

MINUTES OF THE MEETING OF THE BOARD OF  
TRUSTEES OF THE CITY UNIVERSITY OF NEW YORK

HELD

OCTOBER 26, 1981

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

The Chairperson called the meeting to order at 4:44 P.M.

There were present:

James P. Murphy, Chairperson  
Edith B. Everett, Vice Chairperson

Herman Badillo  
Blanche Bernstein  
Sylvia Bloom  
Judah Gribetz

Harold M. Jacobs  
Albert V. Maniscalco  
Robert L. Polk  
Joaquín Rivera  
Margaret Titone

Henry Wasser, ex officio

Garth Marchant, ex officio

Martin J. Warmbrand, Secretary of the Board  
David B. Rigney, General Counsel and Vice Chancellor for Legal Affairs

Chancellor Robert J. Kibbee  
Acting Deputy Chancellor Leon M. Goldstein  
President Milton G. Bassin  
President Roscoe C. Brown, Jr.  
President Flora Mancuso Edwards  
Acting President Israel Glasser  
President Robert L. Hess  
President Leonard Lief  
President Gerald W. Lynch  
President Harold M. Proshansky  
President Ursula Schwerin  
President Joel Segall

President Donna E. Shalala  
President Joseph Shenker  
President Joshua L. Smith  
President Richard D. Trent  
President Edmond Volpe  
Vice Chancellor Richard M. Catalano  
Vice Chancellor Julius C.C. Edelstein  
Vice Chancellor Donal E. Farley  
Vice Chancellor Ira H. Fuchs  
Vice Chancellor Jerald Posman  
Vice Chancellor Leonard O. Roellig  
Etta G. Grass, Assistant Secretary of the Board

The absence of Mr. Baard, Mr. Cavanagh and Mr. D'Angelo was excused.

**A. CHAIRPERSON'S REPORT ON DEVELOPMENTS OF PAST YEAR:** The Chairperson presented the following report on the activities of the past year:

I wish to thank all those who made the 20/10 celebration a tremendous success for the University and to particularly thank Leon Goldstein and Julius Edelstein who gave above and beyond the call of duty to make sure that the program was a huge success -- which it was. It reinforced the family of CUNY, important and meaningful things were said at the Academic Assembly and the dinner dance was a joyous occasion for all. We must soon start planning CUNY's 25th anniversary.

In the aftermath of 20/10 we at this meeting of the Board of Trustees are really beginning the second year for the new Board. Important and positive developments have occurred during the past year:

- Our Board Committees have been restructured.
- We have changed the Board meeting format.
- We have made it clear that the Board views CUNY as a University rather than as a university system by affirming the central authority commensurate with central accountability and responsibility.
- We have a new system of public presentation on problem issues and on colleges to the Board.
- The Board members have developed new processes for better approaches to problem issues such as remediation and student fees.
- The TAP/STAP legislation, which must be followed up, was a successful response to the State Ed guidelines.
- We have new student activity fee guidelines.
- We have established the innovative worker education center at City College opening the way to labor union member recruitment as students.
- We are undertaking the University five year plan and the college planning process.
- We are actively dealing with a host of matters: retention, teacher training, economic development, linkage with the lower schools, enrollment, capital construction and budget.

I feel we have identified the major policy and administrative challenges for this coming year. All of these matters will be pursued actively and thoroughly in the months ahead while at the same time we are fulfilling our preeminent responsibility as a Board to identify Bob Kibbee's successor as Chancellor.

In behalf of the Board I thank Chancellor Kibbee, his administration, the presidents and all concerned for their cooperation and assistance during the past year in which I think CUNY has made tremendous progress. We look forward to working with you on the many challenges of the current year.

**B. CONDOLENCES:** The Chairperson expressed the Board's condolences to the Honorable Margaret Titone on the loss of her sister.

**C. LEHMAN COLLEGE - HONORS:** (1) The Chairperson reported that Lehman College has been designated by the American Association of State Colleges and Universities as one of the leading AASCU institutions in the areas of innovation and change in public higher education. In 1979 the AASCU Board of Directors established the G. Theodore Mitau Award for Innovation and Change in Higher Education. The award was intended both as a memorial to Ted Mitau for his energetic work in promoting educational innovation and excellence, and as a means to recognize and encourage innovative responses to changing educational needs. Each year a subcommittee of AASCU's Committee on Alternatives and Innovation carefully reviews the nominations submitted and selects the winner and a limited number of outstanding programs for special commendation. From this year's applicants, Lehman's program, "The City and the Humanities Program," was selected as one of the three top innovative programs in state colleges and universities.

(2) The Chairperson reported that the United States Department of Education has awarded Lehman College a three-year Cooperative Education Demonstration Grant of \$800,000. This grant is one of only 12 awarded across the country and will permit Lehman College to continue developing its Cooperative Education Program, which was started, with the aid of a small administrative grant, during the 1980-81 academic year. The Program permits students to combine studies in the traditional liberal arts and sciences, as well as the professions, with appropriate work experience, thus enabling them to explore career opportunities and gain significant work experience while still in college. It also acquaints students in the traditional liberal arts with the career possibilities that exist for graduates in these disciplines, as well as the more visible career possibilities in the professional fields of which they are aware.

**D. BRONX BOROUGH HEARING:** The Chairperson announced that the Bronx Borough Public Hearing will be held on Thursday, October 29, 1981 from 5:30 to 8:30 P.M. at the Bronx County Court House on 161st Street and Walton Avenue in the Walton Avenue Landlord/Tenant Courtroom and urged all Trustees to attend.

**Upon motions duly made, seconded and carried, the following resolutions were adopted or action was taken as noted: (Calendar Nos. 1 through 7)**

**NO. 1. UNIVERSITY REPORT:** RESOLVED, That the University Report for October 26, 1981 (including Addendum Items with the exception of D.1) be approved, as amended as follows:

(a) PART D - ADDENDUM: Add the following items:

D.4. The Central Office - Waiver of the Bylaws - Appointment (Annual Salary Basis) - Approved by the Office of Faculty and Staff Relations:

DEPT., TITLE, NAME	EFFECTIVE	SALARY RATE	BYLAW SECTION TO BE WAIVED
University Computer Center HEa (Systems Programmer Analyst)			
Arthur Ecock (2,5)	11/1/81-6/30/82*	\$20,005/A	11.15B
ASST TO HEO (Superv. Telecommunications)			
Robert Hopkins (2,5)	11/1/81-6/30/82**	\$16,434/A	11.14B
ASST TO HEO (Appl./VM Support Programmer)			
Bohdan Rekshynskyj(2,5)	11/1/81-6/30/82*	\$17,506/A	11.14B
HEI (Teleprocessing Technician)			
Steven Spencer (2,5)	11/1/81-6/30/82*	\$13,028/A	11.14aB

\*This appointment terminates service as College Asst.

\*\*This appointment terminates service as HEI.

## BOARD OF TRUSTEES

## D.5. The Central Office - Appointment (Annual Salary Basis of \$15,000 and Above):

DEPARTMENT AND TITLE	NAME	EFFECTIVE	SALARY RATE
University Computer Center HEA (Mgr., Consulting, Ed., Util.)	Patricia Reber (2,5)	10/1/81-6/30/82*	\$26,944/A
ASST TO HEO (Database Consultant)	Ana Noguerras (2,5)	10/1/81-6/30/82**	\$19,209/A

\*This appointment terminates service as HE Asst.

\*\*This appointment terminates service as College Asst.

(b) Items listed in PART E - ERRATA, to be withdrawn or changed as indicated.

EXPLANATION: The University Report consists of annual instructional appointments at a salary of \$15,000 and above and other resolutions of a non-policy nature which require approval by the Board of Trustees.

**NO. 2. CHANCELLOR'S REPORT: RESOLVED,** That the Chancellor's Report for October 26, 1981 (including Addendum Items) be approved, as amended as follows:

(a) PART D - ADDENDUM: Add the following item:

## D.5. The Central Office - Change of Salary - In-Title Promotion:

DEPARTMENT AND TITLE	NAME	EFFECTIVE	SALARY RATE	
			FROM	TO
University Computer Center HEa (Sr. Systems Programmer)	Henry Nussbacher(2)	11/1/81-6/30/82	\$20,762/A	\$25,681/A
ASST TO HEO (Manager, Teleprocessing)	Antonio Ramirez(2)	11/1/81-6/30/82	\$17,506/A	\$21,039/A
ASST TO HEO (Technical Writer)	Lin Studer(2)	11/1/81-6/30/82	\$18,453/A	\$19,209/A

(b) Items listed in PART E - ERRATA, to be withdrawn or changed as indicated.

EXPLANATION: The Chancellor's Report consists of standard resolutions and actions of a non-policy nature which require approval by the Board of Trustees.

**NO. 3. APPROVAL OF MINUTES: RESOLVED,** That the minutes of the meeting of the Board of Trustees of September 24, 1981 be approved as circulated.

**NO. 4. COMMITTEE ON FACILITIES PLANNING AND MANAGEMENT AND CONTRACT REVIEW: RESOLVED,** That the following items be approved:

**A. QUEENS COLLEGE - ADMINISTRATIVE DATA PROCESSING CENTER:**

RESOLVED, That the Board of Trustees of The City University of New York amend its action of June 22, 1981 (Cal. No. 4H) to approve an increased estimate cost from \$300,000 to \$350,254, the aggregate amount of the low bids received for furnishing all labor, materials and equipment required for the construction of the Administrative Data Processing Center at Queens College, chargeable to Capital Project No. HN-203; and be it further

RESOLVED, That the Director of the Office of Management and Budget be requested to approve said increased estimate and authorize said expenditure for the proposed contracts.

EXPLANATION: Queens College has obtained new computer equipment for the College's administrative operations and plans to house this equipment by converting the first floor of the dining hall addition, which is currently used for registration, to provide an area approximately 6,500 sq. ft. of space for complete and modern facilities for the computer system and staff.

Bids, from three responsible builders for each prime contract, were received on September 17, 1981 and range from \$200,990 to \$222,800 for General Construction; from \$59,297 to \$67,000 for HVAC; and from \$89,967 to \$107,555 for electrical work. The sum of the lowest bids amounts to \$350,254 which is in excess of the approved estimate of \$300,000. In view of the number and range of the bids received the Office of Facilities Planning and Management recommends that an increased estimate of cost be approved in the aggregate low bid amount.

**B. THE CITY COLLEGE - WINDOW REPLACEMENT GOETHALS HALL:**

RESOLVED, That the Board of Trustees of The City University of New York 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 labor and material required for the replacement of all existing Double Hung Windows with new Insulated Double Hung Exterior Windows in Goethals Hall, The City College, 138th Street & Convent Avenue, New York, N. Y. 10031, at an estimated cost of \$200,000, chargeable to Capital Project Funds 1981/1982, subject to financial ability.

EXPLANATION: It is imperative that the replacement of the windows be done in order to protect the inside environment from outside effects such as noise, dirt, temperature extremes and the weather. The existing original windows (1931) are our greatest single loss of energy connected budgetary costs, in addition to constantly causing water damage to interior building surfaces.

**C. BARUCH COLLEGE - ELEVATOR REPLACEMENT:**

RESOLVED, That the Board of Trustees of The City University of New York approve the contract documents as prepared by John Novak Associates, P.C., and authorize the Office of Facilities Planning and Management to advertise, bid and award contract to the lowest responsible bidder for furnishing all labor, materials and equipment required for construction of a capital rehabilitation project at Bernard M. Baruch College at a total estimated construction cost of \$375,000, chargeable to the State Capital Construction Fund.

EXPLANATION: The proposed rehabilitation consists of the conversion of three (3) existing semi-automatic passenger elevators at the 135 East 22 Street, Administration Building to fully automatic operation. These elevators are more than forty (40) years old and replacement parts are no longer available.

The estimate of \$375,000 includes construction contingencies.

**D. NEW YORK CITY TECHNICAL COLLEGE - REHABILITATION WORK:**

RESOLVED, That the Board of Trustees of The City University of New York approve the contract documents as prepared by Warren W. Gran and Associates, Architects and Planners, and authorize the Office of Facilities Planning and Management to advertise, bid and award the contract to the lowest responsible bidder for furnishing all labor, materials and equipment required for construction of capital rehabilitation projects at New York City Technical College at an estimated cost of \$216,038 chargeable to the State Capital Construction Fund.

EXPLANATION: The proposed rehabilitation consists of the following:

Rehabilitation of part of Basement areas at Namm Hall to house Bursar's Office (NY736-980). (estimated construction cost of \$157,080.)

Rehabilitation of Klitgord (small) Gym (NY730-980) (estimated construction cost of \$25,988).

Replace 40th Street sidewalk and remove Library sprinklers at Voorhees Building and install stairway lighting in Voorhees, Pearl Street and Con Ed Buildings (NY733-980) (estimated construction cost of \$32,970.)

**E. BROOKLYN COLLEGE - ROOF REPLACEMENT AND ALTERATIONS FOR HANDICAPPED ACCESS:**

RESOLVED, That the Board of Trustees of The City University of New York approve a service contract with the firm of The Rice Partnership for architectural and engineering services for the design and supervision of construction of various alteration projects at Brooklyn College at a fee not to exceed \$165,000, chargeable to the State Capital Construction Fund.

EXPLANATION: In order to implement the University's 1980-81 Capital Construction program at Brooklyn College, the firm of The Rice Partnership was selected in accordance with procedures established by the Board to provide design and supervision of construction services for the rehabilitation projects (which have an aggregate estimated construction cost of \$1,347,779).

The projects consist of:

Roof Replacement at Ingersoll and Roosevelt Hall (BY765-980)

Modifications to buildings for access by the handicapped (BY767-980)

**F. NEW YORK CITY TECHNICAL COLLEGE - COMMUNICATIONS SYSTEM:**

RESOLVED, That the Board of Trustees of The City University of New York approve a service contract with the firm of Bridging the Gap through Communications, Inc. for Telecommunication consultation services for the design and supervision of construction of a communication system at New York City Technical College, at a fee not to exceed \$60,000, chargeable to funds allocated to The City University in the 1981-82 State Capital Construction Fund.

EXPLANATION: In order to implement the University's 1981-82 Capital Construction Program at New York City Technical College, the indicated firm has been selected to provide design and supervision of construction services for a new communication system (which has an aggregate estimated installation cost of \$712,000). The project is required in order to provide New York City Technical College with a modern communication system that will meet present day and future voice and data communication needs.

It is also estimated that purchase of the new system will result in considerable telephone call and equipment cost savings that, in a period of approximately four years, will offset the cost for the new system.

**G. CAPITAL BUDGET REQUEST FOR 1982-83:**

RESOLVED, That the Board approve a 1982-83 Capital Budget request for \$87.4 million, including \$52.5 million for major new projects, \$33.4 million for capital rehabilitation work, and \$1.5 million for acquisition of computer equipment for the community colleges.

**The Capital Budget Request is on file in the Office of the Secretary of the Board.**

EXPLANATION: Funding is proposed for four major senior college projects, including planning for an addition and alteration at the Brooklyn campus of New York City Technical College to permit abandonment of its Voorhees campus, planning for alterations and rehabilitation in Hunter's main building, rehabilitation work in City College's Townsend Harris Hall (completion of which will permit demolition of two old buildings), and site acquisition for completion of the York College Campus. Community College projects requested include alteration of the now vacant Silver Hall at Bronx Community College to allow abandonment/demolition of an equivalent amount of poor quality campus space. Also funds are proposed for construction of a new building at Medgar Evers College, renovation of a purchased facility at Hostos Community College and acquisition of an annex for LaGuardia Community College. Implementation of these three projects will permit termination of costly leased space.

Also requested is \$33.4 million for nearly 150 projects for capital renovation projects on the CUNY campuses. The work includes such projects as roofing and window replacements, interior and exterior building rehabilitation and modernization of mechanical, plumbing and electrical systems.

Finally \$1.5 million is requested for acquisition of computer equipment for instructional purposes at the community colleges.

**NO. 5. COMMITTEE ON ACADEMIC POLICY, PROGRAM, AND RESEARCH: RESOLVED,** That the following items be approved:

**A. BROOKLYN COLLEGE - B.A. IN CARIBBEAN STUDIES (DUAL MAJOR):**

RESOLVED, That the dual major in Caribbean Studies leading to the Bachelor of Arts degree, to be offered at Brooklyn College, be approved effective February 1, 1982, subject to financial ability.

EXPLANATION: As an interdisciplinary program, Caribbean Studies will draw upon existing faculty and courses from the Departments of Africana Studies, Comparative Literature History, Modern Languages and Literatures, Political Science, and Puerto Rican Studies. Other departments are expected to participate as the Program develops. To complete the dual major, a student must take eighteen credits from a list of specified courses on subjects related to the Caribbean from at least three of the above departments. The student is also required to complete a primary, "autonomous" major, and individual courses cannot be credited toward both majors. The curriculum is designed to serve the academic interests of students from both Caribbean and non-Caribbean backgrounds who wish to study in a systematic fashion the history, literature, and culture of this increasingly significant area.

**B. BROOKLYN COLLEGE - BACHELOR OF FINE ARTS:**

RESOLVED, That the seventy-one to seventy-two credit program in art, leading to the Bachelor of Fine Arts degree, to be offered at Brooklyn College, be approved, effective February 1, 1982, subject to financial ability.

EXPLANATION: This program is designed to enable qualified students to acquire the basic professional degree in the visual arts. The program requires a significantly higher level of training than does the departmental major leading to a B.A. degree, and it has, therefore, important career advantages for students. The art department can offer the program without any addition to its present staff, facilities or budget.

**C. BROOKLYN COLLEGE - CHANGE OF NAME OF DEPARTMENT OF MUSIC TO CONSERVATORY OF MUSIC:**

RESOLVED, That the Department of Music at Brooklyn College be re-named the Conservatory of Music of Brooklyn College of The City University of New York, effective November 1, 1981; and be it further

RESOLVED, That the Conservatory of Music continue to exercise the education and governance functions of a department in accordance with the charter of the College and the Bylaws of the University; and be it further

RESOLVED, That with the approval of the President, the chair shall be designated Director of the Conservatory of Music; and be it further

RESOLVED, That the Director of the Conservatory of Music shall report to the Vice President for Academic Affairs.

EXPLANATION: Brooklyn College proposes to change the name of the Department of Music to the Conservatory of Music to reflect in name what has long existed in fact: that the academic programs in music (from the pre-college preparatory through the graduate programs), the research components, the extensive performance activities, and the orientation of faculty and students are professional in nature and should be designated by a rubric generally used in the field to describe such entities, rather than the more limited administrative term "department."

**NO. 6. COMMITTEE ON FACULTY, STAFF, AND ADMINISTRATION:** RESOLVED, That the following items be approved:

**A. AMENDED STATEMENT OF POLICY ON MULTIPLE POSITIONS:**

RESOLVED, That the Board of Trustees amend the Statement of Policy on Multiple Positions adopted by the Board of Higher Education on October 28, 1974, calendar item 4C, specifically, section 2.C, Multiple Positions: Within The City University - Research, Consulting, Employment, the Statement to read as follows:

**MULTIPLE POSITIONS**

**1. PREAMBLE**

Each full-time faculty member is obligated to view his appointment to a college or university faculty position within The City University as his major professional commitment. This commitment obligates the faculty member in two ways: he is at once a member of the national and international world of learning and a member of The City University community. Though his first responsibility to The City University is that of teaching, he recognizes the obligation to be regularly accessible for conferences with his students, to participate in appropriate extracurricular undertakings and to serve on various college and university committees and as a member of college and university councils and other assemblies. He constantly makes all efforts to improve his professional standing through study and thought, and also through activities such as research, publication, attendance at professional conferences, and the giving of papers and lectures. Such professional involvements enhance his abilities as a teacher and as a member of The City University community; they are undertaken with a view toward supporting the value of his activities on campus and equipping him to participate in significant educational innovations as well as toward furthering his professional stature.

**2. MULTIPLE POSITIONS**

**a. OUTSIDE THE CITY UNIVERSITY**

Full-time appointment to a college or university faculty position is a full-time assignment. Faculty members have a responsibility to observe professional standards of behavior in becoming involved in activities supplemental thereto. No employment, consultative or other work outside The City University may be engaged in by a faculty member unless he receives prior approval from the P & B of his department after full disclosure of his total



academic commitment, the proposed outside employment, consultative or other work, and other outside work theretofore approved. The P & B committee shall not approve any outside employment, consultative or other work unless such employment or work relates to the professional interests, strengthens the professional competence or enriches the professional performance and does not interfere with the professional standing of the faculty member. No employment, consultative or other work, remunerative or otherwise, shall be approved by the P & B Committee or engaged in if the services of the faculty member to his college or the university or his ability to meet his commitments to his college or the University will be impaired thereby. If the departmental P & B approves such employment or work, the amount of time which the faculty member may expend thereon shall be determined by the departmental chairman after consultation with the faculty member, and subject to the review of the college president. In no event shall the amount of time to be expended on such outside employment or work be or be approved for more than an average of one day a week, or its equivalent during the academic year.

#### b. WITHIN THE CITY UNIVERSITY - TEACHING

(1) Where the best interests of the college or university make it desirable or necessary to draw upon full-time personnel in one unit or branch for service in another, requests for such service should originate with the principal academic or administrative officer of the requesting unit and have the approval of the principal academic or administrative officer of the other unit. It is the policy of the university and its colleges to achieve exchanges or services, wherever possible, by budgetary interchange or by the balancing of interchanged services, with no additional academic load or extra remuneration for the individuals concerned. Variations from this norm will be allowed only with the special permission of the Chancellor, or the appropriate president. Special permission will only be granted up to a maximum of one course, or three hours, whichever is larger.

(2) Where the best interests of one of the units of The City University make it desirable or necessary to draw upon the services of full-time personnel of that unit as an overload, with extra compensation, a maximum of one course or no more than 3 hours per semester, whichever is larger, will be permissible.

(3) During the academic year, full-time faculty appointed to participate in the doctoral program are expected not to engage in additional teaching. As a matter of general policy, faculty whose programs have been reduced to allow for their participation in the doctoral program are expected to adhere to this rule. Exceptions may be made only for the most powerful reasons bearing on the professional interests of college and university. The intent of preceding and succeeding paragraphs must apply to these exceptional cases.

#### c. WITHIN THE CITY UNIVERSITY - RESEARCH, CONSULTING, EMPLOYMENT

The City University regards scholarly activity and research as part of the normal activity and responsibility of the faculty. In fact such activities are part of the basis on which faculty members are evaluated, reappointed or promoted. The tax paying public looks to the University as a source of new information, reinterpretations and advancing intellectual activities. Also, the University is looked upon as a community of scholars. This carries the implication of joint scholarly effort and mutual support and availability amongst faculty and students. The faculty is given full time annual paid employment to cover all the activities of teaching, research, consulting, curriculum development, counseling, committee work, etc.

When special funding in support of research is available, it is presumed to make possible, or easier the scholarly activity that faculty and students wish to or are willing to pursue.

Accordingly, it is the policy of the Board of [Higher Education] Trustees that there may not be paid any extra compensation to full-time members of the faculty for work done during the academic work year. This limitation applies to research, consulting or any other employment with The City University or any of its associated organizations, regardless of the source of funds. For the particular case of extra teaching, the policy is expressed in Section 2 b above.

Under the special circumstances of an urgently requested shortterm assignment, for a total not more than twelve working days per semester, as expressly authorized by the Chancellor or President, the Chancellor or the President may authorize specific extra compensation for a faculty member whose services are so required, to the extent that the shortterm assignment represents an overload. This authorization must define both time and money limitations, and must state that it was not possible to relieve the faculty member of other duties to an equivalent extent. In the case of assignments which are in the interest of the University or the College, as certified by the Chancellor or President, further adjustments, in the spirit of this paragraph, may be authorized, to meet the needs of particular situations.

[It is recognized that periods of refreshment and rest are essential to effective work, and all full-time personnel are encouraged to take adequate vacations.] Teaching in a City University Summer session [or in a special institute (such as NSF and the like) or working on a research grant or contract--] shall not [in any case] exceed two-ninths of an academic year's full-time commitment as measured both in time and in remuneration. Participation in a scholarly research project (supported by outside funding) or in a special training institute (supported by outside funding) shall not exceed two and one-half ninths of an academic year's full-time commitment as measured both in time and in remuneration.

### 3. MULTIPLE EXTRA INVOLVEMENT

Where more than one type of involvement beyond the primary commitment is entered into (e.g., extra teaching plus consultation), the total extra involvement shall be controlled by the intent of the preceding paragraphs, jointly considered.

### 4. ANNUAL REPORT

At the regular June meeting, the Chancellor and the Presidents shall report to the Board of the steps taken to implement these regulations and the extent of compliance with the limitations set. These reports shall contain details about all excesses over any of the guidelines herein stated, including the names of all persons involved and the specific reasons for the excesses.

**NOTE: Matter in brackets to be deleted; matter underlined is new.**

EXPLANATION: On December 19, 1979 the Board of Trustees approved a resolution reaffirming The City University's commitment to the role of research and scholarship in its intellectual life. It is in the spirit of this resolution that the foregoing amendment of the University's Multiple Position Regulations has been drafted. These changes have been made to encourage and support faculty members who engage in research and scholarship activities. The proposed amendment was approved by the Committee on Academic Affairs of the Council of Presidents on September 1, 1981 and by the full Council of Presidents on September 8, 1981.

Prof Wasser stated that the Committee had approved the amendment with the understanding that the possible increase to three-ninths with permission of the President, and the concern about the availability of faculty for counseling, would be referred back to the Council of Presidents for consideration.

In response to a question, the Chairperson asked that the record show that a report will be made to the Board in June on the implementation of the regulations and the extent of compliance.

**B. COLLEGE OF STATEN ISLAND - GOVERNANCE PLAN:** RESOLVED, That the amended Governance Plan for The College of Staten Island be approved.

The amended Governance Plan is on file in the Office of the Secretary of the Board.

It was pointed out that the College has been requested to bring back to the Committee by January 1, 1982 recommendations concerning a policy on student referenda.

**C. RAPP - COUDERT:**

RESOLVED, That after consideration of the recommendation of the Committee on Faculty, Staff and Administration and the resolutions adopted by The City College Faculty Senate and the University Faculty Senate, the University hereby expresses its profound regret at the injustice done to former colleagues on the Faculty and Staff of the University who were dismissed or were forced to resign because of their alleged political associations and beliefs and their unwillingness to testify publicly about them. These dismissals and forced resignations occurred during 1941 and 1942, as a result of investigations carried out by the Rapp-Coudert Committee of the New York State Legislature and related proceedings before the then Board of Higher Education; and be it

FURTHER RESOLVED, That the University pledges diligently to safeguard the constitutional rights of freedom of expression, freedom of association and open intellectual inquiry of the faculty, staff and students of the University.

The Secretary read into the record the following statement by Morris U. Schappes:

I thank you for your courtesy in having my comments read on behalf of the victims of the Rapp-Coudert Committee and of the then Board of Higher Education, on the resolution you have just passed.

In the span of a single life, 40 years is a long time to wait for justice to be done, or rather for injustice to be admitted. So long that for about one third of our some 40 victims your notable action comes as a posthumous redress, nevertheless fully valued by surviving members of their families. Your action, no matter how late, vindicates our faith in the democratic process.

For us it is almost a matter of poignancy to find that, 40 years later, an entirely new generation of administrators, faculty and staff at The City College, learning for the first time that a wrong had been done to former colleagues whom they did not know personally, decided that it was their duty to attempt now to right that old wrong. It was Dr. Alice Chandler, then Acting President of The City College, who almost accidentally stumbled upon the facts of what had happened when she was but a girl of six, and was moved speedily to set in motion the process that, after 18 months, has resulted in the action you have just taken. It was she who charged Dr. Stephen Leberstein to study the record of those events and prepare the memorandum of facts that later became the basis for the resolution recommended by the Academic Freedom Committee and adopted by the Faculty Senate of The City College and then by the University Faculty Senate of The City University of New York. It is to Dr. Chandler, Dr. Leberstein and their associates that we, and also you members of the Board of Trustees, owe the impetus to your formal recognition of the injustice done to us.

But it is not only for what your action means to us individually that we greet and applaud your resolution. In these times particularly it is of no small public significance that a Board as responsible and distinguished as yours "pledges diligently to safeguard the constitutional rights of freedom of expression, freedom of association and open intellectual inquiry of the faculty, staff and students of The City University." I say in these times because today the rumble of repression is again heard in our land. Why, the very New York State legislature that some 40 years ago spawned the Rapp-Coudert Committee and its train of ill-consequence has this year rejected a bill to repeal the Feinberg Law, which, although the Supreme Court of the United States has declared it

unconstitutional, is still on the statute books of our state. The vote on May 21st was 59 to 48 against repeal in the State Assembly. The reason for such willful flouting of the constitution, as given by one assemblyman, was that the Feinberg Law might need to be reactivated in the future. Your Board of Trustees, which only recently had to redress the grievance of those it had wronged because of the Feinberg Law, is thus alerted from Albany on the possibility of the repetition of this tragic history, this time as farce. In these times, therefore, your action today, as it becomes known to academe and to the general public, will fortify the resolve of others who cherish the constitutional rights of our country to the point of being willing to fight and sacrifice for their protection.

Finally, while we accept in good faith your recognition of the injustice done to us, we cannot forget the still unrecorded harm done to us. Careers were wrecked; families were disrupted; suffering of all sorts - economic, academic, social - was widespread. Even in the armed forces of our country in World War II, in which a goodly number of us served honorably, the Rapp-Coudert tag on our names was a source of suspicion, harassment and most distressingly, a barrier to rendering our country the full service of which we were capable. Yet the calibre of these men and women who 40 years ago were wrongfully dismissed, or forced to resign, or not reappointed was such that many had the resilience to build second careers, some of them of high distinction. Nor did we abandon our social concerns because of our private woes. Sometimes it took decades to break through the barriers set up by the Rapp-Coudert Committee - but it was done.

One of us had to change his name, leave the country, and then established such a reputation as an ancient historian in England that the Queen knighted him. Another, having been a past president of New York Academy of Science, recently became Emeritus Professor of Astronomy at one of New York City's eminent private universities. A third changed his name and occupation to become a widely recognized musicologist. A fourth has published some 40 books in American history, is an Emeritus Distinguished Professor of a university in Pennsylvania and is currently a Distinguished Visiting Professor at a university in New Jersey.

A fifth, a chemist, won a first prize of \$10,000 for an essay entitled "We are the Founding Fathers of the Future" in a contest sponsored by the Smithsonian Institution and a famous bank as part of the Bicentennial of our American Revolution. A sixth has just retired as a Professor Emeritus of History at a university in Maine. A seventh went abroad to become a M.D. and is now Director of Public Health Services in a nearby state. An eighth is about to retire as a Professor of English at one of our State University of New York colleges. A ninth heads an institute in one of the colleges of our City University. A tenth has just earned the signal honor of being selected by the Jewish Book Annual of the National Jewish Welfare Board as one of five American Jewish writers whose birthdays next year are worthy of public notice in the Jewish book world; on this roster, Barbara Tuchman's 70th and our Rapp-Coudert victim's 75th birthdays are to be celebrated. And last, one, a biologist, had to change his name, retool and finally became the president of a sizable machine tool company in New Jersey.

Had we not been driven from our beloved campus of The City College, these achievements and others might well have been effected for the direct benefit of The City College community. For every one of us has been, according to our varying talents, a useful and productive citizen of our republic. Now too, today, we stand ready to support The City College and The City University in "diligently safeguarding the constitutional rights of freedom of expression, freedom of association and open intellectual inquiry. . . ."

Thank you.

At this point Mr. Marchant joined the meeting.

**NO. 7. COMMITTEE ON FISCAL AFFAIRS: RESOLVED,** That the following item be approved:

**A. 1982-83 OPERATING BUDGET REQUEST:**

RESOLVED, That the Chancellor's 1982-83 Operating Budget Request of \$713.5 million be adopted.

**A copy of the Budget Request is on file in the Office of the Secretary of the Board.**

EXPLANATION: The Chancellor has recommended to the Board of Trustees an Operating Budget Request for 1982-83 of \$713.5 million, an increase of \$71.4 million or 11.1 percent over the adjusted 1981-82 budget of \$642.1 million. Almost 60 percent of the increase, or \$42.4 million, is attributable to such mandatory requirements as the annualization of salary increases provided in 1981-82, increased fringe benefit payments, higher costs for energy and other non-personnel requirements resulting from inflation, and to the opening of major new facilities at Borough of Manhattan Community College and Hunter College.

The remaining \$29.0 million is requested for improvements in such items as faculty staffing, plant maintenance and security, acquisition of instructional equipment, library books and periodicals and computer equipment, and for increased stipends for students in the SEEK and College Discovery Programs. CAP tuition waivers are again requested for needy part-time students in the senior colleges.

The total increase of \$71.4 million is made up of \$58.3 million for the senior colleges and \$13.1 million for the community colleges.

**Mr. Marchant voted No.**

**Calendar No. 8 was deferred until after consideration of the Added Items, Calendar Nos. 9 and 10.**

**A D D E D I T E M S**

**Upon motions duly made, seconded and carried, the following resolutions were adopted: (Calendar Nos. 9 and 10)**

**NO. 9. HONORARY DEGREE: RESOLVED,** That the honorary degree of Doctor of Humane Letters, approved by the appropriate faculty body at Brooklyn College and recommended by the Chancellor, be presented to Virgil Thomson on November 8, 1981 at a concert devoted entirely to the composer's music and planned by the College to mark the composer's 85th birthday.

**NO. 10. HUNTER COLLEGE - NAMING OF THE JACK I. POSES PARK: RESOLVED,** That the vest-pocket community park located within the Hunter College expansion on East 68th Street be named The Jack I. Poses Park.

EXPLANATION: Jack I. Poses has served Hunter College and The City University of New York for many years, giving unselfishly of his time and effort. He was Vice-Chairman of the Board of Higher Education from 1963 to 1974, Chairman of the Construction Fund, and a member of the New York State Dormitory Authority. He has been a dedicated and creative friend, always willing to share the benefits of his wisdom and experience with administration, faculty, and students.

**NO. 8. SURVEY OF RECENT GRADUATES OF THE CITY UNIVERSITY:** Dean Barry Kaufman gave an oral presentation on a study of recent graduates of The City University and pointed out that The City University is still an important channel of upward mobility for many of the students as well as a major source of educational opportunity for them. He also distributed the report of the Office of Institutional Research and Analysis entitled "Outcomes of Educational Opportunity - A Study of Graduates from The City University."

Dean Kaufman and his staff were commended on their report and presentation, and it was suggested that the Committee on Public Policy and External Relations devise a campaign to publicize material of this nature. It was also suggested that this material be made available to graduating seniors in the high schools.

At this point Mr. Murphy left the meeting, and Mrs. Everett, the Vice-Chairperson, assumed the chair.

Upon motions duly made, seconded and carried, the Board went into executive session to consider a personnel matter.

There were present:

Edith B. Everett, Vice-Chairperson

Herman Badillo  
Blanche Bernstein  
Sylvia Bloom  
Judah Gribetz

Harold M. Jacobs  
Albert V. Maniscalco  
Robert L. Polk  
Joaquin Rivera  
Margaret Titone

Henry Wasser, ex officio

Garth Marchant, ex officio

Martin J. Warmbrand, Secretary of the Board  
David B. Rigney, General Counsel and Vice-Chancellor for Legal Affairs

Chancellor Robert J. Kibbee  
Acting Deputy Chancellor Leon M. Goldstein  
Vice-Chancellor Richard M. Catalano

Vice Chancellor Leonard O. Roellig  
Etta Grass, Assistant Secretary of the Board

The absence of Mr. Murphy, Mr. Baard, Mr. Cavanagh, and Mr. D'Angelo was excused.

**NO. 1. UNIVERSITY REPORT:** Upon motions duly made, seconded and carried, Item No. D.1 of the University Report Addendum was adopted.

Mr. Marchant abstained.

Upon motions duly made, seconded and carried, the meeting was adjourned at 6:11 P.M.

MARTIN J. WARMBRAND  
Secretary of the Board