter College Faculty Representatives
Professor Blanch Blank
Professor Peter Caws
Professor Nathan Reich

Hunter College Student Representatives
Miss Marilyn Marcosson
Miss Gail Pressberg

Hunter College Alumni Representative
Mrs. Frederick Winsch

The Chairman of the Board of Higher Education, Mr. Porter R. Chandler, appointed on May 19, 1969, a Presidential Search Committee for Hunter College. In accordance with Board policy, the Committee asked the faculty, students and alumni to designate representatives from their respective groups to meet and work with the Committee. Upon Mr. Chandler's resignation as Chairman of the Board, Mr. Burkhardt, the new Chairman, appointed Mr. Chandler to membership on the Committee and Mr. Burkhardt continued to serve in the capacity of Chairman of the Search Committee.

The Committee received and reviewed the names of possible candidates suggested by faculty, students, and alumni of Hunter College, the City University college presidents, members of the Board, the Chancellor and his staff, and by various sources outside the University community. The credentials of more than 75 candidates were reviewed by the Committee.

Of the candidates given serious consideration, the Committee interviewed four persons highly qualified for a position of academic leadership. After extensive deliberations, the Committee agreed that Mrs. Jacqueline Grennan Wexler was the one candidate who possessed the combination of qualifications most desirable for the presidency of Hunter College.

Mrs. Wexler is most well-known for her educational innovation at Webster College in St. Louis, Missouri, and her transfer of Webster College from Church control to the control of a lay Board of Trustees. Her experience has by no means, however, been limited to Webster College. She has held membership on two presidential panels of major significance and is a most sought-after speaker and writer in the fields of educational experimentation and innovation. Most recently, Mrs. Wexler was named Vice President and Director of International University Studies at the Academy for Educational Development.

In the opinion of the Committee, Mrs. Wexler possesses the imagination, ability and vitality to bring inspiration and stability to Hunter College. The Committee is also confident that Mrs. Wexler will make a significant contribution to the City University system.
It is the unanimous recommendation of the Committee, with the concurrence of the faculty, student and alumni representatives that Mrs. Jacqueline G. Wexler be appointed President of Hunter college and that the following resolution be adopted:

RESOLVED, That Jacqueline G. Wexler be appointed President of Hunter College and Professor of English, with tenure, effective January 15, 1970, at the annual salary rate of $36,000 ($27,900 as professor, plus $8,100), subject to financial ability.

(2) Upon motion duly made, seconded and carried, the following resolution was adopted:

RESOLVED, That Jacqueline G. Wexler be appointed President of Hunter College and Professor of English, with tenure, effective January 15, 1970, at the annual salary rate of $36,000 ($27,900 as professor, plus $8,100), subject to financial ability.

Mr. Burkhardt welcomed Mrs. Wexler to the meeting.

NO. B. EXPRESSION OF REGRET: Upon motion duly made, seconded and carried, the following resolution was adopted:

RESOLVED, That the members of the Board of Higher Education express their deep sympathy to Mrs. Arthur Rosencrans upon the death of her husband, a Member Emeritus of the board. For eighteen years, from 1949 until 1967, he devoted himself wholeheartedly to the welfare of the students of The City University of New York, bringing the strength of his practical experience and community interests to his responsibilities as a member and chairman of the Committee on Finance and Facilities and of various college committees.

NO. 1. COMMITTEE ON LAW: (a) The proposed bylaw amendment to Article IX - Organization and Duties of Faculty Departments was postponed to a later meeting of the Board.

Motion made, seconded and carried that this matter be made the responsibility of the CUNY Committee. It was agreed that other members of the Board and faculty, student, and other organizations be invited to participate.

(b) Mr. Ashe, on behalf of the Committee on Law, reported on meetings of the Committee with respect to student rights and student due process.

NO. 2. TASK FORCE ON OPEN ADMISSIONS: Chancellor Bowker, Deputy Chancellor Hyman and Dean Newton reported on developments with respect to Open Admissions.
NO. 3. COMMITTEE ON THE ACADEMIC PROGRAM: Upon motion duly made, seconded and carried, the following resolutions presented by Mrs. Ingersoll on behalf of the Committee on the Academic Program, were adopted:

(a) UNIVERSITY RESOLUTION - ACCELERATED DEGREE PROGRAMS: RESOLVED, That the Board of Higher Education does hereby encourage the senior colleges to introduce B.A.-M.A., B.B.A.-M.B.A. and B.S.-M.A. accelerated degree programs, in selected disciplines; and be it further

RESOLVED, That each such program be carefully developed by the college and subsequently be processed for Board of Higher Education approval in the same way as all other new academic programs.

EXPLANATION: The Board of Higher Education supports the efforts of the senior colleges to develop flexibility in their educational programs. One method of attaining this flexibility is through the creation of combined B.A.-M.A. degree programs. City College and Queens College, with Board approval, have already proceeded to initiate such programs. The intent of this resolution is to encourage the other senior colleges to develop similar programs in those disciplines where faculty strength and student abilities seem to warrant such an approach to degree requirements. Each proposal will be evaluated on its own merits by the Board of Higher Education.

(b) MASTER OF ARTS IN ENGLISH LITERATURE - HERBERT H. LEHMAN COLLEGE: RESOLVED, That the Masters of Arts in English Literature, to be given by Herbert H. Lehman College, be approved, in principle, effective September, 1970, subject to the approval of the Board of Regents; and be it further

RESOLVED, That two years after approval in principle, the Committee on the Academic Program will initiate a review in consultation with the President of the College; and be it further

RESOLVED, That five years after the institution of the program, the Committee on the Academic Program will act on final approval; and be it further

RESOLVED, That the Master Plan be amended to include this action.

EXPLANATION: At the present time there is urgent need for a program of high quality leading to the M.A. in English and American literature for part-time students in the geographical area served by Lehman College. The primary aim of this curriculum is to prepare college teachers of English, both those who will instruct at junior colleges after receiving the M.A. and those who will proceed to the Ph.D. in preparation for teaching at higher levels. In addition, a good deal of interest in the proposed program has been expressed by persons in administrative and editorial positions in industries where the M.A. in English means increased opportunities for advancement. As most of the students will be unable to attend on a full-time basis, courses will be offered in the late afternoon and evening.

Upon motion duly made, seconded and carried, the following resolutions presented by the Committee on Campus Planning and Development were adopted: (Calendar Nos. 4 and 4A)
NO. 4. NOTE FACILITY C17.01 - MONTGOMERY-WARD BUILDING RENOVATION - YORK COLLEGE: RESOLVED, That the Board approve final plans, specifications and final estimate of cost of construction for the renovation of the former Montgomery-Ward Building for York College escalated to a projected bid date of January 1970 of $2,480,585 for all floors except the fourth floor and of $406,600 for the fourth floor as submitted by Snibbe-Tafel-Lindholm, Architects, in compliance with the terms of their agreement with the Dormitory Authority for preparation of contract documents; and be it further

RESOLVED, That the City University Construction Fund be and is hereby requested

(1) To approve the aforesaid final plans, specifications and construction cost estimate of $2,480,585 for all floors except the fourth floor and $406,600 for the fourth floor only of the former Montgomery-Ward Building for York College, as of January, 1970, and to authorize the Dormitory Authority of the State of New York to invite bids and to award contracts for the construction of said facilities; and

(2) To authorize the Dormitory Authority of the State of New York to enter into an agreement for the supervision of construction of the subject facilities;

and be it further

RESOLVED, That the appropriate note facility project be increased to provide $6,400,000 as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquisition Cost (Assessed Valuation x 1.6)(Estimated-in condemnation)</td>
<td>$1,632,000</td>
</tr>
<tr>
<td>Construction Cost (1/70) (All Floors except 4th)</td>
<td>2,480,585</td>
</tr>
<tr>
<td>Contingency and Bid Allowance (10% of $2,480,585)</td>
<td>248,000</td>
</tr>
<tr>
<td>Fees, printing and other Miscellaneous Expenses</td>
<td>300,000</td>
</tr>
<tr>
<td>Furnishings &amp; Equipment (including library books)</td>
<td>1,276,000</td>
</tr>
<tr>
<td>Construction Cost (1/70)(Fourth Floor only)(To be bid at date yet undetermined)</td>
<td>406,600</td>
</tr>
<tr>
<td>Contingency and Bid Allowance (10% of $406,600)</td>
<td>40,600</td>
</tr>
</tbody>
</table>

$6,383,785

say $6,400,000

EXPLANATION: On November 25, 1968, Calendar No. 4, the Board adopted a resolution authorizing the provision of temporary facilities for York College. The budget of costs of renovation of the former Montgomery-Ward building at that time included an amount of $2,000,000 including fees and contingency.

It should be noted at this point that preliminary plans, outline specifications and preliminary estimate of cost were not submitted to the Board for approval. At the time when these documents were in preparation there appeared to be a possibility that the construction work might be undertaken by the Dormitory Authority on a negotiated contract basis because of the emergency need for the facilities. Indeed a comparative cost study prepared by McKee-Berger-Mansueto, Inc. on October 22, 1968 indicated the possibility of considerable savings if
the facilities were to be renovated under a single contract instead of on the usual basis of multiple contracts. It was not until after the architect had advanced well into working drawings that it was determined that negotiated contracts would not be possible. The preliminary plan stage had for all intents and purposes been passed and the decision was made to continue with completion of the contract documents as expeditiously as possible.

During the development of plans certain items have developed which were not readily apparent in the early stages of design. A detailed facilities program was not available to the architects. These items include the demolition of abandoned partitions, casework, etc. which it had been assumed would be removed by former tenants; premium that must be paid for working around the fourth floor which continues to be occupied by a federal agency; replacement of the existing roof since occupancy of the building will probably exceed the original assumed 4-5 years period; additional radiation to increase operating efficiency; additional interior partitions to provide for increased classroom capacity; repair and replacement of sidewalks; clock and public address system not included in original program; replacement of air handling units to increase operating efficiency; provision for temporary heat by the contractors and not the college; replacement of a boiler since the occupancy of the building will probably exceed the original assumed 4-5 years period; premium for delayed work on the fourth floor which will have to be a separate additional smaller contract.

The estimated cost of these additional items totals $252,000.

A pre-final estimate was prepared in June of 1969 based on plans available at that time. That estimate when increased to include the temporary heat and boiler replacement work totals $2,661,000.

The cost estimate when projected to a bid date of January, 1970, may be compared to the original budget approved by the Board on November 25, 1968, as follows:

| Cost of construction (10/68)(2,000,000-125,000) | $1,875,000 |
| Escalation (10/68 - 7/69) (1.7% per month x 9) = 15.3% | 287,000 |
| Added escalation for delayed 4th floor assuming 4th floor starts 4/70 | 64,000 |
| 1.7% per month x 10 x $374,800 | 44,000 |
| Premium for delayed work 10% x ($374,800 + 64,000) | 252,000 |
| Additional items appearing during development of plans | 118,000 |
| Temporary Heat and Boiler Replacement | $2,640,000 |
| This compares favorably with the pre-final estimate of 7/69 of | $2,561,000 |

To the estimate of $2,661,000 the architect and their estimator recommend the addition of 1.7% per month for 5 months (8.5%) to January 1970 or $2,887,185 as of 1/70.

The subdivision of this cost into fourth floor work and all other work is $406,600 for fourth floor work only and $2,480,585 for all other work.

The cost per square foot for the total project is $2,887,185 divided by 132,750 sq. ft. = $21.40 per square foot. This cost is not unreasonable for the type of work contemplated.

Since the fourth floor work cannot proceed at this time due to occupancy by a Federal Agency it is recommended that said fourth floor work be done at a later date when that space becomes available.
The plans and specifications have been examined by representatives of the College, the Office of Campus Planning and Development and the Dormitory Authority. The Dormitory Authority considers the documents to be complete and ready for bidding. The facilities are urgently needed and the plans meet our established requirements and therefore approval is recommended.

NO. 4A, DINING ROOM ADDITION - QUEENS COLLEGE: RESOLVED, That the Board of Higher Education approve an increased estimate of cost of construction from $1,573,900 to $2,073,699, the aggregate of acceptable bids received on December 10, 1969, for the construction of an addition to the Dining Hall at Queens College; and be it further

RESOLVED, That the City University Construction Fund be and is hereby requested to (1) approve an increased estimated cost of construction, and (2) authorize the Dormitory Authority to award contracts to the successful bidders in the aggregate amount of $2,073,699; and be it further

RESOLVED, That the action of the Board of Higher Education of May 26, 1969, Calendar No. 5, be amended to increase the total estimated cost of the project from $2,044,900 to $2,600,000 and that the Note Agreement be amended as follows:

ITEMS

<table>
<thead>
<tr>
<th>ITEMS</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cost of Construction (Bids 12/10/69)</td>
<td>$2,073,699</td>
</tr>
<tr>
<td>Contingency (5%)</td>
<td>103,601</td>
</tr>
<tr>
<td>Estimated Cost of Fees for Design and Supervision of Construction and Miscellaneous project cost such as borings, surveys, printing, etc. (10%)</td>
<td>207,300</td>
</tr>
<tr>
<td>Furnishings &amp; Equipment (10%) (Budget)</td>
<td>200,000</td>
</tr>
<tr>
<td></td>
<td>$2,584,600</td>
</tr>
<tr>
<td></td>
<td>say $2,600,000</td>
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</table>

EXPLANATION: On May 26, 1969, the Board approved an estimated construction cost of $1,573,900 for Dining Hall Addition at Queens College, as submitted by Morris Ketchum Jr. and Associates, Architects.

On August 26, 1969, bids were taken by the Dormitory Authority. The aggregate of the acceptable low bids was $2,462,901. These bids were rejected, and the architect was directed to delete certain work from the contract documents, estimated to effect a savings of between $90,000 and $100,000.

The project was rebid and on December 10, 1969 bids were taken for a second time. The aggregate of the low bids received on the rebid total $2,073,699.

There is general agreement between the staffs of the Dormitory Authority and the Office of Campus Planning and Development and the college that contracts should be awarded to the successful low bidders. Rebidding the project again would in all probability not result in lower bids and would further delay the construction of this vitally important facility.
Upon motions duly made, seconded and carried, the following resolutions were adopted or action was taken as noted: (Calendar Nos. 5 through 28)

THE CITY UNIVERSITY
(Calendar Nos. 5 through 11)

NO. 5. REPORTS OF THE CHANCELLOR: The Chancellor presented the following report:

I have become a bit schizophrenic about the department chairman issue since attending a meeting of the Faculty Senate and several meetings of the Senate Executive Committee at which the whole notion was described as undiscussable. What I have been most concerned about is that there be some opportunity to talk about the establishment of some responsible committee to do a more effective job of screening and reviewing faculty appointments. I am very much concerned with our present system of elected chairmen and elected P and B Committees with responsibility for the review of faculty appointments for this may well be the force against the recruitment of outstanding figures and for the entrenchment of mediocrity. Many of our faculty come from N.Y.U. and Columbia, and they are not the best students from these institutions. The present system is not leading to outstanding recruitment and selection of faculty.

The elected chairman or the appointed chairman is only one possible solution to this problem. I myself am very pessimistic about working something out, but we owe it to ourselves and to the faculty to approach it in practical terms.

We are also concerned about a couple of other aspects. It was my understanding that the staff organizations were not going to come to the Law Committee meeting because they considered the whole proposal so outrageous as to be undiscussable. I was asked if the Executive Committee of the Faculty Senate could meet with the CUNY Committee to discuss it. Mr. Berman in the Committee on Multiple Positions has started a very comprehensive discussion of what the responsibility of faculty members ought to be, a discussion which goes well beyond multiple positions. Perhaps a time has come for us to try and wrap all these things together and try to have a discussion on the professional obligations of the faculty, to try and define these responsibilities, and also to review the question of faculty quality and the procedures for recruitment. I had something like this in my mind and came to the appointed chairman as one of the steps. I find it difficult to see how in this day and age a president can be held responsible for his chairmen without appointing them. One suggestion is to have the CUNY Committee and some other members of the Board to have a fairly long discussion with the Executive Committee of the Faculty Senate on the whole hierarchy of issues--faculty responsibility, faculty quality, faculty recruitment, how it is to be done, how it can be done best--and if the Board is willing to include the department chairman question in a larger issue, we might get something done.

I'd like to say a few things briefly and then ask Deputy Chancellor Hyman to speak. In the material which has been given to you tonight, and I think it is marked 2(b) is a copy of the statement of the Board of Regents. It is on the whole a strong endorsement of Open Admissions. The Joint Legislative Committee hearings, I think, went pretty well. Since the Governor's statement on Open Admissions and since Joe McMurray's speech, we have had a couple of meetings with presidents of private institutions, including Long Island University and New York University. The meeting starts out with their wanting to do everything they can to cooperate. They would take our existing students, and we would take the new ones. We are taking a fairly large number of high school students whose high school preparation for college is very marginal. No one wants to share this. Some of
the good institutions might do this. As for the marginal ones, what they are doing now isn't at all that different from what we would have to do. It is doubtful that much will come of these discussions, but we have responded to all requests to discuss it.

There are more possibilities in the sharing of real estate. The Graduate School at the New School for Social Research is only used in the daytime up to three or four o'clock, and there will be a couple of things like this that might be interesting to us. We don’t need to go into this much. We have had a special Board meeting on this so we need not pursue the matter further at this time.

At this point Deputy Chancellor Seymour C. Hyman reported as follows:

If John Jay has that new building, they will be able to take more freshmen. They have indicated an ability to handle 1,000 additional freshmen. We shall have to review our first distribution list because some of the institutions will not have success in acquiring rental facilities. We will have to shift these numbers a good bit. These numbers are by no means final.

I have an up-to-date list of where we stand in terms of acquisition of space. Newly constructed property which will belong to us should add up to approximately 1,000,000 square feet. We could rent another 900,000 square feet. Some of these deals will fall through. In some the college will decide it couldn’t use the space. We will have a better picture near the end of January as soon as we have satisfactory data.

The Chancellor continued:

It is increasingly clear that the State will have some kind of Open Admissions program. What that will be we don’t know, but we are in contact with them, both the Governor’s Office and the State University. We have another meeting scheduled for next week. The plan will have something in it which will presumably help the City University. What we do beyond that will be on a 50-50 basis, and the Mayor will decide what we can do, we don’t have any leadership in the Legislature. We don’t have any new issues. The Governor and the Regents and the State University have all announced for Open Admissions, which wasn’t true two months ago.

The most important thing within the next ten days is really the Governor, and if individual members of the Board or any college have access to the Governor, it would help to let him know that the Open Admissions program is important to the City and its young people. I think we will have to decide on our posture toward the Mayor.

I think I have discussed most of the things I wanted to talk about. The ethnic census is the pink document in front of you. We are one of the first institutions that makes and publishes an accurate—or as accurate as we can make it—ethnic census. In this connection I would like to change the figure on Page 2 from 30,981 to 20,981.

There has been distributed to you tonight an explanation of what the picket line was about. There is no lecturer purge. The problem is basically this. In the new contract with the U.F.C.T. lecturers who serve for five years get no tenure but a kind of certificate of continued employment. We have had a great deal of difficulty explaining to our department heads and faculty what the new contract implies. The Union has been circulating
information that everybody who is now a lecturer will be a lecturer from now on and cannot be fired. We have been trying to set the record straight that lecturers are still tenureless employees and can be let go for any reasons. There has been a good deal of confusion about this. I have talked to a number of department heads who are getting their information from the Union and not from the Administration. Let me say this. One of the very, very bad spots in our system has been that lecturers were hired very capriciously and without a proper review of their qualifications. Although some of the colleges have done a good job, some lecturers tell me that they have never met members of the permanent faculty and were never told what they should be teaching. Their qualifications should be reviewed; their classes should be visited, etc.

On the whole, what is happening is pretty good. On the other hand, a conscientious department head in reading this contract would realize that if he doesn't look over his lecturers and evaluate them, he would be stuck with them. Here and there throughout the system some lecturers are being let go. As far as we can see, about 10% of those in the senior colleges and less than that in the community colleges are being let go. How this compares with normal turnover is hard to say.

Our report on Faculty Recruitment is one of a series of reports that we have been making to the Board for the last three years, I believe, arising basically from charges coming from the State Commission on Human Rights that we are too inbred and do not recruit nationally. There was no evidence of systematic recruitment of faculty. My own concern is that too many of our faculty are graduate students at Columbia and N.Y.U. who came without any serious review. I would like to add that looking down at Ph.D.'s from Columbia can be carried too far since my own Ph.D. is from Columbia and so are those of most of the people in this room.

If you look at the figures for 1955 and 1956 you will find that something like 60% of our faculty were recruited from Columbia and N.Y.U. and that only fourteen other institutions were, in fact, represented on our faculty. It would seem to me a deliberate and unnecessary inbreeding. The figures on baccalaureate degrees on Page 6 had listed baccalaureate degrees from our own institutions for the most part. This would be considered a considerable degree of inbreeding. Today 18% had baccalaureate degrees from us and 45% had doctorates from Columbia and N.Y.U., but seventy-three institutions were represented from which people got their doctorates.

The community college picture is not at all good. It is like the senior college picture ten years ago with very little national recruitment, with 35% CUNY baccalaureates and about 60% of the advanced degrees coming from Columbia and N.Y.U. The community colleges have not done well. Particularly significant in this report is that we appropriated $2,000 in 1968 and 1969 for travel recruiting expense. Not all of it has been spent. Many departments now make more of an effort to recruit on a national basis. It is my opinion that at the present time N.Y.U. and Columbia consider us as a kind of dumping ground for their inferior product.

The general tenor of this report is progress but still a good deal of laziness in recruitment and entrenched mediocrity in the system.

There are a large number of waivers on the calendar, and I am prepared to talk to them as we come to them.

One of the things I want to do as part of this overall discussion of appointed or elected chairmen is to present to the Board a very careful statement of the criteria by which people should get tenure in our system. I look less seriously on promotion than on a tenure appointment for the key point at which institutions of high
quality control the appointment of faculty, and this is a categorical statement, is at the stage when they get
tenure. I have asked the three presidents who have tenure appointments on the calendar if they would agree to
withhold them for further review. I would like to withdraw the tenure appointments at Brooklyn, Bronx, and
Queensborough. Recommendations for promotion are nowhere as important as those for tenure.

That concludes my report.

NO. 6. 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. 7. APPOINTMENT WITH WAIVER OF THE BYLAWS: RESOLVED, That Frances
McGivney be appointed Assistant to 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 be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this appointment as Miss McGivney does not
possess the baccalaureate degree.

EXPLANATION: Miss McGivney has served the University for more than twenty five years in the area of
purchasing. Since 1960, she has been the supervisor of the rapidly expanding purchasing function at the Central
Office. Miss McGivney is uniquely qualified for this appointment by her lengthy experience and progressive
acceptance of additional responsibilities.

NO. 8. EXEMPTION FROM PAYMENT OF FEES FOR NDEA TITLE IV GRADUATE
FELLOWS AND NATIONAL SCIENCE FOUNDATION (GRADUATE) TRAINEES: RESOLVED, That students
matriculated for the Ph.D. degree at The City University of New York who hold fellowships granted under the
National Defense Education Act or who hold National Science Foundation Traineeships be exempt from the
payment of tuition for courses in which they are enrolled that are creditable toward the degree and from
payment of fees during the period of their fellowship or traineeship; and be it further

RESOLVED, That the University be reimbursed the appropriate amount from cost of education allowance funds
received under the National Defense Education Act or from the National Science Foundation; and be it further

RESOLVED, That for N.S.F. Traineeship holders this resolution be retroactive to June 15, 1964.

EXPLANATION: Under new NDEA regulations effective 9/1/69 fellowship holders are to be exempt from
payment of fees. The above resolution replaces a Board resolution of 9/24/62, Cal. No. 13, which exempted
fellowship holders from payment of tuition only. National Science Foundation regulations have always required
exemption from payment of fees. The above resolution corrects the Board resolution of 6/15/64, Cal. No. 117B,
which exempted N.S.F. Traineeship holders from payment of tuition only.
NO. 9. CAFETERIA EMPLOYEES CONTRACT: RESOLVED, That the contract between the Board of Higher Education and Cafeteria Employees Union Local 302 covering cafeteria employees of the City University for the period September 1, 1969 to August 31, 1970, be approved.

EXPLANATION: The contract is the result of negotiations between the Committee on Intercollege Staff Relations and Local 302. Its terms have been approved by the Business Managers and Cafeteria Managers of Brooklyn, City, Hunter and Queens. Concessionaires are used at the other colleges of the University to provide food services.

NO. 10. WAIVER OF TUITION - RICHMOND COLLEGE: RESOLVED, That since the Guidelines for admitting students under the Higher Education Opportunity Program state that students under this program must be both educationally and economically disadvantaged, tuition fees for students who are non-matriculants be waived.

EXPLANATION: Richmond College, as part of a consortium including Staten Island Community College, Wagner College, and Notre Dame College, has received a modest grant under the Higher Education Opportunity Program, to help us work with selected adults who are both educationally and economically disadvantaged, to continue their education at College. The program this year will serve between 50-100 students, many of whom must still be classified as non-matriculants, and all of whom are financially unable to afford tuition.

NO. 11. WAIVER OF BYLAWS FOR PERSONNEL ACTIONS: The Chancellor presents the following report of bylaw waiver requests for personnel actions:

<table>
<thead>
<tr>
<th>Personnel Actions with Waiver of Bylaws</th>
<th>Previous Year*</th>
<th>This Academic Year (Excluding this Month)</th>
<th>This Month December 1969</th>
</tr>
</thead>
<tbody>
<tr>
<td>Senior Colleges and Graduate Division</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a. Ph.D. waivers for Instructor+</td>
<td>23</td>
<td>23</td>
<td>4</td>
</tr>
<tr>
<td>b. Other degree waivers</td>
<td>40</td>
<td>19</td>
<td>16</td>
</tr>
<tr>
<td>c. Other waivers</td>
<td>3</td>
<td>1</td>
<td>1</td>
</tr>
<tr>
<td>d. Waivers for administrators</td>
<td>10</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Sub-total</td>
<td>76</td>
<td>46</td>
<td>20</td>
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<tr>
<td>Community Colleges</td>
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<td></td>
</tr>
<tr>
<td>a. Degree waivers</td>
<td>33</td>
<td>9</td>
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<tr>
<td>b. Other waivers</td>
<td>10</td>
<td>4</td>
<td>1</td>
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<tr>
<td>c. Waivers for administrators</td>
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<td>4</td>
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<tr>
<td>a. Degree waivers</td>
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<tr>
<td>b. Other waivers</td>
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<td>1</td>
<td></td>
</tr>
<tr>
<td>c. Waivers for administrators</td>
<td></td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Sub-total</td>
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<td>3</td>
<td>1</td>
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<tr>
<td>TOTAL WAIVERS</td>
<td>126</td>
<td>59</td>
<td>23</td>
</tr>
</tbody>
</table>

*March 1968-1969; + Not required under pending revision of Bylaws.
THE CITY COLLEGE
(Calendar Nos. 12 through 14)

NO. 12. PROMOTIONS WITH WAIVER OF THE BYLAWS: (a) RESOLVED, That J. Bailey Harvey be promoted from Associate Professor to Professor in the Department of Speech, effective January 1, 1970, at the salary rate of $21,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Mr. Harvey does not possess the Ph.D. degree.

EXPLANATION: Professor Harvey's career at The City College began with his appointment to the Department of Speech in September 1933. He was promoted to assistant professor in 1949 and associate professor in 1961.

Professor Harvey's long overdue promotion to the full professorship with a waiver of the doctorate is fully supported by his department, by the Personnel and Budget Committee, and by the Review Committee on the basis both of classroom performance and distinguished service to the college.

Professor Harvey brings to his classes both a very attractive and forceful personality, and a distinctive sensitivity and technical competence which derive from many years of professional training and practical experience. He is thorough, skillful and stimulating, and is as conscientious and painstaking in conference as in the classroom.

His service to the college extends far beyond a distinguished performance in the classroom and includes willing and responsible service on a wide range of college committees. Especially noteworthy in his long record of excellent service is his very valuable contribution as chairman of a committee which made a detailed and very careful examination of the curriculum and teaching of one of the Speech Department's basic courses. Professor Harvey also deserves the highest recognition from the college for his management of all of our ceremonial occasions.

(b) RESOLVED, That Irving Rosenthal be promoted from Associate Professor to Professor in the Department of English, effective January 1, 1970, at the salary rate of $21,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Mr. Rosenthal does not possess the Ph.D. degree.

EXPLANATION: Professor Rosenthal joined the Department of English in 1932, was promoted to assistant professor in 1952 and to associate professor in 1961. He has served with distinction both at the Baruch School and the uptown center. His unique contribution is the development of our undergraduate program in journalism. While professional schools of journalism exist on the graduate level, most writers probably start at the undergraduate level and many, of course, never do attend a professional school. Thus the undergraduate program plays a significant role in the development of skills and techniques of the aspiring journalist. Indications of Professor Rosenthal's success are the popularity of his classes and the roster of graduates who have gone on to achieve success in the vast field of communications.

When the Baruch School separated, Professor Rosenthal chose to cast his lot with his colleagues uptown, even though he recognized that the competition in the older branch would probably be stiffer than in a newly created school. A review of the promotions in the Department of English as well as the careful screening of all potential candidates whose names receive departmental endorsement is, indeed, a tribute to Professor Rosenthal as a teacher and as a contributor to the intellectual life and vitality of the Department of English.
Professor Rosenthal’s loyalty and devotion to the college include not only his teaching and students but willing service, wherever requested. Thus he is currently working on the development of an inter-departmental program on communications, as a part of our planning for the future.

Professor Rosenthal’s colleagues have recommended his promotion and designation as Professor of Journalism—a field in which the doctorate is not offered. Since this is not possible, his promotion as a professor of English with a waiver is fully supported at all levels.

(c) RESOLVED, That Sophie L. Elam be promoted from Assistant Professor to Associate Professor in the Department of Social and Psychological Foundations, School of Education, effective January 1, 1970, 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 promotion as Mrs. Elam does not possess the Ph.D. degree.

EXPLANATION: Professor Elam is known by faculty and students alike as one of the outstanding teachers at The City College. The lack of the doctorate has not prevented her from contributing to scholarship or from serving the college and larger community in an exemplary way. Her writings show the ability to deal with issues that are important through analysis and use of the interdisciplinary approach and derived from a scholarly background. The wide dissemination of one article concerning learning problems of Puerto Rican children is an indication of the skill with which she has dealt with this material and the value of this to many in the profession. It has brought wide attention to the issue and to the college which concerns itself with such issues. Since the issues with which she deals are of major concern to teachers and the preparation of teachers, she represents for our college a major effort to bring attention to these problems and to seek their solution. Beside the purely scholarly analysis she has pointed the way to new approaches and techniques which are uniquely suited to dealing with the problems of teaching in the inner city schools. She has raised the level of field work to a point where it is not just an amateur volunteer service but a highly developed core study involving disciplines in many of the behavioral sciences and the implementation of these in practice. Actually her field work approach is comparable to a kind of internship.

Professor Elam has consistently maintained a close relationship to communities of minority groups, involving herself directly in work with children, parents and teachers so that she has never lost touch with the issues that must be dealt with and to which she has applied the insights of the disciplines. She has not on the other hand slighted the growing body of research and theories in the many fields which are concerned with these issues. Because her background is interdisciplinary she has the capacity to draw from many fields to both enrich her courses and develop the skills to deal with the problems.

(d) RESOLVED, That Herbert Hinman be promoted from Assistant Professor to Associate Professor in the Department of Mathematics, effective January 1, 1970, 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 promotion as Mr. Hinman does not possess the Ph.D. degree.
EXPLANATION: Professor Hinman, who has been a member of the Department of Mathematics for forty years, received his promotion to Assistant Professor July 1, 1950. The recommendation for his promotion to Associate Professor is a long overdue recognition of his service to his department. While much of his teaching is at the freshman-sophomore level, where the bulk of instruction in mathematics is given, he teaches elective work as well. As a teacher he is well qualified, dependable, and effective. He will willingly take on whatever schedule the Chairman needs to give him in order to meet our obligations to our students. That he has earned the respect and endorsement of his colleagues is shown by their overwhelming support for his promotion.

Professor Hinman has directed the summer program in mathematics since 1964. This requires careful advance planning and, in view of the pace of the summer session, strict attention to details on a day-to-day basis. The smooth operation of our mathematics program during the summer is due in large part to Professor Hinman's ability.

To each member of the staff comes a certain quota of committee assignments and other duties as part of his obligation to the college outside the classroom. Professor Hinman has taken his full share. Again, his sense of responsibility and willingness to do his share have contributed significantly to the smooth functioning of the Department of Mathematics over a period of four decades.

His promotion to the rank of Associate Professor with a waiver of the doctorate is fully supported at all levels.

(e ) RESOLVED, That Joseph Taffet be promoted from Assistant Professor to Associate Professor in the Department of Economics, effective January 1, 1970, 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 promotion as Mr. Taffet does not possess the Ph.D. degree.

EXPLANATION: Professor Taffet who has been a member of the Department of Economics since 1936 was promoted to Assistant Professor in 1957. To scores of undergraduates who have specialized in that field he has been "Mr. Economics." As a teacher, Professor Taffet is known not only for his clarity and thoroughness in the classroom, but equally for his compassion and concern for all who come to him. As advisor to majors, he has counselled with wisdom and understanding, many generations of college students.

When the Chairman of the Department has needed assistance, he has found Professor Taffet to be capable, ready, and willing, without concern for compensatory relief from teaching assignments. For a number of years Professor Taffet served with distinction on the College Committee on Course and Standing, where his knowledge and understanding of students contributed significantly to the resolution of difficult student problems.

His promotion to the associate professorship is a recognition of his service to his department and our students. While there will be those who will expound the latest economic theories and developments, Professor Taffet will still have a significant role in helping students in their efforts to put the pieces of their education together. Professor Taffet is one of the diminishing number of teachers who cares about his teaching and students and puts them first. His promotion to the rank of Associate Professor with a waiver of the doctorate is fully supported at all levels.
(f) RESOLVED, That Stanley Feingold be promoted from Assistant Professor to Associate Professor in the Department of Political Science, effective January 1, 1970, 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 promotion as Mr. Feingold does not possess the Ph.D. degree.

EXPLANATION: The extraordinary qualities of Professor Feingold have continued to win recognition since his promotion to Assistant Professor in 1965. That promotion was belated evidence of the college's recognition of a level of inspired classroom teaching and service to the Department and the college that not many can match. The Student Government survey of June 1967 provides additional evidence of the unusually high level of Professor Feingold's teaching. His average overall rating by the students in American Political Thought was 3.0, the highest possible score in that survey.

During Professor Feingold's sabbatical leave, 1967-68, he completed the manuscript (700 pp.) of his book in American Political Thought and Institutions which Alfred A. Knopf has contracted to publish.

By all standards, Professor Feingold merits the rank of Associate Professor and it is strongly urged that one of the most valuable members of The City College community receive now the recognition and encouragement he so richly deserves.

(g) RESOLVED, That Bernard Bernstein be promoted from Instructor to Assistant Professor in the Department of Secondary Education, School of Education, effective January 1, 1970, at the salary rate of $14,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Mr. Bernstein does not possess the Ph.D. degree.

EXPLANATION: Mr. Bernstein has completed all the course requirements for the doctorate, received approval of dissertation outline and has made significant progress toward completion of dissertation. He has teaching versatility and he has done creative work directly related to the courses he teaches. This he has produced consistently for approximately 15 years and his work has appeared in numerous exhibitions, museum shows and competitions. He was the winner of the Georg Jensen Award for Best in Show in 1965 and was commissioned to design and execute the Eternal Light for Congregation B'nai Sholem, Blountville, Tennessee.

(h) RESOLVED, That Carol F. Lipkin be promoted from Instructor to Assistant Professor in the Department of School Services, School of Education, effective January 1, 1970, at the salary rate of $14,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Mrs. Lipkin does not possess the Ph.D. degree.

EXPLANATION: It should be noted that Mrs. Lipkin has complied with all the standards and requirements for complete professional standing as a Social Worker. Part of this training was obtained following her appointment as a Social Worker at the Educational Clinic. She has extended her schooling beyond the usual MSSW training.
Each of these areas of self-development has contributed to her capacity to contribute to the work of the Educational Clinic. Her additional skills have allowed her to be of immeasurable value to the Educational Clinic Program. Thus, Mrs. Lipkin possesses credentials which represent the highest level of professional growth in her field. It should be noted that the doctorate in the area of social work does not lead to the kind of skills for which Mrs. Lipkin was employed. The possession of the doctorate in Social Work is a training sequence which develops persons who would be entirely inappropriate for the work for which Mrs. Lipkin was employed.

Mrs. Lipkin's work has been outstanding and her excellent contributions to the Clinic Program have long been acknowledged by both her fellow workers and Clinic Directors under whom she has worked.

NO. 13. ADDITIONAL EXPENDITURE FOR GUARD SERVICE: RESOLVED, That the Board of Higher Education approve an additional expenditure of $200,000 in connection with Contract No. 518332, with William J. Burns International Detective Agency, Inc., 235 East 42 Street, for furnishing additional uniform guard service, including armed service when necessary, as required for the buildings and campus areas of The City College. The cost to be charged to Code 42-4300-403-01-70, subject to financial ability.

EXPLANATION: This requirement contract was renewed by authority of the Board at its meeting of June 23, 1969, Cal. No. 33, at an estimated cost of $260,000, chargeable to Code 042-4300-403-01-70.

A substantial need for additional security coverage has resulted from certain recent developments not foreseeable when the target budget was submitted in the summer of 1968.

NO. 14. CHANGE OF NAME OF ALAMAC DEPARTMENT OF SPECIAL PROGRAMS: RESOLVED, That the name of the Alamac Department of Special Programs be changed to the Department of Special Programs-Downtown Center, effective immediately.

HUNTER COLLEGE
(Calendar Nos. 15 through 17)

NO. 15. APPOINTMENT OF PROFESSOR: RESOLVED, That Nelson Foote be appointed Professor in the Department of Sociology for the period 1/1/70-8/31/70, at the salary rate of $26,000 per annum, subject to financial ability.

NO. 16. APPOINTMENT OF VISITING ASSOCIATE PROFESSOR WITH WAIVER OF THE BYLAWS: RESOLVED, That Rawn Wardell Spearman be appointed Visiting Associate Professor in the Department of Curriculum and Teaching for the period 11/1/69-8/31/70, at the salary rate of $18,000 per annum, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate this appointment as Mr. Spearman does not possess the Ph.D. degree.

EXPLANATION: Waiver of the doctoral requirement is requested for Mr. Spearman because of equivalent experience working (1) with disadvantaged youth populations in the inner city and (2) with community educational and health agencies in development of organizational patterns that are meaningful to the further development of teacher education programs.
NO. 17. PROMOTIONS WITH WAIVER OF THE BYLAWS: (a) RESOLVED, That Lillian C. Lampkin be promoted from Assistant Professor to Associate Professor effective 1/1/70, at the salary rate of $18,000 per annum, subject to financial ability; and be it further RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Professor Lampkin does not possess the Ph.D. degree.

EXPLANATION: Professor Lampkin is presently serving as Associate Dean of the School of Social Work with compensation at the rate of $3,000 per annum in addition to her academic salary.

Professor Lampkin has the professional social work degree (M.S.W.) from the Columbia School of Social Work. Her work with us has amply demonstrated her capacity as a teacher and adviser. She has had enormous experience in the social work field and in administration. Her position as Executive Director of the New York City Youth Board was one equivalent to that of Commissioner of a major department in City Government. Her academic and executive competence is reflected in the numerous assignments and honors which she has received. She has, moreover, been serving with distinction as Acting Dean as well as Associate Dean of the School of Social Work. In view of the high quality of her professional competence and expertise, a waiver of the bylaw requirement of a Ph.D. is recommended.

(b) RESOLVED, That Alvin Kabot, Instructor in the Department of Economics be promoted the rank of Assistant Professor effective 1/1/70, at the salary rate of $12,250, subject to financial ability; and be it further RESOLVED, That the bylaws of the Board be waived to effectuate this promotion as Mr. Kabot does not possess the Ph.D. degree.

EXPLANATION: Mr. Kabot has been deemed to have at least the equivalent of the Ph.D. by virtue of his possession of the following degrees and credentials: B.B.A., J.D., LL.M., C.P.A.

BROOKLYN COLLEGE
(Calendar Nos. 18 through 21)

NO. 18. DESIGNATION AS ASSOCIATE DEAN OF THE COLLEGE: RESOLVED, That Alden R. Sayres, Associate Professor in the Department of Physics, be designated as Associate Dean of the College, effective February 1, 1970, with compensation of $3,000 per annum in addition to his regular annual salary as Associate Professor, subject to financial ability.

NOTE: The President reports the resignation of Naphtali Lewis from his position as Associate Dean of the College as of 1/31/70 and his return to duty as a Professor in the Department of Classics and Comparative Literature.

NO. 19. REAPPOINTMENTS WITH TENURE INVOLVING WAIVER OF THE BYLAWS: Item laid over.
NO. 20. APPOINTMENTS WITH WAIVER OF THE BYLAWS: RESOLVED, That the following appointments to the instructional staff be approved, as indicated, subject to financial ability; and be it further

RESOLVED, That the bylaws of the Board be waived to effectuate these appointments as the candidates do not possess the Ph.S. degree:

<table>
<thead>
<tr>
<th>Dept. &amp; Rank</th>
<th>Name</th>
<th>Period</th>
<th>Annual Salary Rate</th>
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<tr>
<td>Counseling</td>
<td>Colon, Alan</td>
<td>9/1/69*-8/31/70</td>
<td>$ 10,050</td>
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<td>Asst. Prof.</td>
<td>Morales, Julio</td>
<td>11/10/69-8/31/70</td>
<td>14,000</td>
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<tr>
<td>Sociology</td>
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<tr>
<td>Instructor</td>
<td>Klein, Julia R.</td>
<td>11/22/69-6/30/70</td>
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<td>Office of Asst. Dean (S.G.S.)</td>
<td>Eiferman, Deborah</td>
<td>9/1/69*-8/31/70</td>
<td>10,050</td>
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</tbody>
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*Thereby rescinding temporary appointments as Lecturers on a monthly salary basis.
**Pending conversion to Assistant to HEO position. Both the candidate and the position have bee approved by the HEO Screening Committee on 11/15/69.

NOTE: The President concurs that these recommendations are being made for the good of the College.

EXPLANATION: ALAN COLON: Mr. Colon has had unique experience in providing psychological service to disadvantaged inner city students. We are most fortunate to obtain his services. After months of search for someone with Ph.D. credentials, we were unable to uncover such a candidate whose special qualifications and experience, which are in any case difficult to come by, matched those of Mr. Colon.

JULIO MORALES: Mr. Morales has qualifications which are unique and necessary for the strengthening and success of the Institute of Puerto Rican Studies. He has a Master's Degree in Social Work and the kind of experience and knowledge of the Puerto Rican community that can not be easily found in academic settings. This knowledge of the Puerto Rican community is essential to a major purpose of the Institute, which is to bring the College, its programs and its resources closer to the Puerto Rican community of New York and to affect the problems encountered by Puerto Ricans. Mr. Morales has had first-hand experience in engaging those problems and in working with adult and youth groups.

In addition, he has superior knowledge of Puerto Rican Culture and History and has had experience conducting training seminars for Puerto Ricans and non-Puerto Ricans in matters dealing with Puerto Ricans.

He has, furthermore, had administrative experience in developing and directing community programs and agencies and has had success in fund-raising and proposal-writing. His abilities and talents are considerable and thoroughly warrant the salary requested for him and the comparable rank of Assistant Professor.
JULIA KLEIN: The nature of this position is such that the acquisition of the Ph.D. does not seem desirable. Mrs. Klein has extensive work experience in areas related to the responsibility she is now taking on. We strongly believe that this experience should be considered in lieu of the Ph.D. degree. It is our intent to request immediate modification of this position to the title of Assistant to Higher Education Officer.

DEBORAH EIFERMAN: In requesting the bylaw waiver Dean Koch states: “I can only say...that by training and experience Mrs. Eiferman easily meets the professional standards that Ph.D. would seem to guarantee.

“The candidate has been functioning full time in our office since September 2. I cite this primarily to indicate that I have had ample time to observe her and talk with her, so that the aforementioned assessment and recommendation are based not only on prior records but on personal evaluation.”

NO. 21. PROMOTIONS WITH WAIVER OF THE BYLAWS: RESOLVED, That the bylaws of the Board be waived in order that the following instructional staff members who do not possess the Ph.D. degree may be promoted, with salaries as indicated, effective January 1, 1970, subject to financial ability and schedule conditions: (Budget Director is making the necessary budget changes to provide for these promotions.)

<table>
<thead>
<tr>
<th>Department and Name</th>
<th>Annual Salary as of 12/1/69*</th>
<th>Proposed Annual Salary as of 1/1/70*</th>
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<tr>
<td>Political Science</td>
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<tr>
<td>Glickman, Emanuel</td>
<td>$ 18,380</td>
<td>$ 19,620</td>
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<td>(1)(2)</td>
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<td>Modern Languages</td>
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<td>Levinson, Bernice</td>
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<td>Sociology</td>
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<td>Mendes, Richard</td>
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<td>(1)</td>
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NOTE: These promotions have been approved by the President, the Committee on Faculty Personnel and Budget and the departmental Committee on Promotions concerned, unless otherwise noted.

*New salary schedules
(1) Bylaw requirement for Ph.D. degree waived at time of appointment and for tenure.
(2) On recommendation of the President and the Committee on Faculty Personnel and Budget in recognition of his administrative services as Assistant Dean of Studies.

EXPLANATION: EMANUEL GLICKMAN: Dean Glickman has been assisting the Dean of Studies in the area of Physical Planning for several years. During the last semester, while the Dean was on special leave, Dean Glickman had the total responsibility for space allocation and physical planning for the new, extensive campus construction which started this year. In addition, in the absence of Dean Goodhartz, he has sat on the Budget Review Committee of the college. Throughout he has demonstrated a responsibility and an ability to deal with the special problems in his area which has made him invaluable to the administration of Brooklyn College. The recommendation is being made for truly outstanding performance.
BERNICE LEVINSON: Mrs. Levinson is an excellent teacher. We need her badly for the direction of the Language Laboratory. She has taught undergraduate and elective courses as well as graduate offerings with great success. Thus her talents are not limited to administration of the Laboratory. Her scholarship is first-rate. She has made a brilliant record in her Ph.D. work at N.Y.U., after getting her M.A. "with honors" and her A.B. with Phi Beta Kappa and other honors. She has completed all her courses for the Ph.D. She has passed examinations in all the collateral requirements: Latin, Italian language and literature, Spanish language and literature. By September she will complete her dissertation. The fact that she has not completed the dissertation will not in any way diminish her effectiveness here. She has been recommended enthusiastically by all members of the Committee on Appointments.

RICHARD MENDES: Mr. Mendes' work has been primarily in our pre-social work sequence. He has a Master's degree in social work as well as all work for his doctorate save the dissertation. His combination of skills and knowledge is rare and it would be difficult to find his equal at less than the associate rank. He has a national, reputation in social work education and has served as a consultant with the President's Committee on Juvenile Delinquency and Youth Crime and the Office of Economic Opportunity. He has recently received an $11,880 research grant from the Department of Labor, together with $3,600 from Columbia University to support his current research.

QUEENS COLLEGE
(Calendar Nos. 22 and 23)

NO. 22. ACQUISITION OF PROPERTY: RESOLVED, That the Board of Higher Education request the City University Construction Fund and the Dormitory Authority to institute condemnation proceedings to acquire the following described properties on 61st Road in the County of Queens for the uses and purposes of Queens College; i.e.:

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<td>153-03</td>
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<td>153-05</td>
<td>153-09</td>
<td>153-19</td>
<td>153-25</td>
<td>153-29</td>
<td></td>
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</tbody>
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EXPLANATION: The program of acquisition of property on 61st Road by the Dormitory Authority has been at a virtual standstill since December 1968. In its initial plan, the College had intended to acquire the 34 parcels of properties within a period of three to five years. Since the first parcel was obtained in April 1966, a total of 17 properties have been acquired, first by the College directly and then by the Dormitory Authority. The Dormitory Authority has advised the College that all of the property in question which can be acquired by purchase for the prices authorized have been so acquired and that few, if any, of the additional desired parcels will be made available for purchase under the present circumstances.

In August 1969, the College made one final attempt to interest the property owners in offering their parcels for sale, at the price authorized. From the responses received, preference was expressed for the initiation of condemnation proceedings rather than the sale at the price offered to them.

As the need for office space continues with an increase in faculty and staff, our space needs grow more urgent and we must plan to take positive action to acquire the remaining 17 parcels of property. The recent report of the
Commission on Open Enrollment further intensifies the College's need for additional space quickly. It would appear as if the College has no other alternative than to present the above resolution authorizing the Dormitory Authority to move ahead with condemnation.

**NO. 23. DESIGNATION OF DEANS:** (a) **RESOLVED,** That David H. Krinsley, Professor of Geology and Associate Dean of the Faculty, be designated as Acting Dean of the Faculty for the period February 1, 1970 through June 30, 1970, with compensation of $4,000 per annum, in addition to academic annual salary, subject to financial ability.

(b) **RESOLVED,** That E. Richard Covert, Associate Professor of Student Personnel and Associate Dean of Students, be designated as Acting Dean of Students for the period February 1, 1970 through June 30, 1970, with compensation of $4,000 per annum, in addition to academic annual salary, subject to financial ability.

(c) **RESOLVED,** That David H. Speidel, Associate Professor of Geology, be designated as Acting Associate Dean of the Faculty for the period February 1, 1970 through June 30, 1970, with compensation of $3,000 per annum in addition to academic annual salary, subject to financial ability.

(d) **RESOLVED,** That Nathaniel H. Siegel, Professor of Sociology, be designated as Associate Dean of the Faculty, for the period December 1, 1969 through June 30, 1970, with compensation of $3,000 per annum, in addition to academic annual salary, subject to financial ability.

THE CITY UNIVERSITY
(Calendar Nos. 24 and 25)

**NO. 24. CHANCELLOR'S REPORT:** **RESOLVED,** That the Chancellor's Report for the month of December 1969, be approved as amended, as follows:

Brooklyn College - Item A-1.4.2 - Reappointments with Tenure - Laid over.

Item A-1-4.1 - Promotions - To include the following, approved by the Brooklyn College Committee at its meeting held 12/11/69:

FROM ASSOCIATE PROFESSOR TO PROFESSOR

<table>
<thead>
<tr>
<th>Dept. &amp; Name</th>
<th>Ann. Sal. 12/1/69*</th>
<th>Ann. Sal. 1/1/70*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health &amp; Phys. Educ. (Men)</td>
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<tr>
<td>Doscher, Nathan ***</td>
<td>$22,260</td>
<td>$24,150**</td>
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</table>

* New salary schedules; **Being provided for within current budget; *** On the recommendation of the Pres.

**NO. 25. GENERAL DISCUSSION-POLICY PROPOSALS FOR FUTURE BOARD CONSIDERATION:** No further action.
BROOKLYN COLLEGE
(Calendar No. 26)

NO. 26. WAIVER OF ADMINISTRATIVE STAFF REGULATIONS CONCERNING SICK LEAVE:
RESOLVED, That Sec. 3.1 of the Administrative Staff Regulations of the Board of Higher Education be waived in order than an illness leave of absence with pay may be granted to Mrs. Dorothy Roche, College Secretarial Assistant B in the Library, for the period 12/1/69-1/31/70, for a total of 41 working days.

EXPLANATION: Mrs. Roche has been employed at Brooklyn College since 1949 and has given more than twenty years of loyal and devoted service. Her unused sick leave has been exhausted and, according to her doctors’ statements, it will be necessary for her to be absent from her duties at the college because of ill health for the remainder of this semester. Her case is further complicated by the fact that she anticipates retirement in December 1970 and an illness leave without pay at this time would severely effect her pension since her retirement benefit is based upon her last year’s gross earnings.

NOTE: The Brooklyn College Committee approved the above action with the understanding that this action was taken to deal with a particular hardship case and does not constitute a policy regarding sick leaves. The action is also subject to the approval of the Inter-College Personnel Committee.

HERBERT H. LEHMAN COLLEGE
(Calendar No. 27)

The following item requiring a waiver of the bylaws was included in the Chancellor’s Report through a clerical error:

NO. 27. PROMOTION WITH WAIVER OF THE BYLAWS: RESOLVED, That Rose Kiesler, Assistant Professor in the Department of Geology and Geography, be promoted to Associate Professor effective January 1, 1970, 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 promotion as Professor Kiesler does not possess the Ph.D. degree.

EXPLANATION: Professor Kiesler has served Hunter College and Lehman College in the rank of Assistant Professor since 1956. As chairman of the Department of Geology and Geography, she has given of herself unstintingly in the development of curriculum and in the recruitment of teaching personnel. In addition to being the elected secretary of the Faculty Committee on Personnel and Budget, she has served over the years conscientiously and productively on a wide variety of committees.

In the light of her years of devoted service to her department and to the college, the President respectfully requests a waiver of the Ph.D. requirement for promotion to the rank of Associate Professor.
At this point the Board went into Executive Session.

Upon motion duly made, seconded and carried, the following resolution was adopted:

NO. 28. HUMAN RIGHTS DAY: RESOLVED, That the Board of Higher Education designate January 15, the birthday of Martin Luther King, Jr., as an official University holiday, under the name of Human Rights Day.

NO. 29. STATEMENT ON DR. ARTHUR J. KRAUS: Upon motion duly made, seconded and carried, the following statement was adopted:

Dr. Arthur J. Kraus was employed as a non-tenured tutor in the Philosophy Department of the College of The City of New York in February 1932, and re-employed for the academic year 1932-1933. In December 1932, Dr. Kraus went on an eight-day hunger strike to protest the beginning of fascism in the universities of Poland. Dr. Kraus was dismissed from the faculty in 1933.

Recently, at the request of a group of interested individuals, the Board of Higher Education has reviewed the case.

The passage of time has beclouded many aspects of the case. The available records do make clear, however, that Dr. Kraus was dismissed, without the filing of charges or the holding of a hearing. In retrospect, it is the view of the Board of Higher Education that this action and the consequent blot on Dr. Kraus’s professional qualifications constituted unfairness to him. The Board of Higher Education extends to Dr. Arthur J. Kraus its sympathy and apologies for what was done to him and clears him of any imputation of unfitness which his dismissal in 1933 may have entailed.

Mr. Chandler asked to be recorded as ‘not voting.’

Upon motion duly made, seconded and carried, the meeting adjourned at 9:15 p.m.