

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

**HELD**

**JANUARY 25, 1982**

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

In the absence of the Chairperson, the Vice-Chairperson called the meeting to order at 4:15 P.M.

There were present:

**Edith B. Everett, Vice Chairperson**

**Blanche Bernstein  
Sylvia Bloom  
Armand D'Angelo**

**Harold M. Jacobs  
Jules Kolodny**

**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  
President Bernard W. Harleston  
President Robert L. Hess  
President Leonard Lief  
President Gerald W. Lynch  
President Harold M. Proshansky  
President Kurt R. Schmeller  
President Ursula Schwerin  
President Joel Segall**

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

The absence of Mr. Murphy, Mr. Baard, Mr. Badillo, Mr. Cavanagh, Mr. Gribetz, Mr. Maniscalco, Dr. Polk, Mr. Rivera, and Ms. Titone was excused.

## BOARD OF TRUSTEES

**A. EX OFFICIO MEMBER OF THE BOARD:** The Vice-Chairperson reported that the University Student Senate on January 24 had reelected Garth Marchant as its Chairperson. She congratulated Mr. Marchant on his reelection and welcomed him back as the student ex officio member of the Board.

**B. INAUGURATION OF PRESIDENT HARLESTON:** The Vice-Chairperson reminded the Trustees of the inauguration of President Harleston, scheduled for February 18 in the Great Hall of The City College.

**C. DEATH OF FORMER PRESIDENT DUMONT KENNY:** The Vice-Chairperson announced with regret the death of former President Dumont Kenny.

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

WHEREAS, Dumont Kenny served as the second president of Queensborough Community College from 1963 to 1966 and as the founding president of York College from 1966 to 1970, and

WHEREAS, Dr. Kenny's tenure was distinguished by an overriding concern with high academic standards and the expansion of educational opportunities by the residents of Queens County and the City of New York,

THEREFORE BE IT RESOLVED, That the Board of Trustees notes with sorrow Dr. Kenny's passing on December 31, 1981, expresses appreciation for his loyal and outstanding service, and extends deepest sympathy to his family.

**D. DEATH OF PRESIDENT EMERITUS JAMES A. COLSTON:** The Vice-Chairperson informed the Board of the death of President Emeritus Colston.

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

WHEREAS, James A. Colston served as president of Bronx Community College from 1966 to 1976, at which time he retired and was designated President Emeritus, and

WHEREAS, He was a strong advocate of Open Admissions at The City University and pursued its challenge with great dedication and innovation at Bronx Community College, and

WHEREAS, During his administration enrollment at the College doubled, and

WHEREAS, He presided over the College's move to its new 50-acre campus at University Heights and was instrumental in developing the College's Master Plan which set the course of the College for the next generation, and

WHEREAS, During his presidency, Bronx Community College developed community directed programs and services which included one of the largest Continuing Education programs in New York City, and

WHEREAS, He gave inspiring leadership to faculty, staff and students of all ages during a decade of storm and stress, and

WHEREAS, His effectiveness as an educator was enhanced by a warm, captivating personality and greatness of spirit,

THEREFORE BE IT RESOLVED, That the Board of Trustees expresses its appreciation of James A. Colston's dedicated and distinguished service to The City University, Bronx Community College and the Borough of the Bronx, and be it further

RESOLVED, That the Board of Trustees herewith notes with profound sorrow his death on January 21, and extends deepest sympathy to his family.

**E. PRESIDENTIAL HONOR:** The Vice-Chairperson reported that Pres. Milton G. Bassin of York College has been elected the new head of the Middle States Association of Colleges and Schools. She congratulated the Association on its choice and wished the President well in these new duties.

**F. GRANT:** The Vice-Chairperson reported that The City College has received a one-year, \$53,693 planning grant from the National Science Foundation to establish a Public Service Science Center for Harlem. The Harlem Urban Development Corporation and Malcolm/King: Harlem College Extension are cooperating with the College in implementing the planning grant. The Center will be a community facility designed to bring needed information about science and technology public policy issues to the local community. The Vice-Chairperson congratulated the College on this achievement.

**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 January 25, 1982 (including Addendum Items) be approved, as amended as follows:

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

D.8. Central Office - Administrative Designation:

DEPARTMENT & TITLE	NAME	EFFECTIVE	ANNUAL SUPPLEMENT
University Systems University Dean (Univ. Dean, Computer Systems)	Rita Terdiman(11)	2/1/82	\$8,748/A

D.9. Central Office - Appointment (Annual Salary of \$15,000 and Above):

DEPARTMENT & TITLE	NAME	EFFECTIVE	SALARY RATE
University Systems HEO (Univ. Dean, Computer Systems)	Rita Terdiman(2,5)+	2/1/82-6/30/82	\$42,643/A

+With continuous service for the purpose of fringe benefits eligibility, if appropriate.

(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 January 25, 1982 (including Addendum Items) be approved, as amended as follows:

(a) 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.

## BOARD OF TRUSTEES

**NO. 3. APPROVAL OF MINUTES: RESOLVED,** That the minutes of the meeting of the Board of Trustees of December 21, 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 - FACILITY MASTER PLAN:**

RESOLVED, That the Board of Trustees of The City University of New York approve a service contract with the firm of the Gruzen Partnership, Architects/Planners, for an analysis of space needs and the development of a facility improvement plan at Queens College at a fee not to exceed \$200,000, chargeable to the State Capital Construction Fund.

EXPLANATION: A facility development master plan for Queens College was completed and approved in 1973, but except for the pending construction of a new Science Building was not implemented. The 1978 Long Range Plan for Facilities at CUNY and the December 1980 Status Report approved by the Board reaffirmed the need to provide certain new and modernized facilities with a particular priority for improved Library, Music and Art Department facilities.

The contract now proposed will define a specific program of requirements for the library and the Department of Music and Art. In addition the existing library building will be evaluated in terms of its suitability to meet alternative uses. This work will be followed by a site analysis to determine the most suitable locations for new facilities, recommendations for new construction and alterations in existing facilities, cost estimate, and a phasing schedule to implement a facility development plan that will meet the needs of the college.

The Gruzen Partnership was selected from a group of ten firms interviewed for the commission in accordance with procedures established by the University and has been approved by the President of Queens College.

**B. HUNTER COLLEGE - BROOKDALE HEALTH CENTER WEST BUILDING, AIR CONDITIONING:**

RESOLVED, That the Board approve specifications and contract documents and authorize the Business Manager of Hunter College to advertise for, receive, open bids, and award contract to the lowest responsible vendor for New Electrical Distribution and window air conditioning units - West Building The Brookdale Health Science Center - 440 East 26th Street - New York, New York 10010, at an estimated cost of \$400,000 - chargeable to Bellevue Matching Fund and/or any other funds available to the College.

EXPLANATION: The West Building houses administration, faculty and staff offices and classrooms. The spaces are presently not air conditioned. Therefore, electric service and installation of air conditioning units to the building are needed to provide a suitable facility for use during the summer months.

**C. THE CITY COLLEGE - SHEPARD HALL, STAINED GLASS SCREENING AND REPAIR:**

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 Stained Glass Screening and Repair in Shepard Hall, at an estimated cost of \$125,000 chargeable to Capital Project HN-203/1981-1982.

EXPLANATION: Shepard Hall has been declared a historical landmark necessitating preservation of the stained glass from future breakage and vandalism. It is planned to install polycarbonate glazing over the exterior glass which will act as a storm window, as well as contribute major energy savings, and will not esthetically affect the stained glass.

**D. MEDGAR EVERS COLLEGE - NEW BUILDING, DESIGN AND CONSTRUCTION SUPERVISION SERVICES:**

RESOLVED, That the Board of Trustees of The City University of New York approve the selection of Simmons Architects, 127 Sixth Avenue, Brooklyn, New York 11217 for architectural/engineering services including preparation of plans, specifications, cost estimates, and construction supervision for a new multipurpose facility for Medgar Evers College; and be it further

RESOLVED, That The City University Construction Fund be requested to authorize the Dormitory Authority of the State of New York to enter into a contract for the design and construction of the aforesaid projects.

EXPLANATION: The 1981-82 State Budget includes an authorization for the Dormitory Authority to finance site acquisition and planning of a new facility for Medgar Evers College. At its June 22, 1981 meeting, the Board approved the acquisition of a site for the facility located a short walking distance from the College's Main Building.

The new facility will include 77,000 net assignable square feet of space and will provide classrooms, certain laboratories, administration and faculty offices and a library. Upon completion of the new building, a presently leased facility will be vacated and certain spaces in the Main Building will be altered to accommodate new functions.

The architectural firm now proposed was selected from among seven interviewed in accordance with procedures established by the Board, and has been approved by the President of the College.

**E. THE COLLEGE OF STATEN ISLAND - SITE FEASIBILITY ANALYSES:**

RESOLVED, That the Board of Trustees of The City University of New York approve a service contract with the firm of Edward Durell Stone, Assoc. for site feasibility analyses for The College of Staten Island at a fee not to exceed \$75,000, chargeable to the State Capital Construction Fund.

EXPLANATION: The present facilities of The College of Staten Island include its Sunnyside Campus (which housed the former Staten Island Community College) and its St. George Campus (which consists of an acquired office building and a number of leased facilities which housed the former Richmond College).

The 1978 Long Range Plan for Facilities at CUNY and the December 1980 Status Report approved by the Board affirmed the need to provide a consolidated and improved campus for The College of Staten Island.

This resolution will authorize the employment of a consultant to assist the University in evaluating site alternatives to accomplish the campus consolidation.

The recommended firm was selected from a group of seven firms interviewed for the commission in accordance with procedures established by the University and has been approved by the President of The College of Staten Island.

**F. LEHMAN COLLEGE - CENTRAL ANIMAL QUARTERS FACILITY:**

RESOLVED, That the Board of Trustees of The City University of New York approve a service contract with the firm of David Helpern, P.C. for field supervision of the Central Animal Quarters at Lehman College at a fee not to exceed \$35,000, chargeable to the State Capital Construction Fund.

EXPLANATION: The original service contract with David Helpern, P.C. included design and shop drawing review services only. This resolution authorizes a contract for the continuation of the architects' services for construction supervision. It is anticipated that the construction work will begin in May 1982.

**G. BROOKLYN COLLEGE - PAINTING:**

RESOLVED, That the Board of Trustees of The City University of New York authorize Brooklyn College to advertise for and award a contract to the lowest qualified bidder for painting classrooms, staff rooms, administrative offices, bathrooms, corridors, doors and stairways located in Whitehead Hall and approximately 264 exterior windows in Boylan, Ingersoll and LaGuardia Halls at a total estimated cost of \$125,000, chargeable to State Tax Levy Funds 7000-8201-870-2-21740-13184.

EXPLANATION: The majority of the areas proposed to be painted have not been painted since 1962. This project is necessary to preserve and upgrade areas that have a high degree of use.

**NO. 5. COMMITTEE ON FACULTY, STAFF, AND ADMINISTRATION:** RESOLVED, That the following item be approved:

**A. POLICY AGAINST SEXUAL HARASSMENT:** RESOLVED, That the following policy prohibiting sexual harassment be adopted, effective immediately:

**POLICY**

It is the policy of The City University of New York to prohibit harassment of employees or students on the basis of sex. This policy is related to and is in conformity with the equal employment opportunity policy of the University to recruit, employ, retain and promote employees without regard to sex, age, race, color or creed. Prompt investigation of allegations will be made on a confidential basis to ascertain the veracity of complaints and appropriate corrective action will be taken.

It is a violation of policy for any member of the University community to engage in sexual harassment. It is a violation of policy for any member of the University community to take action against an individual for reporting sexual harassment.

**POLICY GUIDELINES****A. Definition:**

For purposes of this policy, unwelcome sexual advances, requests for sexual favors, and other verbal or written communications or physical conduct of a sexual nature constitute sexual harassment when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic standing,
- (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting such individual, or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

**B. Responsibilities:**

- (1) The President of each college is responsible for overseeing compliance with the implementation of this policy.
- (2) Each dean, director, department chairperson, administrator or other person with supervisory responsibility is responsible within his/her area of jurisdiction for the implementation and dissemination of this policy.

**C. Procedures:**

1. Students claiming harassment on the basis of sex shall report such harassment to the Dean of Students. Upon receipt of such complaint, the Dean shall make an informal confidential investigation and report his or her findings to the President with appropriate recommendations. The Dean shall consult with the Campus Title IX Coordinator in this process.

2. Employees covered by collective bargaining agreements which include gender discrimination as a ground for grievance, shall utilize the grievance procedure provided in their respective agreements.

3. Employees not covered by a collective bargaining agreement or covered by an agreement which does not include gender discrimination as a ground for grievance, shall utilize the following procedure:

(a) Each college president shall appoint a panel of at least three persons to handle complaints arising in the college; an appropriate announcement of the formation of the panel and its membership should be disseminated to the college community.

(b) Individuals who believe that they have been harassed on the basis of sex should communicate with a member of the panel. The panel member should be available for consultation and assistance and should attempt to resolve the problem in a manner which is fair and equitable and which is consistent with this University policy.

The initial effort by a panel member in response to a complaint shall be made on an informal basis and every effort shall be made to insure the privacy of both the complainant and the accused.

(c) If no informal resolution of the allegations is achieved, the panel member shall promptly submit written report with recommendations to the President.

(d) Following receipt of the report, the President may take such further action as he/she deems necessary, including the initiation of disciplinary proceedings.

4. Allegations of sexual harassment under C.1 and C.3 above should be made within 30 days of the date of alleged occurrence, except for extenuating circumstances.

5. The University Offices of Faculty and Staff Relations and Legal Affairs are available to assist the colleges in the implementation of these procedures.

EXPLANATION: The policy is in accordance with guidelines of the United States Equal Employment Opportunity Commission, which recommend that employers adopt policy guidelines expressing strong disapproval of sexual harassment and develop appropriate investigative procedures and sanctions for improper conduct. These guidelines make such principles applicable to all members of the University community.

**NO. 6. COMMITTEE ON ACADEMIC POLICY, PROGRAM, AND RESEARCH: RESOLVED,** That the following items be approved:

**A. BRONX COMMUNITY COLLEGE - PARALEGAL STUDIES CERTIFICATE PROGRAM:**

RESOLVED, That the Paralegal Studies curriculum leading to a Certificate, to be offered at Bronx Community College, be approved effective September 1982, subject to financial ability.

EXPLANATION: This will be the first college-credit Paralegal Studies certificate course of study in The City University and the first of its kind in any New York educational institution. More than twenty colleges throughout the nation now offer such college-credit programs. The Certificate will complement the College's Paralegal Studies A.A.S. degree. Sixty college credits or a two-year degree will constitute minimum entrance requirements. Features that make this proposed Certificate unique, vis-a-vis the

other non-credit metropolitan area Paralegal certificates, are eligibility for such financial aid as TAP and PELL and the opportunity to transfer earned credits to a four-year college. Thus, a career program of this nature will be available to all qualified students, regardless of financial means.

The program has been developed within American Bar Association guidelines and will be submitted for ABA accreditation at the appropriate time. Its generalist law course structure will enable the program's graduates to have a broader employment range. This could include working in: law offices, corporate legal departments, banks, trust offices, brokerage houses, real estate offices, the court system, trade associations, schools, hospitals, welfare centers, public program law offices, neighborhood legal centers, legal aid offices, district attorney offices, and government agencies. Paralegal training and experience also furnishes background and potential entree for other occupations and professions, including the law itself.

#### **B. THE CITY COLLEGE - INSTITUTE FOR JEWISH STUDIES:**

**RESOLVED**, That there be established at The City College an Institute for the Study of Modern Jewish Life for the purpose of fostering a program of research, from the perspective of the social sciences, in Jewish social history and modern Jewish life.

**EXPLANATION:** New York City has a wide variety of Jewish intellectual and academic resources. Seminaries, Yeshivot, and teachers' institutes support educational and research programs in Jewish literary, religious, intellectual, and cultural history. The proposed Institute for the Study of Modern Jewish Life will add an important new dimension to these programs, namely the support of research and research training, from the perspective of the social sciences, into issues affecting modern Jewish life.

Initial funding for the activities of the Institute will derive from a bequest of \$125,000 from the estate of the late Meinhardt Spielman to the College in support of educational and research activities relating to Jewish studies.

The Institute for the Study of Modern Jewish Life is approved on condition that tax levy funds not be used in direct support of its operation.

**NO. 6X. COMMITTEE ON PUBLIC POLICY AND EXTERNAL RELATIONS: RESOLVED**, That the following items be approved or action taken as noted:

**A. REPORT:** Vice-Chancellor Edelstein reported on arrangements for the trip on February 1 to Albany, where the Board will give a reception and dinner in honor of State legislators.

#### **B. CUNY ANTI-DISCRIMINATION POLICY:**

In moving the resolution, Mrs. Bloom made the following statement:

Approximately 2 or 3 weeks ago, when the Justice Department decided that schools which blatantly practiced discrimination against minorities will be exempted from taxes, they abrogated the court decision which had sustained the I.R.S. in a variety of cases. At that time it appeared that an ill advised Justice Department functionary had arbitrarily issued this directive.

Since that time, President Reagan has assumed total responsibility and is in the process of requesting Congress to pass a law which will do no more than legislate that which is already recognized as the law of the land. At best it will accomplish no more than that which existed prior to the adoption of the Justice Department policy. At worst, the proposed legislation will be defeated by the Congress, thus leaving the Justice Department policy in effect. However the situation may be viewed, the Federal government has taken a step backward and adopted a course of procedure against which we should protest most strongly.

The following resolution was then seconded and adopted:

WHEREAS, The City University of New York has long manifested its unyielding opposition to discrimination based on race, gender, creed or religious persuasion, and

WHEREAS, The governing Board of The City University has frequently expressed its support of governmental, social, and educational efforts dedicated to the extirpation of bigotry, prejudice, and discrimination, and

WHEREAS, The federal government has pursued a pervasive policy of denying federal aid and support to any organization, institution or activity which practices such discrimination, and

WHEREAS, A recent decision by the federal government, to stop denying tax exempt status to institutions of higher education that practice such discrimination, has called into question the federal government's intention to maintain an unqualified position of opposition to such discrimination,

THEREFORE, BE IT RESOLVED, That The City University joins with many other individuals and organizations in voicing concern that the federal government continue to enforce the policy - supported by Republican and Democratic administrations during the past thirty years - of taking all legal measures available to ensure the civil rights of all Americans, and vigorously enforcing all laws enacted to that end.

**6Y. BUDGET REPORT:** Vice-Chancellor Posman reported on the status of budget negotiations with the City and State. He informed the Board that on January 15 the Mayor had issued his budget plan for the next eighteen months, which included a \$6 million reduction in the budget for the community colleges. The Office of Budget and Management had previously indicated a possible reduction of \$15 to \$19 million in the budget of the University's community colleges. Suggested options were \$2 million in non-programmatic cuts, \$5 million in programmatic cuts, the capture by the City of an anticipated increase in State aid, and an increase in tuition in the community colleges. With respect to the latter, it was suggested that the University either raise tuition by \$125 for full-time students to parallel the rate of \$1,050 authorized for SUNY, with a raise from \$35 to \$40 a credit for part-time students, or raise tuition for full-time students to \$1,200, to reflect a 30% inflationary increase in the past few years.

Vice-Chancellor Posman also reported that the State Executive Budget, as it affects the senior colleges, includes:

1. A tuition increase of \$150 per full-time student, to raise \$13.5 million, none of which would be retained by the University.
2. A \$9.2 million cut in personal service funding.
3. A deficit of \$13 million for mandatory needs.
4. A failure to fund critically needed improvements in areas such as student services, faculty, instructional equipment, and library acquisitions.
5. Provision of funding for Hunter's new facilities, some faculty at certain colleges, and part-time non-instructional staff.
6. An overall increase in the senior college operating budget of \$23 million, \$10 million of which is for fringe benefit increases.

State aid for the community colleges will decline as a percentage of the total budget since the community college funding formula was not adjusted to reflect inflation, collective bargaining increases, etc. With respect to the capital budget, critically needed projects were rejected including projects at Bronx and LaGuardia Community Colleges, New York City Technical College, and York College.

It was agreed that the Board would defer discussion and action until such time as it had had an opportunity to consider the budget situation and its implications.

**NO. 7. REPORT BY PRESIDENT SHALALA:** President Shalala made an oral presentation on Hunter College, with particular emphasis on its physical plant, its enrollment, and its special schools such as the School for Social Work. She introduced Dean Harold Lewis and Mr. Samuel Silberman, who described the work of the School. Vice-Chairperson Everett congratulated President Shalala and Dean Lewis on their presentation, and thanked Mr. Silberman and his wife Lois for appearing and for their many contributions, financial and otherwise, to the School, the University and higher education in general.

**NO. 8. REPORT BY MR. MARCHANT:** Mr. Marchant introduced the newly elected executive committee of the University Student Senate and pledged the Senate to work closely with the Board and the Central Administration to present a united front to counter the threat of the proposed budget reductions.

**Upon motions duly made, seconded and carried, the meeting was adjourned at 5:54 P.M.**

**MARTIN J. WARMBRAND**  
Secretary of the Board