

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

HELD

JUNE 28, 2004

AT BARUCH COLLEGE VERTICAL CAMPUS
55 LEXINGTON AVENUE – BOROUGH OF MANHATTAN

The Chairperson called the meeting to order at 4:30 P.M.

There were present:

Benno C. Schmidt, Jr., Chairman

Valerie Lancaster Beal
Wellington Z. Chen
Kenneth E. Cook
Joseph J. Lhota
Hugo M. Morales

Kathleen M. Pesile
Carol A. Robles-Roman
Nilda Soto Ruiz
Jeffrey S. Wiesenfeld

Agnes M. Abraham, ex officio

Susan O'Malley, ex officio (non-voting)

Frederick P. Schaffer, General Counsel and Vice Chancellor for Legal Affairs
Jay Hershenson, Secretary and Vice Chancellor for University Relations
Hourig Messerlian, Executive Assistant
Towanda Lewis
Anthony Vargas

Chancellor Matthew Goldstein
Senior Vice Chancellor Allan H. Dobrin
President Fred W. Beaufait
President Dolores Fernandez
President Ricardo R. Fernandez
President Robert L. Hampton
President Frances Degen Horowitz
President Christoph M. Kimmich
President Gerald W. Lynch
Interim President Fred B. Malamet
President Eduardo J. Marti
President James L. Muyskens
President Antonio Perez
President Jennifer Raab

President Ned Regan
President Marlene Springer
President Carolyn G. Williams
President Gregory H. Williams
Dean Kristin Booth Glen
Dean Stanford A. Roman, Jr.
Vice Chancellor Otis O. Hill
Vice Chancellor Russell K. Hotzler
Vice Chancellor Emma E. Macari
Vice Chancellor Ernesto Malave
Vice Chancellor Brenda Richardson Malone
Interim Vice Chancellor Michael Zavelle
RF President Richard F. Rothbard

The absence of Trustees John S. Bonnici, John J. Calandra, Rita DiMartino, Randy M. Mastro, and Marc V. Shaw was excused.

Chairman Schmidt called the meeting to order, and announced that the following notice, which had been widely distributed, would be entered into the record of this public meeting:

"The meetings of the Board of Trustees of The City University of New York are open to the public, and the Board welcomes the interest of those who attend. The public has ample opportunity to communicate with the Board. Public hearings on the Board's policy calendar are scheduled one week prior to the Board's regular meetings and members of the public who wish to communicate with the Board are invited to express their views at such public hearings. Furthermore, the Board holds additional public hearings each year in all of the five boroughs at which members of the public may also speak. In addition, written communications to the Board are distributed to all Trustees.

The Board must carry out the functions assigned to it by law and therefore will not tolerate conduct by members of the public that disrupts its meetings. In the event of disruptions, including noise which interferes with Board discussion, after appropriate warning, the Chairman will ask the security staff to remove persons engaging in disruptive conduct. The University may seek disciplinary and/or criminal sanctions against persons who engage in conduct that violates the University's rules or State laws which prohibit interference with the work of public bodies."

A. VIDEOTAPING OF BOARD MEETING: **Chairman Schmidt** announced that as usual **CUNY-TV** is transmitting this afternoon's meeting of the **Board of Trustees** live on cable Channel 75, continuing to make available this community service.

Chairman Schmidt stated that once again he wanted to thank **President Ned Regan** and his staff for hosting our meetings at **Baruch College**.

B. CONDOLENCES: **Chairman Schmidt** announced that he is sorry to announce that Miles Fiterman passed away last Monday at the age of 84. He was a generous philanthropist who along with his wife Shirley donated the largest single gift in the history of **CUNY** to the University, an office building in downtown lower Manhattan for use by the **Borough of Manhattan Community College**, which was later named **Fiterman Hall**. Miles Fiterman and his family were also generous benefactors of the arts and givers of scholarships and included **BMCC** as a beneficiary of their generosity in many important ways. Please join me in a moment of silence in Miles Fiterman's memory . . . Thank you.

Chairman Schmidt stated that he wanted to congratulate **Trustee Joe Lhota**, who was confirmed last week by the New York State Senate to serve for another seven-year term as a member of the **CUNY Board of Trustees**. And, congratulations to fellow **Trustee Wellington Chen** for his involvement with the Olympic Torch Bearing effort of last Saturday.

C. COLLEGE AND FACULTY HONORS: **Chairman Schmidt** called on **Trustee Valerie Beal**, who announced the following:

Distinguished Professor of Sociology **Cynthia Fuchs Epstein** at **The Graduate School and University Center** has been elected president of the American Sociological Association.

The Hostos Community College Center for the Arts & Culture will receive a certificate of merit from the Municipal Art Society on June 29th for enriching the cultural life of the South Bronx.

New York City College of Technology Hospitality Management Professor **Pat Bartholomew** won a best paper award from the International Council on Hotel, Restaurant & Institutional Education for co-authoring New York Restaurant Industry's Strategic Responses to September 11, 2001.

D. GRANTS: Chairman Schmidt presented for inclusion in the record the following list of Grants of \$100,000 or above received by the University subsequent to the May 24, 2004 Board meeting. He said that he knew that the Board is grateful for all the hard work that went into the receipt of those grants.

THE CENTRAL OFFICE

- A. \$300,000 **THE ANDREW W. MELLON FOUNDATION** for "Honors College Program."
- B. \$100,000 **THE PETER JAY SHARP FOUNDATION** for "CUNY Honors College Program."

BRONX COMMUNITY COLLEGE

- A. \$966,000 **UNITED STATES DEPARTMENT OF ENERGY** to Seliger, M., Institutional Development, for "Bronx Community College Center for Sustainable Energy – BCC Facility Development – Phase One."

BROOKLYN COLLEGE

- A. \$264,250 **NATIONAL INSTITUTES OF HEALTH** to Sclafani, A., Psychology, for "Carbohydrate Appetite, Fat Appetite, and Obesity."
- B. \$154,822 **NYS EDUCATION DEPARTMENT** to Romer, N., Psychology, for "Brooklyn College at Bushwick High School: Entering the 21st Century Together. (21st Century Community Learning Center)."

THE GRADUATE SCHOOL AND UNIVERSITY CENTER

- A. \$499,606 **NATIONAL SCIENCE FOUNDATION (NSF)** to Brown, T. and Strozak, V., for "Enhancing Urban Students' Participation in Advanced Placement Courses through the APA Fellows Program." [Increase]
- B. \$204,150 **SPENCER FOUNDATION** to Lavin, D. and Attewell, P., for "Passing the Torch: Does Higher Education for the Disadvantaged Pay Off Across the Generations?"

HUNTER COLLEGE

- A. \$2,250,943 **PHS/NIH/NATIONAL INSTITUTE OF GENERAL MEDICAL SCIENCES** to Lipke, P., Biological Sciences, for "Support for Continuous Research Excellence (SCORE)."
- B. \$622,525 **PHS/NIH/NATIONAL INSTITUTE ON DRUG ABUSE** to Parsons, J., Psychology, for "Patterns and Context of Club Drug Use."
- C. \$320,625 **PHS/NIH/NATIONAL INSTITUTE OF NEUROLOGICAL DISORDERS & STROKE (JAVITS INVESTIGATOR AWARD)** to Filbin, M., Biological Sciences, for "Role of Myelin in Spinal Cord Regeneration."
- D. \$298,500 **PHS/NIH/NATIONAL INSTITUTE FOR ALLERGIES AND INFECTIOUS DISEASES** to Eckhardt, L., Biological Sciences, for "Control of Gene Expression in Myeloma Cells."
- E. \$222,875 **PHS/NIH/NATIONAL CANCER INSTITUTE** to Tomasz, M., Biological Sciences, for "Adducts of Mitomycin C with Nucleotides."
- F. \$210,833 **M&HRA/NEW YORK CITY DEPARTMENT OF HEALTH** to Krauss, B., Center for AIDS, Drugs and Community Health, for "HIV Prevention Case Management Initiative – Component B Program Evaluation & Technical Assistance."

JOHN JAY COLLEGE OF CRIMINAL JUSTICE

- A. \$247,126 **U.S. DEPARTMENT OF JUSTICE** to Kenney, D., Department of Law and Police Science, for "Cultural Awareness and Diversity Training: Establishing A Model Curriculum and Practices for Law Enforcement."

KINGSBOROUGH COMMUNITY COLLEGE

- A. \$996,729 **NYS DEPT. OF EDUCATION** to Pero, L., for "VATEA/Perkins."
- B. \$400,000 **MANPOWER DEMONSTRATION RESEARCH CORPORATION** to Singer, R., Academic Affairs, for "Opening Doors Learning Communities."
- C. \$279,012 **NYS DEPT. OF HEALTH** to Nahum, L., Continuing Education, for "ESL, Citizenship, & Computer Training for Homecare."
- D. \$232,500 **NYS DEPT. OF EDUCATION** to Wilson, R., Student Development, for "Liberty Partnership Program."
- E. \$223,274 **U.S. DEPT. OF EDUCATION** to Colarossi, A., Special Services, for "TRIO Support Services."
- F. \$220,345 **NYC HUMAN RESOURCES ADMINISTRATION** to Beavers-Mandara, M., Student Development, for "COPE Performance Portion."
- G. \$188,646 **NATIONAL SCIENCE FOUNDATION** to Zeitlin, A., for "Crossing Boundaries."
- H. \$180,000 **NYS DEPT. OF EDUCATION** to Simmonds, R., Continuing Education, for "EL/Civics."
- I. \$168,201 **NYS DEPT. OF EDUCATION** to Pero, L., Academic Affairs, for "Tech-Prep."
- J. \$148,482 **NAT'L INST. OF HEALTH & GENERAL MEDICAL SCIENCES** to Zeitlin, A., for "Bridge to the Baccalaureate."
- K. \$123,593 **NYS DEPT. OF HEALTH** to Nahum, L., Continuing Education, for "Computer Workforce Retraining."
- L. \$112,533 **NAT'L INST. OF HEALTH & GENERAL MEDICAL SCIENCES** to Zeitlin, A., for "Bridge to the Baccalaureate."

LAGUARDIA COMMUNITY COLLEGE

- A. \$177,986 **RF SUNY** to Moy, J., Adult and Continuing Education Division, for "NYS Small Business Development Center."
- B. \$150,000 **NYS ENERGY RESEARCH AND DEVELOPMENT AUTHORITY** to Howard, M., Adult and Continuing Education Division, for "LaGuardia Design Incubator Renewable Energy Network."

HERBERT H. LEHMAN COLLEGE

- A. \$112,416 **NATIONAL SCIENCE FOUNDATION** to Petridis, Y., for "Automorphic Forms and Spectral Theory."

MEDGAR EVERS COLLEGE

- A. \$744,625 **UNITED STATES DEPARTMENT OF EDUCATION** to Beck, C., School of Continuing Education and Community Programs, for "GEAR Up Program."
- B. \$486,687 **NEW YORK STATE EDUCATION DEPARTMENT** to Withers, D., Office of Institutional Assessment and Accountability, for "VTEA Program."

- C. \$400,000 **NEW YORK CITY DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT** to Lake, A., Office of Youth Development, for "Flatbush Beacon Program."
- D. \$400,000 **NEW YORK CITY DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT** to Lake, A., Office of Youth Development, for "Progressive Youth Empowerment Beacon Program."
- E. \$400,000 **NEW YORK CITY DEPARTMENT OF YOUTH AND COMMUNITY DEVELOPMENT** to Lake, A., Office of Youth Development, for "Crown Heights Beacon Program."
- F. \$316,090 **UNITED STATES DEPARTMENT OF EDUCATION** to Lloyd-Bey, A., Continuing Education and Community Programs, for "Talent Search Program."
- G. \$299,922 **NEW YORK STATE EDUCATION DEPARTMENT** to Mitchell, D., School of Continuing Education and Community Programs, for "English Literacy/Civics Education Program."
- H. \$270,000 **NATIONAL AERONAUTICS AND SPACE ADMINISTRATION** to Johnson, L., Department of Physical, Environmental and Computer Sciences, for "N.Y.C. Space Science Academy."
- I. \$260,181 **UNITED STATES DEPARTMENT OF EDUCATION** to Reid, J., School of Continuing Education and Community Programs, for "Student Support Services Program."
- J. \$245,500 **NEW YORK STATE EDUCATION DEPARTMENT** to Superville, L., School of Continuing Education and Community Programs, for "Liberty Partnership Program."
- K. \$215,600 **THE AFTER-SCHOOL CORPORATION** to Lake, A., Continuing Education and Community Programs, for "After School Program at P.S. 181."
- L. \$213,572 **NATIONAL INSTITUTES OF HEALTH** to Catapane, E., Biology Department, for "MEC – Kingsborough C.C. Bridges to Baccalaureate Program."
- M. \$200,000 **NEW YORK STATE EDUCATION DEPARTMENT** to Hope, W., Department of Physical, Environmental and Computer Sciences, for "MEC Tech-Prep Program."
- N. \$125,000 **NATIONAL AERONAUTICS AND SPACE ADMINISTRATION, THROUGH PARAGON TEC, INC.** to Harris, W., Department of Physical, Environmental and Computer Sciences, for "Science, Engineering, Mathematics and Aerospace Academy (SEMAA) Program."
- O. \$100,000 **NATIONAL AERONAUTICS AND SPACE ADMINISTRATION** to Austin, S., Department of Physical, Environmental and Computer Sciences, for "Urban Collaboration for Network Connectivity and Internet Access Program."

NEW YORK CITY COLLEGE OF TECHNOLOGY

- A. \$364,051 **US DEPARTMENT OF EDUCATION** to Rojas, E., for "Learning Communities."
- B. \$155,000 **NYS EDUCATION DEPARTMENT** to Hoffman, C., Division of Continuing Education, for "Access Counseling Center."
- C. \$143,169 **NYS DEPARTMENT OF EDUCATION** to Smith, N., Division of Continuing Education, for "Access for Women."
- D. \$131,927 **US DEPARTMENT OF EDUCATION** to Hudesman, J., for "Comprehensive Cognitive Skills."

QUEENSBOROUGH COMMUNITY COLLEGE

- A. \$214,449 **NATIONAL INSTITUTES OF HEALTH** to Schneider, P., for "QCC-NIH Bridges to the Future."

YORK COLLEGE

- A. \$222,159 **UNITED STATES EDUCATION DEPARTMENT** to Richards, L., Natural Sciences, for "McNair Scholars Program."

- B. \$128,520 **NEW YORK STATE DEPARTMENT OF LABOR** to Williams, M., York College Learning Center, for "Education for Gainful Employment."
- C. \$125,000 **NATIONAL AERONAUTICS AND SPACE ADMINISTRATION (NASA)** to Schlein, J., Natural Sciences, for "Science, Engineering, Mathematics and Aerospace Academy (SEMAA)."

E. ORAL REPORT OF THE CHANCELLOR: Chancellor Goldstein presented the following report:

Thank you, **Chairman Schmidt**. Congratulations also **Trustee Lhota**. You have been an extraordinary Board member, and we look forward to continuing to work with you.

Mr. Chairman, I would like to welcome officially our new **Vice Chancellor for Academic Administration and Planning, Michael Zavelle**, who is seated at the table. This is his first meeting, and already he has done some extraordinary work in that important office here at the University.

Many of you recall that **Interim President Fred Malamet** has done a wonderful job as the caretaker of **Kingsborough Community College**. He is leaving that position with the appointment of **Regina Peruggi**, who will be taking office very soon. I would like to announce that he will be spending part of his time next year, in addition to teaching at **Kingsborough Community College**, as a Fellow in Academic Affairs working as a liaison with our community college presidents.

It is interesting and sad that I have to report on the lack of movement in the adoption of the State budget. We still do not have a State budget, and I do not want to go into all of the gory details of why we do not. We are continuing to work with staff both at the assembly and senate levels, and I am hopeful that when we do finally get a budget, we will get things in that budget which will be very helpful to the University. Early and continuing signals indicate that we will probably get some consideration for some of the needs that we have worked hard to get understood and embraced.

On the City budget, this has been a banner year. I do not remember in the history of this University when we have been as successful as we have been in the last couple of weeks of getting support from the City Council and the Borough presidents to build upon the recommendations that the Executive gave.

We have budget restorations and enhancements of over \$20 million that have been recommended and finally adopted by New York City, capital enhancements of \$25 million from the City Council and an additional \$11 million from the Borough presidents.

I would like to take a moment, **Mr. Chairman**, just to briefly indicate where some of these enhancements will reside. Many of these opportunities for us will be wonderful and help us advance many of the needs that we have at the University.

To start with, the Peter F. Vallone Scholarship Program was restored up to a level of \$7 million. The Community College operating budget has support of \$6.5 million, this is dollars over and beyond what was recommended in the Executive budget; the Safety Net Financial Aid Program, which we have worked very hard to get done, \$4.5 million; collective bargaining estimates for instructional staff \$7.2 million; the Hunter Campus schools \$124,000; adult literacy \$227,000; the Immigration Center at **Medgar Evers College** \$335,000; the Dominican Studies Institute at **City College** \$470,000; the Center for Puerto Rican Studies at **Hunter College** \$469,000; and \$850,000 for various other programs.

On the capital side, just extraordinary additions. Numbers like this we have not seen in quite some time: \$3.6 million for classroom renovation at **Bronx Community College**; at **Borough of Manhattan Community College** space renovation of \$2.75 million; at **Brooklyn College** \$1.1 million for a variety of programs; **CUNY-TV** \$490,000; **Hostos Community College** \$700,000. The list goes on and on, **Mr. Chairman** and members of the Board.

I would like to pay particular thanks and recognition to **John Kotowski**. **Mr. Chairman, John Kotowski** reports to our **Secretary and Vice Chancellor for University Relations Jay Hershenson**. He has literally been working

seven days a week for the past several months, parked outside City Hall to the wee hours of the morning. And if it were not for his indefatigableness, his doggedness, his focus, his tenacity, we would not see these numbers. So, **John**, thank you for that very good work.

We still lack a comprehensive multi-year plan to meet the capital needs of our community colleges. But I am very hopeful that with additional state aid, which we are expecting, that this will trigger the City to match the monies that would be provided by the state, much like we have seen for **Medgar Evers College**. So, we are very hopeful.

Speaking of **Medgar Evers College**, we were delighted on the excellent ground breaking ceremony that occurred at **Medgar** just a few weeks ago, where George Pataki spoke and put the first shovel in the ground for that wonderful new project. So, **Edison**, we are very pleased for you, and we expect a wonderful facility to be arising very soon.

I am delighted that **CUNY** graduations hosted many prominent leaders and officials during June, including the Governor, Senator Charles Schumer, Attorney General Elliott Spitzer, U.S. Surgeon General Richard Carmona, SEC Chairman William Donaldson and, of course, former President Bill Clinton. Congratulations again to the over 32,000 graduates that received their degrees from this fine institution.

Mr. Chairman, the **CUNY Honors College** has recently received enormous financial support from a number of donors. The new amount of money that has just been raised is over \$4.6 million in just the past few months for the **CUNY Honors College** and that includes funds from Roger and Susan Hertog, The New York Life Foundation, the Starr Foundation, the IW Foundation, UBS Financial Services, and the McGraw Hill Companies.

Susan Hertog, who is a proud graduate of **Hunter College**, and her husband, Roger, who is a proud graduate of **Baruch College**, asked me if I wouldn't mind reading into the record, which I agreed to do, a statement from Susan, who was largely the mover in convincing the two of them as a pair to invest in **The City University of New York**. And I quote: "The City University of New York gave Roger and me an invaluable gift, the opportunity for a superb education at a cost our immigrant parents could afford. In doing so it opened a channel into the intellectual, cultural and professional mainstream of American life, enabling us to stride as long and as wide as our talents and ambition could carry us. Our desire to help fund the **CUNY Honors College** is our legacy to a new generation of New York City students, so that they may flourish as we did in this great University, in the greatest city in the world and achieve their dreams." So writes Susan Hertog. Thank you for that wonderful show of support.

We are also pleased to announce that **City College** has been awarded a \$1.3 million grant by the Howard Hughes Medical Institute to boost science education and encourage more minorities to pursue scientific careers. So, congratulations to you **President Williams** on that important gift.

I am also pleased to announce that last week I was delighted to join **Trustee Hugo Morales**, and many members of the Dominican community and other members in the Hispanic community in New York, to sign an agreement with the Dominican Republic Global Foundation for Democracy & Development. The new President-elect, President Leonel Fernandez, and I signed a sweeping agreement that will develop a whole panoply of ideas for collaboration between this great University and the Dominican Republic and we are very excited about that. **Trustee Morales**, thank you for making that happen.

I would like to mention that **Jay Hershenson** has been invited to serve as one of fourteen members on the Executive Committee of the National Association of State Universities and Land-Grant Colleges (NASULGC) Council on University Relations and Development. He is also serving at the invitation of the Board of Regents as a member of the University of the State of New York Technology Policy & Practices Council. Congratulations, **Jay**, on that distinction.

I would also like to congratulate **President Gerry Lynch** on the Honorary Degree he will receive this summer from the University of Ulster for his outstanding service to **John Jay College**. Congratulations, **Gerry**, that is a wonderful honor for you.

Note also that **President Fred Beaufait** was not here for the entire Board meeting in May because he had to attend a **New York City College of Technology** Foundation dinner. Therefore, we would like to take this opportunity to publicly thank again **President Beaufait** for his leadership and fine work during the past five years consistent with the resolution of appreciation adopted by the Board, but, **Fred**, you were not here to hear that. So, from all of us again, a job well done, and we wish you and your family a good future.

I would like to commend **President Dolores Fernandez** on her appointment by Beth Abraham Family of Health Services to the Health Services Board. Congratulations to you. Congratulations also to **President Marlene Springer** on her appointment to the Mayor's Commission on the Status of Women. And I would like to commend, as I do on so many occasions, **Bob Isaacson**, who heads up **CUNY-TV** for us, on being asked to serve on the Advisory Board of the American Theater Wing, and also a Tony Award judge.

For those of you who will be in New York City on Wednesday, July 21st, we are hosting a College Fair in Bryant Park from 11:30 A.M. to 2:00 P.M.

Finally, **Mr. Chairman**, we want to acknowledge the efforts of **Trustee Kay Pesile** to help bring together the American Academy of Dramatic Arts with **Hunter College** in order to work out an articulation agreement and I know that **Trustee Pesile** would like to say a few words on the new public-private initiative undertaken by **Hunter College** with the American Academy of Dramatic Arts: "Last spring, Academy President Roger Croucher and I explored the opportunity to develop an articulation agreement. Our meetings with **President Jennifer Raab** and her staff were fruitful and we accomplished our goals in record time. This fall we will accept transfer students from the Academy to **Hunter** in order for them to pursue their bachelor's degree in fine arts. This is an especially exciting year for the Academy since it is also celebrating its 120-year anniversary."

I would like to congratulate **President Raab** and President Croucher for their vision and their enthusiasm, and I look forward to a very long lasting relationship between the two institutions. Thank you, **President Raab**.

Mr. Chairman, just one more thing, and then I will conclude my briefing of the Board. Tonight among a number of things that will bring great distinction to this University, we are going to meet a new group of members of our faculty who are being given the honor of the title of Distinguished Professor.

We are reaching our cap in the number of Distinguished Professors that the University is authorized to confer, and I just reminded all of our presidents in a letter, I guess it was last week, that this University has a policy with respect to reviewing the performance of Distinguished Professors. We know that this is reserved for a very small group of scholars and artists who have achieved positions of national, and where appropriate international, leadership in their fields.

We want to insure that the good energy and hard work and creativeness that these individuals have exhibited in the past will continue in the future so that there is a formal process that the presidents and I are working through to insure that those that have received this wonderful recognition in the past will continue to do the good work so that they can be retained in that important title. With that, **Mr. Chairman**, I will conclude my report.

Trustee Hugo Morales stated that it was a historic event, the signing of the agreement between the Democratic Global Foundation and **CUNY**. No doubt this agreement will bring together not only the Dominican population but also the whole Dominican community, over one million people in the City of New York, in relation to the Dominican Republic. **Trustee Morales** said that Dr. Fernandez, the President, had just called him recently. He wanted to make sure to thank again the Board, the Chancellor, **Jay Hershenson** and all of the people involved with the signing of this agreement. He sees the advantages that this agreement will bring to **CUNY** and also to the Dominican Republic. In his name **Trustee Morales** said he wanted to thank the Chancellor for his open commitment to have this done.

Upon motions duly made, seconded and carried, the following resolutions were adopted: (Calendar Nos. 1 through 9)

NO. 1. UNIVERSITY REPORT: RESOLVED, That the University Report for June 28, 2004 (including Addendum and Errata Items) be approved:

(a) **ADDENDUM:** Add the following:

D. 66. THE CENTRAL OFFICE – PAYMENT OF BASE SALARY ABOVE SCHEDULE:

DEPARTMENT TITLE	LAST NAME	FIRST NAME	SALARY ON SCHEDULE	ADDITIONAL BASE SALARY	EFFECTIVE DATE(S)
Office of the Vice Chancellor for Legal Affairs HEO (Assistant General Counsel)	Raymond	Katherine	\$93,507	\$15,493 ¹	7/1/04

¹Ms. Raymond is already receiving \$8,381 pursuant to the settlement agreement on salary flexibility. This approval is for an additional \$7,112.

D. 67. THE CENTRAL OFFICE – APPOINTMENT OF HEO SERIES PERSONNEL WITH NO PRIOR SERVICE (AFFIRMATIVE ACTION REPORT ON FILE EXCEPT ACTING AND SUBSTITUTE APPOINTMENTS) (SW INDICATES WAIVER OF SEARCH) AND EARLY PAYMENT OF NEW STEPS:

DEPARTMENT TITLE	LAST NAME	FIRST NAME	SALARY RATE	EFFECTIVE DATE(S)
Office of the Secretary of the Board and Vice Chancellor for University Relations Substitute HEO (Acting Editor, CUNY Publishing Group)	Howell	Ronald	\$93,507	8/2/04-12/31/04

NO. 2. CHANCELLOR'S REPORT: RESOLVED, That the Chancellor's Report for June 28, 2004 (including Addendum and Errata Items) be approved:

NO. 3. APPROVAL OF MINUTES: RESOLVED, That the minutes of the regular Board meeting and Executive Session of May 24, 2004 be approved.

NO 4. COMMITTEE ON FISCAL AFFAIRS: RESOLVED, That the following items be approved:

A. THE GRADUATE SCHOOL AND UNIVERSITY CENTER – CLEANING AND OPERATING ENGINEERING SERVICES:

RESOLVED, That the Board of Trustees of The City University of New York authorize the General Counsel to execute a contract on behalf of The Graduate School and University Center to purchase cleaning and engineering services. The contract shall be awarded to the lowest responsive and responsible bidder after public advertisement and sealed bidding by the College pursuant to law and University regulations. Such purchase shall not exceed a total estimated cost of \$4,100,000, chargeable to FAS Code 217703404, during the fiscal year ending June 30, 2005. The

contract shall include up to four one-year options to renew in the University's best interest. The contract shall be subject to approval as to form by the University Office of General Counsel.

EXPLANATION: The Graduate School and University Center will use these services to clean and maintain the facility.

B. KINGSBOROUGH COMMUNITY COLLEGE – PROVISION OF UNIFORMED GUARD SERVICE:

RESOLVED, That the Board of Trustees of The City University of New York authorize Kingsborough Community College to issue purchase orders to Burns International Security Services Corporation for uniformed guard services against existing State of New York Contract No. PS 59546 for the term of that Contract, which will expire sixty days following Notice of Award of a new contract, pursuant to law and University regulations. Such purchases shall not exceed \$1,400,000 per fiscal year, chargeable to FAS Codes 234801409 and 317640409.

EXPLANATION: Kingsborough Community College will use this State contract to provide campus security.

C. THE CITY COLLEGE – TEACHING OF INTRODUCTION TO MEDICINE AND PHYSICAL DIAGNOSIS:

RESOLVED, That the Board of Trustees of The City University of New York authorize the General Counsel to execute a contract with St. Luke's-Roosevelt Hospital Center on behalf of City College to purchase the teaching of Introduction to Medicine I, Introduction to Medicine II and Physical Diagnosis. The contract shall not exceed an estimated cost of \$592,618 for the initial one year term, chargeable to FAS Code 218901400, during the fiscal year ending June 30, 2005. The contract shall include up to four one-year options for the University to renew in its best interest. The contract shall be subject to approval as to form by the University Office of General Counsel.

EXPLANATION: This negotiated contract provides for courses for 75 students of the Sophie Davis School of Biomedical Education.

D. HUNTER COLLEGE – DORMITORY FEES:

RESOLVED, That the Board of Trustees of The City University of New York authorizes Hunter College to implement a phased increase of 17% in dormitory fees effective Fall 2004 and an additional 17% increase effective Fall 2005. The phased increase in dormitory fees ranging from \$389 to \$698 per nine month school year in Fall 2004 and from \$455 to \$817 per nine month school year in Fall 2005, depending on the type of resident room, will ensure that sufficient revenues are generated to support the general operations and to cover the maintenance and repair costs related to the Brookdale Campus Dormitory of Hunter College. The phased increase will also proportionally affect the dormitory fees for the summer months beginning Summer 2005.

EXPLANATION: The Hunter College Dormitory is the only housing facility operating on a CUNY college campus. As such, it has been and continues to be a highly desirable feature and recruitment tool of the College. The Hunter dormitory fees, after the phased increases, remain as much as 50% less expensive than some comparable college dormitories in the New York metropolitan area. The dormitory fees were last increased two years ago by 15% to 24%. The prior increase did not take into account the cost of security services, furniture and equipment replacement, and other operating costs. The cost of operating the dormitory at an acceptable level is above the current rental income. The fee increase is needed to maintain the condition of the dormitory complex and fund planned staffing levels including custodial, facilities maintenance and security services required for the operation of the dormitory, as well as to provide for a regular replacement cycle for dormitory furniture and equipment. The dormitory fee will continue to reside in an IFR account.

E. THE CITY UNIVERSITY OF NEW YORK – REVISED UNIVERSITY APPLICATION FEE SCHEDULE:

RESOLVED, That The City University of New York adopt the revised schedule of University application for admission fee charges effective Fall 2004 and Fall 2005; and be it further

RESOLVED, That such revised schedule shall be effective Fall 2004 set forth the following fee charges for University applicants: \$60 per Undergraduate Freshman applicant; \$65 per Undergraduate Transfer applicant; and \$100 per Graduate applicant; and be it further

RESOLVED, That such revised schedule shall be effective Fall 2005 set forth the following fee charges for University applicants: \$65 per Undergraduate Freshman applicant; \$70 per Undergraduate Transfer applicant; and \$125 per Graduate applicant.

EXPLANATION: The City University of New York operates a central University Applications Processing Center (UAPC) that processes annually over 100,000 applications for admission to CUNY. The cost of administering UAPC was partially financed by proceeds from a CUNY contract with the New York City Department of Education. This contract, in place for over 20 years, is scheduled to terminate in September 2004. The loss of this contract will result in an operating-budget deficiency of up to \$3.6 million in FY2005 and \$4.8 million in FY2006. To compensate for this deficiency and maintain the critical and ongoing University admissions process, the University will transfer funds from college budgets to finance 50% of the cost and will raise additional revenue by increasing the fee charged to all applicants.

CUNY proposes fee increases that recognize the cost differential in the processing of freshman student applications as opposed to transfer student applications. The fund transfers from the colleges will be based on a college's percentage share of the total applications processed by UAPC and will also take into account the greater cost associated with the processing of transfer student applicants.

Over the next 18 months CUNY will embark on a process of re-engineering the entire admissions process at CUNY so as to generate operational efficiencies in the process both centrally and at the colleges.

Trustee Agnes Abraham stated that she has a comment on the approval of the University application fee: While I understand the sentiments expressed and the need to have the monies raised to close that financial gap, I do not believe that the application fees for undergraduate students or students at all should be raised. Students have been forced by one way or the other to pay exorbitant fees and I agree monies have to be raised. However, I am vehemently opposed to students paying any additional fee. **CUNY** must remain accessible and affordable for those of us who have nowhere else to go but **CUNY**. Thank you. **Trustee Agnes Abraham voted NO.**

Committee Chair **Joseph Lhota** reported that the Subcommittee on Investments had been engaged in a search for a new investment advisor to manage our large cap growth equities portfolio, new advisors to manage asset classes, high yield bonds and global bonds, and an advisor to manage the bond index fund. He stated that the investment consultant, NEPC, had identified a number of advisors based on a careful study and analysis, and University management had performed its due diligence with respect to the search process. The Subcommittee was now prepared to invite the advisors receiving the highest recommendations for interviews, following which it would be making advisor selections. **Mr. Chairman**, that concludes my report. Thank you.

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

A. BOROUGH OF MANHATTAN COMMUNITY COLLEGE – ESTABLISHMENT OF THE DEPARTMENT OF TEACHER EDUCATION:

RESOLVED, That the Department of Teacher Education be established at Borough of Manhattan Community College (BMCC) effective January 1, 2005.

EXPLANATION: The establishment of a Department of Teacher Education is warranted and appropriate due to the following significant academic developments. Jointly registered programs with City College in Childhood Education and Bilingual Childhood Education have recently been approved, BMCC's Childcare/Early Childhood Education program has experienced growing enrollments, and data show that 50% of the nation's current teachers began their college education at community colleges.

The affected faculty, department, and governing body have been consulted and are in total support of this action. Currently five faculty members (3 tenured and 2 untenured) will be transferred to the new department. Two positions for searches that are currently underway will also be assigned to the new department. The jointly registered education programs and the Childcare/Early Childhood program will be under the auspices of the new department. The creation of the new department will provide students with appropriate advisement and guidance to achieve their academic goals.

The resolution regarding the transfer of faculty appears in the June 28, 2004 University Report (Part A, Section A, pages A001-002).

B. LEHMAN COLLEGE – ESTABLISHMENT OF THE DEPARTMENT OF JOURNALISM, COMMUNICATION AND THEATRE:

RESOLVED, That the Department of Journalism, Communication and Theatre be established at Herbert H. Lehman College, effective July 1, 2004.

EXPLANATION: Pursuant to a thorough review and with agreement of the affected departments and all affected faculty, Herbert H. Lehman College proposes to establish the Department of Journalism, Communication and Theatre. This action is intended to enhance the visibility of the College's existing (and growing) programs in Mass Communication, Theatre and Dance, and Multilingual Journalism, and will ensure that faculty, will share the common goals central to providing academic quality and integrity. In addition, department status will give voting privileges to the department in the College's governance structure, providing the faculty and students with a greater voice in future decision making.

Ten instructional staff members (of whom three are tenured, six untenured, and one holds a Certificate of Continuous Employment) from the departments of Languages and Literatures, Specialized Services in Education, and Latin American and Puerto Rican Studies will be transferred to the Department of Journalism, Communication and Theatre. A separate resolution has been submitted to the Board of Trustees via the University Report regarding the personnel actions. Contingent upon approval of the Board of Trustees, designated members of the Departments of Languages and Literatures, Specialized Services in Education, and Latin American and Puerto Rican Studies will be transferred effective July 1, 2004.

These actions follow consultations with the individual departments, affected faculty and the College Committee on Faculty Personnel and Budget. The establishment of the Department of Journalism, Communication and Theatre is unanimously endorsed by the College Senate and the College administration.

C. LAGUARDIA COMMUNITY COLLEGE – CERTIFICATE PROGRAM IN PRACTICAL NURSING:

RESOLVED, That the certificate program in Practical Nursing at LaGuardia Community College be approved, effective September 2004, subject to financial availability.

EXPLANATION: The proposed program prepares students for the practical nursing licensure examination (NCLEX-PN) and employment as licensed practical nurses (LPNs). The 48-credit curriculum has been designed in accordance with professional guidelines and licensure standards. To the extent permitted by State and accreditation requirements, the proposed program articulates with the College's AAS program in Nursing, which prepares graduates for careers in registered nursing. Accordingly, the proposed program will serve as a step on the nursing career ladder and provide enhanced access to the nursing profession.

D. QUEENS COLLEGE – B.S. IN GRAPHIC DESIGN:

RESOLVED, That the program in Graphic Design leading to the Bachelor of Science degree at Queens College be approved, effective September 2004, subject to financial ability.

EXPLANATION: The purpose of the proposed program is to enable graduates to qualify for employment as design professionals in fields such as book and periodical publishing, advertising, and related areas. For many years the College has offered a program in studio art, and courses in Graphic Design have been extremely popular with students. Increased student demand and marketplace needs make it desirable for the College to offer a separate major which will more appropriately signal graduates' level of technical expertise to prospective employers. The curriculum includes the College's Liberal Arts and Sciences Area Requirements (LASAR), a core of studio art and art history courses that are shared with the existing BA programs in Art and Art History, major courses in graphic design, and electives. All but one of the courses in the program are already offered, thus making the program extremely cost-effective for the College.

E. BROOKLYN COLLEGE – CENTER FOR THE STUDY OF RELIGION IN SOCIETY AND CULTURE:

RESOLVED, That the Center for the Study of Religion in Society and Culture be established at Brooklyn College in accordance with the Policy Guidelines on Centers and Institutes set forth by the Board of Trustees in February 1995.

EXPLANATION: The purpose of the proposed center is to provide an infrastructure for conducting research on social function of religions and religious institutions, particularly in urban settings. The College has already attracted significant funding for the study of religion, and the formal establishment of the center will facilitate the advancement of research in this area. A unique social science research center, the Center for the Study of Religion in Society and Culture will provide faculty with enhanced opportunities for securing funding to advance their research. It will also serve to connect Brooklyn College students with research projects that will enhance their academic and career opportunities.

The center's activities will be conducted in accordance with standard University policies and procedures, including but not limited to those regarding contracts, grants, custody, and reimbursement of funds.

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

A. BROOKLYN COLLEGE – PROPOSED AMENDMENTS TO THE GOVERNANCE PLAN:

RESOLVED, That the proposed amendments to the Governance Plan of Brooklyn College be approved.

NOTE: Appendix E

EXPLANATION: The proposed amendments to the Brooklyn College Governance Plan have been approved by the Brooklyn College Policy Council and are recommended by the College President. The amendments serve to streamline the College's faculty promotion and tenure procedures by reducing the number of academic divisions from five to four. The four divisions will now be Arts, Humanities, Sciences, and Social Sciences. While the departments in each division are not reflected in the governance plan, the reorganization has been accomplished through the elimination of the College Services Division and the reassignment of the Library Department to Humanities and the SEEK Department to Social Sciences.

Brooklyn College's promotion and tenure personnel decisions are processed through four or five committees, depending upon whether they originate at the department level. Therefore, Article V (Committee on Promotion and Tenure) has been changed to reflect the change from five to four divisions. The College has a Promotion and Tenure Committee consisting of all department chairs, but prior to the full committee voting, personnel actions are considered first by a faculty subcommittee of the respective division consisting of tenured faculty, and second by the division subcommittee consisting of the chairs in the division. After personnel actions are voted upon by the full Promotion and Tenure Committee, they are submitted to the College President, and are also reviewed by the College Review Committee on Faculty Personnel which makes a report to the College President. Article VI of the Governance Plan regarding the College Review Committee is amended to increase its membership from six to eight. Instead of one tenured full professor being selected from each of five divisions plus one from the School of Education, two members will be selected from each of the newly configured four divisions.

B. THE GRADUATE SCHOOL AND UNIVERSITY CENTER – PROPOSED AMENDMENTS TO THE GOVERNANCE PLAN OF THE UNIVERSITY CENTER:

RESOLVED, That the following amendments to Sections I.C and II.B, on the CUNY Baccalaureate Program, of the Governance Plan of the University Center of The Graduate School and University Center be approved.

I.C Academic Director of the CUNY Baccalaureate Program. There shall be an Academic Director of the CUNY Baccalaureate Program appointed by the President, in consultation with the Chancellor [,.] [who] The Academic Director shall be in charge of the administration of the Program and shall report to the President or his/her designee.

II.B There shall be a University Committee on the CUNY Baccalaureate Program [Committee].

1. The University Committee on the CUNY Baccalaureate Program [Committee] shall be composed of fourteen (14) members and two (2) alternates as follows: the President of The Graduate School and University Center or his/her designee, [who shall serve as Chair,] the Executive Vice Chancellor for Academic Affairs or his/her designee, a CUNY college president chosen by the Council of Presidents for a one-year term, or his/her designee, six (6) faculty members and two (2) alternates from different colleges and different disciplines chosen by the University Faculty Senate for staggered [two] three-year terms, and five (5) CUNY Baccalaureate students [chosen] nominated by the Academic Director and approved by the University Student Senate for one-year terms. Each academic year, the University Committee shall elect a chairperson from among the Committee's faculty members.
2. The University Committee on the CUNY Baccalaureate Program [Committee] shall be the governing body of the CUNY Baccalaureate Program. It shall advise the Academic Director of the CUNY Baccalaureate Program on the administration, coordination and development of the Program. The faculty members of the [CUNY Baccalaureate Program] University Committee shall be responsible for recommending the awarding of degrees to the CUNY Board of Trustees. The faculty members of the [CUNY Baccalaureate Program] University Committee shall also be responsible for approving the [programs of all students involved in the CUNY Baccalaureate Program, and] general requirements of the degree and hearing and deciding academic appeals from students [participating in the CUNY Baccalaureate Program], except that grade appeals on courses offered by the individual colleges shall be subject to the grade appeal procedures of the respective colleges.

NOTE: Appendix F

EXPLANATION: These amendments have been approved by the University Committee on the CUNY Baccalaureate Program and are recommended by the College President. The changes conform the provisions to existing practices.

C. THE CITY UNIVERSITY OF NEW YORK – RENAMING OF THE COMMISSIONER OF THE CIVIL SERVICE COMMISSION:

RESOLVED, That the Board of Trustees of The City University of New York hereby authorizes and consents, effective June 1, 2004, to the renaming by the Chancellor of Ms. Sylvia Miranda as Commissioner of the Civil Service Commission of The City University of New York for an additional term of six years to begin on June 1, 2004 and expire on May 31, 2010.

EXPLANATION: On January 26, 1998, the Board of Trustees of The City University of New York authorized the renaming of Ms. Sylvia Miranda as Commissioner of The City University of New York Civil Service Commission. Furthermore, in accordance with Section 15.1(a) of the New York State Civil Service Law, and the January 26, 1998 Board of Trustees resolution, Ms. Miranda was appointed for a term to expire on May 31, 2004. Through the reappointment of Ms. Miranda for the statutory six-year term, this resolution enables The City University of New York to continue to operate under the Rules and Regulations of its own Civil Service Commission, as provided by the New York State Education Law and as governed by the New York State Civil Service Law.

Ms. Miranda, who retired from The City University of New York, was previously University Director for Affirmative Action. In addition, she held various positions at Bronx Community College including Dean of Students, Assistant Dean of Academic Affairs for Curriculum Innovation and Development, and Coordinator of Puerto Rican Studies. She has served as a member of the CUNY Civil Service Commission since June 27, 1994 and served as the Chair from May 5, 1997 through May 31, 2004.

Ms. Miranda will serve as one of three Commissioners along with Marilyn Flood, whose term of service runs from June 1, 2000 through May 31, 2006, and Dr. Tilden J. LeMelle, whose term of service runs from June 1, 2002 through May 31, 2008.

D. THE CITY UNIVERSITY OF NEW YORK – PROPOSED WORKPLACE VIOLENCE PREVENTION POLICY AND PROCEDURES:

RESOLVED, That the policy and procedures prohibiting workplace violence be adopted effective September 1, 2004.

NOTE: Appendix G

EXPLANATION: The City University of New York has a long-standing commitment to promoting a safe and secure academic and work environment that promotes the achievement of its mission. While violence is not prevalent at the University, CUNY realizes that no organization is immune. The purpose of this policy is to address the issue of potential workplace violence in the University community, prevent workplace violence from occurring to the fullest extent possible, and set forth procedures to be followed when such violence has occurred.

E. DISTINGUISHED PROFESSORS: RESOLVED, That the following be designated Distinguished Professors in the departments, and the colleges, and for the period indicated, with compensation of \$21,852 per annum in addition to their regular academic salaries, subject to financial ability:

COLLEGES	NAMES	DEPARTMENT	EFFECTIVE
Hunter College	Nancy Foner	Sociology	September 1, 2004
Queens College	Samuel C. Heilman	Sociology	September 1, 2004
Queens College	Corinne A. Michels	Biology	September 1, 2004
The Graduate School and University Center	David Savran	Theatre	September 1, 2004
The Graduate School and University Center	Galen Strawson	Philosophy	September 1, 2004
The Graduate School and University Center	David Rindskopf	Educational Psychology	September 1, 2004

Committee Chair **Valerie Lancaster Beal** stated that she was delighted to announce that five of these distinguished scholars are here with us today: She asked **Professors Nancy Foner, Samuel C. Heilman, Corinne A. Michels, David Savran,** and **David Rindskopf** to please stand. She also asked **Presidents Jennifer Raab, James Muyskens** and **Frances Horowitz** to introduce each of the scholars and say a few words.

President Jennifer Raab stated that **Dr. Foner** has a history now of two distinguished professorships. She was made a Distinguished Professor at SUNY-Purchase where she served on the faculty for twenty years. She also has

a wonderful history with us at **CUNY** having been at the **Baruch School of Public Affairs** as a Visiting Professor for the last two years.

Nancy Foner is truly one of the most important scholars of immigration in the United States. She has a long record of research and scholarship based on populations in Jamaica and in the Caribbean and has also studied the elderly across cultures. But she is perhaps lately most well known for her work about the United States, and particularly New York. You cannot really address the issues of immigration in the United States without referring to many of her books, and particularly to her prize winning volume, *From Ellis Island to JFK*, which provides a fascinating comparison of the great immigration at the turn of the 19th century to the recent immigration of the last twenty to thirty years.

Most recently **Dr. Foner**, together with fellow author, George Fredrickson, has edited what promises to again be a path-breaking book on how immigration has had an impact on questions of race and ethnicity, called *Not Just Black & White: Historical & Contemporary Perspectives on Immigration, Race and Ethnicity in the United States*.

Dr. Foner's work extends past the academy, and she is frequently called by various research councils and governmental bodies to testify on issues of immigration policy. We are extremely excited to have her at **Hunter College**, and I know that my colleagues at **CUNY** are as well, because of the work that this University does in the area of immigration and its real dedication to our immigrant populations in this city. It is my pleasure to introduce to all of you and to thank you again for this honor for **Dr. Foner**, but also for **Hunter College**.

Dr. Nancy Foner stated "I am very honored to be appointed Distinguished Professor at **Hunter College**, and I want to thank the **Board of Trustees**, **Chancellor Goldstein** and **President Raab** for this great honor. It is especially exciting to be joining the **Hunter** faculty and **The City University of New York**, given my work on immigration to New York today and in the past. I will be teaching immigrant students, and have outstanding colleagues who share my interests in immigration and with whom I plan to collaborate.

CUNY is an institution that understands immigration's importance not only of course to the City of New York where immigration is obviously critically important but also immigration's importance as a scholarly topic. Also, it is very exciting for me to be coming to **Hunter College**, having written about the college's historic role in educating immigrant students in the past and, of course, continuing to write about **CUNY's** role in educating immigrant students today.

So, let me just end by saying how grateful I am to **President Raab** for recruiting me to come to **Hunter**, to **Chancellor Goldstein** and the **Board of Trustees** for supporting academic excellence throughout **The City University of New York** and also for supporting programs like the **Honors College**, which I have had the very good fortune to be involved in this past spring, when I was visiting at **Baruch College**, and which I plan to continue to be involved in when I come to **Hunter**.

I started out my academic career many years ago now at **The City University of New York**. I spent most of my academic career at SUNY and I am very delighted to be returning now to **CUNY** as a Distinguished Professor. So, thank you, very much, again, for this great honor."

President James Muyskens stated that **Samuel Heilman** received one of the greatest lines of praise he has ever heard, namely he is a poet, and he has made the familiar strange and the strange familiar. It is no wonder that all nine of his books that he has written are still in print. His work is required reading not only for sociologists but also for anthropologists, economists, students of religion, minority affairs, and anyone who is interested in the forces shaping the world.

A member of our faculty since 1973, **Prof. Heilman** has won numerous awards including the National Jewish Book Award twice for *When a Jew Dies* and his book, *A Walker in Jerusalem*. It is my great pleasure to introduce **Queens College's** new Distinguished Professor of Sociology, **Samuel Heilman**.

Professor Heilman stated, "When I came to **Queens College** and **CUNY** almost 31 years ago, a freshly minted Ph.D. from a highly respected Ivy League university, I knew that my teaching experience would be different from what I had experienced as a product of elite private universities. In the early years this was driven home to me when, speaking with my former professor, Philip Rieff, whom I would talk to regularly about the academic life and where it was taking him. I would hear him tell about one "former student, now a professor at Swarthmore," or another one, "an editor at Random House," while I would regale Professor Rieff with tales of my former student, a police officer from Howard Beach," or another who became "a stock trader."

In time, however, I learned that these distinctions were specious. And that was driven home to me when an old childhood friend, the late Robert Cover, who was teaching at Yale Law School said to me how much he envied the opportunity I had to teach young women and men who might be the first in their families to have gone to college, students who were using the encounter with learning to change their lives and their destinies in ways that were so much more inspiring and even radical than anything he could ever do at Yale. Indeed, he was right. To this day, I am still thrilled to go to the graduations at **Queens** and see, even more now than when I first began teaching, families for whom that moment is miraculous and hopeful, strange and exhilarating – and I am proud to be part of that.

There is much that the City of New York is famous for, but perhaps nothing more valuable that it produces than the graduates of its **City University**, a resource that we give back to the city, state, and nation.

But to continue to be the great resource it is, to transform the thousands of students it instructs into graduates who become contributors to our strength as a city and nation, the University must also reward its teachers, and encourage them to continue to be part of this process. **Queens College** and **CUNY** have been good to me, allowing me to grow intellectually, to write and publish, to experience the continuing delight of learning – this last semester as Winston Fellow at the IAS under a Scholar Incentive Award – even after 30 years. For that I am truly grateful. It takes a distinguished university and faculty to enable one to be a distinguished professor, a faculty, administration and university that are not afraid of excellence for fear of being outshined. **Queens** and **CUNY** are that. And I am honored to be part of them. To my department, Sociology, I owe special gratitude for they encouraged, pushed and nominated me for this professorship. Without them, this day would never have come.

A colleague of mine at the College once said to me, "We have the best job in the world, a university professor. Presidents and prime ministers, when they have completed their duties on the world stage, always want to have our jobs. Well we got it without having to be either president or prime minister, how lucky can you get?"

I have always found that in the moments that are important in my life, I find something in my Jewish tradition that resonates with meaning. On this occasion, I would like to close by sharing with you what was said by the Talmudic sage, Ben Zoma, one of the great thinkers of Jewish tradition known for asking questions sublime in their simplicity but profound in their wisdom. His first question and its answer seem to me appropriate for anyone who becomes a "distinguished professor," Ben Zoma asks: "Who is wise? He who learns from all people."

President James Muyskens stated that he is pleased to introduce another Distinguished Professor. If he were asked to explain in two words why **Queens College** is an exceptional college, his answer might well be Corinne Michels. As a graduate of **Queens College**, she is a fine example of what a first rate liberal arts education can do for one and what one can achieve with it. And now as a teacher and a researcher she has few peers. **Prof. Michels** has earned an international reputation for her research into the regulation of maltose fermentation in yeast, which is increasing our understanding of metabolism control in almost all living cells.

Her work has been praised as breathtaking, path breaking, truly exceptional and a novel, unexpected and exciting effort. She has remarkable record of funding for her research, including continuous support from the NIH for thirty years. It is my privilege to introduce **Queens College's** new Distinguished Professor, **Corinne Michels**.

Professor Michels said, "I am really honored and want to thank everyone who helped make this happen for me. I really appreciate the recognition. I have been at **Queens** for thirty-two years and have worked very hard, and it is nice to be recognized.

The City University has a very special place for me. As **President Muyskens** mentioned, I am a graduate of **Queens College**, but also my husband who is in the audience has a Bachelor of Mechanical Engineering from **City College**. And both my parents who are in their late 80's are graduates of **Brooklyn College**. So, I think that the family really does represent what **CUNY** has to offer the people of the City of New York and that is a really top quality education at a very affordable price. And I think it is doing a really essential role for the City because we are educating the workforce of this City and they continue to contribute, and that is what makes New York the capital of the world. We need an educated workforce.

Now, I have worked with some fantastic students through my years here, undergraduates and graduates. I have graduated fourteen Ph.D.s; most of them have stayed within New York City and continue to contribute. I have one who is an award winning high school teacher actually at Francis Lewis. I have another who is on the faculty at Albert Einstein Medical College, who is an internationally renowned diabetes researcher. So, I think it is extremely important that **CUNY** maintain a strong science program. I would like to encourage you to invest in the infrastructure of the colleges. It is really an essential component for the education system.

It has been a very exciting and challenging time for me. I really enjoy my work. There are times I think, gee, how can I be paid for doing such exciting interesting things. And I want to thank you for your confidence.

President Frances Degen Horowitz stated that **The Graduate School and University Center** felt very fortunate when it succeeded in recruiting **David Savran** away from the faculty of Brown University to come and join the theater faculty at **The Graduate Center** in the fall of 2001. His record of achievement then and since verifies his standing as a major figure in American theater scholarship.

The author of seven groundbreaking books along with a number of chapters, articles, book reviews and papers delivered at national and international meetings, **David Savran's** work has done nothing short of redefining the discourse related to the intersections of cultural studies of race and masculinity, theater and performance. And this year has been heralded as one of the most original and insightful years. To influence not only theater studies and performance studies but literary and cultural studies here and abroad.

Few international conferences dealing with American theater can ignore **David Savran's** original and critical work. His influence extends considerably beyond the academy both here and abroad. Everyone acknowledges the fact that anyone today who is actively producing American plays, especially the plays of Tennessee Williams, Arthur Miller and Tony Kushner, must turn to **David Savran's** interpretations of these works to inform their understanding of the plays.

In this, **David Savran** is praised for the very special role he has filled, really created in opening in an unprecedented way a dialogue between the academy and the arts community and that arts community in turn invites his participation in their work most recently as a judge in the Obie competition.

It has been said of **David Savran** that he played a crucial role in making theater studies the centrally important field that it is today, that he is the prominent scholar of his generation, that his work is the work that younger scholars turn to for guidance and his is the work that his peers rely upon for inspiration.

David Savran is an excellent teacher, a sought after mentor and a fine citizen both in and out of the academy. When our esteemed colleague, Vera Mowry Roberts, funded the Vera Mowry Roberts Chair in American Theater, **David Savran** was the unanimous choice to be the first holder of this chair. It seems only fitting to extend the recognition of his extraordinary achievements by naming him Distinguished Professor. I present to you **Prof. David Savran**.

Professor Savran said, "I am really quite overwhelmed by that introduction. Three years ago when Provost Bill Kelly was trying to woo me away from Brown to come to **The Graduate Center**, he easily convinced me that **CUNY** and the theater program had wonderful things to offer. The one request that Bill was then unable to grant was an appointment as Distinguished Professor. He agreed, however, that after my next book appeared, he would be able to come up for a promotion.

My presence here today marks the coming to fruition of all my hopes when I was hired. But little did I anticipate three years ago that this great honor would represent only one of many wonderful things that have happened to me since I joined **The Graduate Center**. In these three years my scholarship has changed and grown. I have been elected vice president of American Society for Theater Research. I have served on the Obie Award Committee as **President Horowitz** mentioned. In fact, I have been asked to do it again next year. Most importantly, I have been awarded the Vera Mowry Roberts Chair in American Theater.

But all these honors would not mean anything near as much as they do if I were not deeply gratified and fulfilled in my work here at **CUNY**. I have the privilege of being able to mentor brilliant students who are defining the field. I have been able to teach courses that have expanded my horizons and deepened my understanding of theater's position in American culture. And I have wonderful colleagues. Indeed, I never thought I would be able to say honestly, as I did to our job candidates this year, that I love my colleagues.

I am just now beginning to understand that it is because of the excellence of our central faculty that we are among the top two or three doctoral programs in theater in the U.S. Now, all four of us are distinguished professors. Three of us have endowed chairs. I trust that these honors bode well for the future of the program. And I want to thank Provost Kelly, **President Horowitz**, **Chancellor Goldstein** and the **Board of Trustees** for their ongoing support of our program and for this wonderful promotion. I now see very clearly that coming to **The Graduate Center** three years ago was the best decision I ever made. Thank you, very much.

President Frances Horowitz stated that she now has the additional pleasure to present **Prof. David Rindskopf** as Distinguished Professor, a member of the faculty of **CUNY** and **The Graduate Center** since 1979.

David Rindskopf is a nationally and internationally acclaimed behavioral science statistician whose stature is most succinctly reflected in the fact of his having been invited to join the exclusive society for multivariate experimental psychology. This is a society that is limited to sixty-five active members worldwide. His election as president of this prestigious society attests further to his exemplary standing within that select company.

David Rindskopf is widely admired for his innovative and pioneering contributions, including elegant solutions, theoretical and applied, across the spectrum of statistical analyses, from structural equation modeling to latent class analysis to meta analysis to the vexing problems related to missing data, latent class analysis and categorical data analysis, among many other data challenges that are so critical to a broad range of investigators.

We propose **David Rindskopf** for **CUNY**'s singular honor of being Distinguished Professor first and foremost to recognize this outstanding record of productivity, the exceptional standing he has achieved among his peers and beyond, affecting as he does data analysis strategies in all the fields of the behavioral sciences, as well as for the impact of his work on the development of public and academic policy.

Having said all of this, I cannot conclude my comments without also noting that **David Rindskopf** has been an extraordinarily generous professional citizen, offering his expertise to the many institutions and organizations that call upon him to share his clear minded and insightful abilities to solve real problems from the federal government, to city and state commissions, to national and international associations, and for **The Graduate Center** in **CUNY**. Over and over again we know him for his generosity and his willingness to take on yet another task to respond to yet another request to be helpful.

It has surely been our good fortune to have **David Rindskopf** in our midst for all these years and to recognize now his accomplishments by designating him a Distinguished Professor.

Professor David Rindskopf stated, "As you might know from the arithmetic, I have been here since 1979, and that is twenty-five years. This marks the end of my twenty-fifth year here at the University, which has been a wonderful twenty-five years. When I got this job and told my father that I was going to be coming here, my father was so delighted. He said, finally you are not going to be a perpetual student anymore; you've got a real job! Little did he know that it was just the same thing, but paid better! One of the things that is best about being a professor is that you

can be a perpetual student; you can keep learning over and over and over again and that's what makes this a wonderful job.

As you have been told I am a statistician and when most people hear the word statistics, except for **Chancellor Goldstein**, most people say, oh, my God, I took that course once and I couldn't understand a thing and that's it. So, I wanted to tell you two or three things that statisticians do to make themselves useful. For example, when you have your tests, your entrance tests to the University, how do you know they are any good? Well, you need a statistician to tell you if the scores on those tests relate to the grades that people later get when they take the courses that these tests are a requirement for. So, we do analysis to tell you how good are these tests.

We do things for *BusinessWeek*, if any of you follow *BusinessWeek* you know they rank business schools. And a few years ago they thought that some of the schools were cheating and trying to rig the results of their survey to try and increase their rankings. And so a colleague of mine and I analyzed the data to find out which schools were likely doing the cheating and to try and ferret them out and two years later they seemed to have no problem anymore because they said, if we catch anybody doing this, you are going to be out of the rankings.

So, that's a couple of things that statisticians do to try to take large amounts of data and do something useful with them. And I hope to keep doing that for, if not another twenty-five years, at least another long period of time. I thank you so much for this honor, it is a great privilege to be at the University and to have the honor of being a Distinguished Professor.

NO. 7. COMMITTEE ON FACILITIES, PLANNING, AND MANAGEMENT: RESOLVED, That the following items be approved:

A. HUNTER COLLEGE – RENOVATION OF LOEWE PLAZA:

RESOLVED, That the Board of Trustees of The City University of New York authorize the General Counsel to execute a construction contract on behalf of Hunter College to renovate Loewe Plaza. The contract shall be awarded to the lowest responsive and responsible bidder after public advertisement and sealed bidding pursuant to law and University regulations. The contract cost shall be chargeable to both the City Capital Budget, Project No. HU017-003, in an amount not to exceed \$423,000 and private funds in the amount of \$250,000. The contract shall be subject to approval as to form by the University Office of General Counsel.

EXPLANATION: This project will renovate Loewe Plaza, which is a public plaza located within the boundaries of the Hunter main campus at 68th Street.

B. HUNTER COLLEGE – REAL ESTATE CONSULTING SERVICES:

RESOLVED, That the Board of Trustees of The City University of New York authorize the General Counsel to execute a consultant contract with the firm of CB Richard Ellis, a full-service commercial real estate firm, on behalf of Hunter College, for real estate consulting services. The contract shall be subject to approval as to form by the University Office of General Counsel.

EXPLANATION: Hunter College has a crucial need to upgrade and expand its existing facilities. The most important priorities for the College are the development of a new state-of-the-art science building, and a new Visual and Performing Arts Center to replace the outdated and isolated MFA Building. As a result of the lack of necessary capital budget monies to construct these facilities, the University is seeking to leverage its existing real estate assets as a way to develop such facilities for the College.

Accordingly, the University, on behalf of Hunter College, is seeking to enter into a contract with a real estate consulting firm to analyze the College's existing properties, recommend strategies and options concerning the redevelopment or disposition of these properties, and assist in structuring appropriate real estate transactions with selected developers that will result in new facilities for the College.

The consultant was selected on the basis of best value and professional qualifications.

The term of the contract with the selected consultant will be for two years with renewal options for the University. The consultant's efforts will be coordinated through the University's Office of Facilities Planning, Construction and Management, in consultation with Hunter College. Payment for the consultant's services will be paid by the developer or developers upon completion of the appropriate real estate transaction or transactions.

C. QUEENSBOROUGH COMMUNITY COLLEGE – LOWER PEDESTRIAN MALL RENOVATION:

RESOLVED, That the Board of Trustees of The City University of New York authorize the General Counsel to execute a construction contract on behalf of Queensborough Community College to renovate the Lower Pedestrian Mall at Queensborough Community College, CUNY Project No. QB022-004. The contract shall be awarded to the lowest responsive and responsible bidder after public advertisement and sealed bidding pursuant to law and University regulations. The contract cost shall be chargeable to the City Capital Budget, Project No. QB022-004 for an amount not to exceed \$500,000. The contract shall be subject to approval as to form by the University Office of General Counsel.

EXPLANATION: This project will upgrade the pavement of the main quadrangle at Queensborough Community College.

D. LAGUARDIA COMMUNITY COLLEGE – RENOVATION OF ELEVATORS AND LOBBIES IN CENTER 3 BUILDING:

RESOLVED, That the Board of Trustees of The City University of New York accept the design of the elevator renovation and lobbies in the Center 3 Building at LaGuardia Community College, as prepared by J. Martin Associates, with a construction budget of \$1,755,690; and be it further

RESOLVED, That the City University Construction Fund is requested to authorize the Dormitory Authority of the State of New York to complete the contract documents, to bid and award contracts and to supervise the construction of this project.

EXPLANATION: This project consists of the renovation and upgrading of three existing passenger elevators, the replacement of an existing freight elevator with a passenger elevator and the renovation of elevator lobbies in the Center 3 Building. The consultant was selected by the Dormitory Authority of the State of New York under its procurement procedures.

E. JOHN JAY COLLEGE OF CRIMINAL JUSTICE – BUILDING EXPANSION PROJECT:

RESOLVED, That the Board of Trustees of The City University of New York accept the design of Building Expansion Project at John Jay College of Criminal Justice, as prepared by Skidmore, Owings & Merrill, LLP, with a construction budget of \$238,700,000. The Board approved the selection of the firm of Skidmore, Owings & Merrill, LLP, by resolution date September 25, 2000, Cal. No. 5.J.; and be it further

RESOLVED, That the City University Construction Fund is requested to authorize the Dormitory Authority of the State of New York to complete the contract documents, to bid and award contracts and to supervise the construction of this project.

EXPLANATION: The project will consist of the construction of a new facility adjacent to and linked to the existing Haaren Hall. The new 612,180 gsf facility will house classrooms, instructional laboratories, faculty and administrative offices and associated support spaces, and will replace the existing North Hall facility.

President Gerald Lynch stated that he thanks this Board, the Chancellor, all the vice chancellors and all Board members in the past who frankly participated in something unique in American higher education. They decided that it was a good idea to wed the liberal arts and sciences with law enforcement and criminal justice. This was never done

before. It has not been done as successfully anywhere else. And the 30,000 students who graduated from the college have attested to the fact that this was a wise decision of this University.

This is going to make the opportunity for the future so bright and I am thrilled. It has only taken a lifetime I think to get here, but I am delighted that I have spent my energies on it. I have had a great run in doing this and I really thank you all and I think that the Board will be very pleased that we will do even better work in the future. Thank you, very much.

Chairman Benno C. Schmidt stated that what the Board is approving today is the construction cost on the project. He said that, I believe this total project will approximately be a \$450 million dollar investment in **The City University of New York**. That represents a remarkable achievement by **President Lynch** and many others who together have, along with the Chancellor and his senior staff, persuaded the Governor and other powers at the state level that a \$450 million investment in **John Jay** is a good investment for the future of the State of New York. And, it is, but it represents one of the largest investments that we have seen in **CUNY** in a long time. You will see the design behind the distinguished professors there, and I think we have a design as distinguished as the professors who are sitting in front of it. It is really a magnificent design by Skidmore. I just want to say publicly how grateful we are to the Governor for supporting this enormously exciting project.

F. BROOKLYN COLLEGE – AMENDMENT TO THE EXTENSION OF THE LIBRARY CAFÉ:

RESOLVED, That the Board of Trustees of The City University of New York amend the resolution adopted at the meeting of March 29, 2004, Cal. No. 5.A. to build the Extension of the Library Café at Brooklyn College, to authorize an increase in the estimated cost from \$1,499,000 to a new cost of \$1,795,400 chargeable to the City Capital Budget, Project No. BY001-001.

EXPLANATION: The City University of New York will award the construction contract to the actual lowest responsive and responsible bidder. Brooklyn Borough President Marty Markowitz provided additional funds to enable this award.

G. HUNTER COLLEGE – APPROVAL OF GRANT APPLICATION TO THE NEW YORK STATE OFFICE OF PARKS, RECREATION AND HISTORIC PRESERVATION FOR THE ROOSEVELT HOUSE:

RESOLVED, That the Board of Trustees of The City University of New York authorize Hunter College of The City University of New York to file an application for funds from the New York State Office of Parks, Recreation and Historic Preservation in accordance with the provisions of Title 9 of the Environmental Protection Act of 1993 or the Federal Land and Water Conservation Fund Act of 1965, in an amount not to exceed \$350,000, and upon approval of said request authorize the General Counsel to enter into and execute a project agreement on behalf of Hunter College with the State of New York for such financial assistance to Hunter College for the restoration of the Eleanor and Franklin Roosevelt House. The contract shall be subject to approval as to form by the Office of General Counsel; and be it further

RESOLVED, That the Board of Trustees hereby does approve and endorse the application of Hunter College of The City University of New York for a grant under the Environmental Protection Fund for a park project known as the Franklin and Eleanor Roosevelt House Restoration and located within the University community.

EXPLANATION: Two years ago the Board approved the transfer of the Roosevelt House located at 47-49 East 65th Street in the Borough of Manhattan to Hunter College of The City University of New York, from the Hunter College Foundation, Inc., to facilitate the raising of the necessary funds for major renovations and improvements. The Roosevelt House, designated as a New York City landmark in 1973, consists of twin townhouses which served as the residences for Franklin and Eleanor Roosevelt, and his mother Sara Delano Roosevelt from the time they were built in 1908 until his mother's death in 1941. When work is completed, the Roosevelt House will include the Public Policy Institute which will provide opportunities for students, faculty, visiting scholars, and others to come together to discuss the pressing issues of the day and carry the social, civic and humanitarian legacy of the Roosevelts into the 21st century. The grant from the New York State Office of Parks, Recreation and Historic Preservation would be used to

refurbish and restore the interiors of this historic landmark. The total cost of the project will be about 20 million dollars.

NO. 8. COMMITTEE ON STUDENT AFFAIRS AND SPECIAL PROGRAMS: RESOLVED, That the following items be approved:

A. BROOKLYN COLLEGE – STUDENT ACTIVITY FEE INCREASE:

RESOLVED, That the student activity fees paid by Undergraduate College of Liberal Arts and Sciences (CLAS) and Undergraduate Summer Session students at Brooklyn College be increased by \$2.00 per semester and summer session and that the student activity fees paid by School of General Studies (SGS), Graduate Division and Graduate Summer Session students be increased by \$5.00 per semester and summer session, effective the Fall 2004 semester, in accordance with the following student activity fee schedules for the (1) College of Liberal Arts and Sciences (Day Session); (2) School of General Studies (Evening); (3) Undergraduate Summer Session; (4) Graduate Division; and (5) Graduate Summer Session.

EXPLANATION: The student activity fee schedules represent an increase of \$2.00 for CLAS and \$5.00 for the SGS and Graduate Division, which will be earmarked for child care, increasing the earmarking for child care from \$3.00 to \$5.00 and establishing a new \$5.00 earmarking for SGS and the Graduate Division, to be allocated by the College Association. The increases will support wider availability of child care for students in all divisions of the College.

A referendum was held April 19-24 and May 3-5, 2004. In accordance with Section 16.12(c), the College President authorized a referendum to take place at a time other than in conjunction with student government elections because this fee will be paid by the entire student body of the College, and the three student governments have their elections at different times. The vote was 1.164 in favor and 220 opposed, with 9.6% of the eligible students voting by electronic ballot. The College President supports the increase for child care.

The earmarkings to the allocating bodies as set forth in the schedules have been approved by the Board and may only be changed by further Board action. Local earmarkings at the College are also set forth below for each of the student activity fee schedules. The local earmarkings have been established and are subject to change at the College in accordance with the referendum process set forth in Board Bylaw Section 16.12, provided there is no change in the total fee. The earmarkings set forth in the resolution may only be changed by further Board action. The student activity fees allocated by NYPIRG are refundable, in accordance with procedures subject to the approval of the College President.

The governing board of the Student Services Corporation, which allocates the earmarked fee for the Student Center, has the following voting composition: 7 Administrators and 6 Students, with the College President as Chair.

STUDENT ACTIVITY SCHEDULES

(1) College of Liberal Arts and Sciences (Day Session):

EARMARKED ALLOCATING BODY	CURRENT FEE	PROPOSED FEE
Student Government	\$08.50	\$08.50
Student Services Corp.	32.50	32.50
College Association	47.70	49.70
College Assn./Student Govt.	04.00	04.00
NYPIRG	03.00	03.00
University Student Senate	<u>00.85</u>	<u>00.85</u>
Total Student Activity Fee	\$96.55	\$98.55

Within the \$8.50 Student Government fee, the following local earmarkings exist: \$0.20 for the Riverrun Journal, \$0.50 for the Broeklundian Yearbook, \$0.50 for the Student Film Society, \$0.25 for Hatikvah, and \$0.25 for On Campus, with the remaining \$6.80 going to Student Government, clubs, and other activities. Within the \$49.70 College Association fee, the following local earmarkings will exist: \$18.60 for Athletics and Recreation, \$5.00 for the Career Service Center, \$2.00 for the Emergency Medical Service, \$1.00 for Student Concerts, \$1.00 for the Radio Station, \$3.50 for the Academic Club Association, \$0.20 for the Drop-in Center, \$1.00 for SOFEDUP (disabled students), \$2.40 for the Student Forensics Society, \$10.00 for the Health Care Clinic, and \$5.00 for Child Care. Four dollars (\$4.00) of the student activity fee is jointly allocated by the College Association and the Student Government, with \$2.50 locally earmarked for student newspapers and \$1.50 to the Lay Advocate Program. Both the Student Government and the College Association must approve the budgets for the student newspapers and the Lay Advocate Program.

(2) School of General Studies (Evening Session):

EARMARKED ALLOCATING BODY	CURRENT FEE	PROPOSED FEE
Student Government	\$05.00	\$05.00
Student Services Corp.	32.50	32.50
College Association	16.00	21.00
NYPIRG	02.00	02.00
University Student Senate	<u>00.85</u>	<u>00.85</u>
Total Student Activity Fee	\$56.35	\$61.35

LOCAL EARMARKINGS: Within the Student Government fee, the following local earmarkings exist: \$1.26 for the Nightcall newspaper, with remaining \$3.74 for clubs, Student Government and other activities. Within the \$21.00 College Association fee, the following local earmarkings will exist: \$5.00 for Athletics, \$1.00 for the Emergency Medical Services, \$10.00 for the Health Care Clinic, and \$5.00 for Child Care.

(3) Undergraduate Summer Session:

EARMARKED ALLOCATING BODY	CURRENT FEE	PROPOSED FEE
Student Government	\$02.50	\$02.50
Student Services Corp.	32.50	32.50
College Association	24.00	26.00
University Student Senate	<u>00.85</u>	<u>00.85</u>
Total Student Activity Fee	\$59.85	\$61.85

Within the \$26.00 Undergraduate Summer Session College Association fee, the following local earmarkings will exist: \$10.00 for Athletics, \$1.00 for the Emergency Medical Service, \$10.00 for the Health Care Clinic, and \$5.00 for Child Care.

(4) Graduate Division:

EARMARKED ALLOCATING BODY	CURRENT FEE	PROPOSED FEE
Student Services Corp.	\$32.50	\$32.50
Student Government	16.75	16.75
College Association	10.00	15.00
University Student Senate	<u>00.85</u>	<u>00.85</u>
Total Student Activity Fee	\$60.10	\$65.10

LOCAL EARMARKINGS: The following local earmarkings exist within the Student Government fee: \$2.00 for the graduate student newsletter, \$1.00 for first-class mailings, \$2.00 for equipment, \$1.00 for personnel, and \$0.75 for audit. Within the College Association fee of \$15.00, the following local earmarkings will exist: \$10.00 for the Health Care Clinic and \$5.00 for Child Care.

(5) Graduate Summer Session:

EARMARKED ALLOCATING BODY	CURRENT FEE	PROPOSED FEE
Student Services Corp.	\$32.50	\$32.50
Student Government	02.50	02.50
College Association	10.00	15.00
University Student Senate	<u>00.85</u>	<u>00.85</u>
Total Student Activity Fee	\$45.85	\$50.85

LOCAL EARMARKINGS: Within the College Association fee of \$15.00, the following local earmarkings will exist: \$10.00 for the Health Care Clinic and \$5.00 for Child Care.

B. HOSTOS COMMUNITY COLLEGE – STUDENT ACTIVITY FEE INCREASE:

RESOLVED, That the student activity fee paid by students at Hostos Community College be increased from \$37.85 to \$62.60 for full-time students and from \$20.35 to \$29.10 for part-time students, effective the Fall 2004 semester, in accordance with the following schedule:

EARMARKED ALLOCATING BODY	CURRENT FEE FT/PT	PROPOSED FEE FT/PT
College Association	\$29.00/\$17.50	\$47.75/\$22.75
Student Government	\$08.00/\$02.00	\$14.00/\$05.50
University Student Senate	<u>\$00.85/\$00.85</u>	<u>\$00.85/\$00.85</u>
Total Student Activity Fee	\$37.85/\$20.35	\$62.60/\$29.10

The summer session fee shall be the part-time student activity fee.

EXPLANATION: The student activity fee schedule represents an increase of \$24.75 in the full-time and \$8.75 in the part-time student activity fee schedules. Nine referenda were held in conjunction with student government elections on April 28 and 29, 2004. On the referendum to increase the earmarking to Clubs and Organizations by \$9.00 for full-time and \$1.00 for part-time students, the vote was 494 in favor and 151 opposed. The referendum to increase the earmarking to the Child Center by \$2.00 for full-time students and establish a \$2.00 earmarking for part-time students received 432 votes in favor and 161 opposed. The increase in the earmarking to Student Health Services by \$1.00 for full-time students and \$0.50 for part-time students received a vote of 438 in favor and 149 opposed. The referendum to increase the earmarking to Sports and Recreation by \$8.00 for full-time and \$3.00 for part-time students received 403 votes in favor and 180 opposed. A new earmarking for Student Activity Programming of \$2.00 for full-time and \$1.00 for part-time students and the elimination of a separate earmarking for the Student Government Information Center carried with 463 votes in favor and 121 opposed. The referendum to increase the earmarking to Student Government by \$4.00 for full-time students and establish a \$3.00 earmarking for part-time students was approved with a vote of 407 in favor and 173 opposed. On decreasing the earmarking to Media and Communications by \$0.75 for full-time students and establishing a \$0.75 earmarking for part-time students, 454 students voted in favor and 128 were opposed. The vote on the decrease in the earmarking to Commencement Ceremonies by \$2.00 for full-time and part-time students received 453 votes in favor and 128 opposed. The vote on the referendum to increase the earmarkings for Student Government Organization Official Stipends by \$2.00 for full-

time students and by \$0.50 for part-time students was 439 in favor and 141 opposed to the increase. The participation ranged from 15%-16% of the eligible students voting on the referendum.

Within the College Association fee, the following local earmarkings will exist for full-time and part-time students: Child Care (\$4.00/\$2.00), Student Health Services (\$2.00/\$2.00), Commencement Ceremonies (\$4.00/\$2.00), Clubs & Organizations (\$18.00/\$7.00), Media and Communication (\$0.75/\$0.75), Student Activities Programming (\$2.00/\$1.00), Leadership Development (\$1.50/\$0.00), College Association (\$1.50/\$2.00) and Sports and Recreation (\$14.00/\$6.00). Within the Student Government fee, the following local earmarkings will exist for full-time and part-time students: Student Government (\$7.00/\$3.00) and Student Government Organization Official Stipends (\$7.00/\$2.50).

The College President supports the fee increases because they will improve child care and student health services, continue to build an athletic program and expand club and student government activities on campus.

Local earmarkings at the College have been established and are subject to change at the College in accordance with the referendum process set forth in University Bylaw Section 16.12 provided there is no change in the total fee. The earmarkings set forth in the resolution may only be changed by further Board action.

C. BOROUGH MANHATTAN COMMUNITY COLLEGE – STUDENT ACTIVITY FEE INCREASE:

RESOLVED, That the Borough of Manhattan Community College student activity fee be increased by \$4.00 for full-time students per semester and by \$2.00 for part-time students per semester, effective the Fall 2004 semester, in accordance with the following schedule:

EARMARKED ALLOCATING BODY	CURRENT FEE FT/PT	PROPOSED FEE FT/PT
College Association	\$34.00/\$17.00	\$34.00/\$17.00
Children Center	\$05.00/\$02.00	\$05.00/\$02.00
NYPIRG	\$00.00/\$00.00	\$04.00/\$02.00
University Student Senate	<u>\$00.85/\$00.85</u>	<u>\$00.85/\$00.85</u>
Total Student Activity Fee	\$39.85/\$19.85	\$43.85/\$21.85

The summer session student activity fee shall be the part-time student activity fee.

EXPLANATION: The student activity fee schedule represents a \$4.00 increase in the full-time and \$2.00 increase in the part-time student activity fee schedules. The increases will be earmarked to establish a New York Public Interest Research Group, Inc. (NYPIRG) fee at the College. NYPIRG fees must be used for activities that directly benefit BMCC students.

A student activity fee referendum was held in accordance with University Bylaws Section 16.12, in conjunction with student government elections held April 22-29, 2004. The vote on the referendum was 690 in favor and 292 opposed, with 5.2% of the eligible students voting on the referendum. The College President supports the increase.

Within the \$34.00/\$17.00 fee allocated by the College Association, the following local earmarkings exist for full- and part-time students: Athletics - \$3.00/\$2.00; Media Board - \$2.00/\$2.00; and Reserves Fund (10% of unearmarked student activity fees). The Reserves Fund is to be expended for the purpose of furnishing student areas and thereafter for a scholarships and grants fund. Local earmarkings at the college are established and are subject to change at the college in accordance with the referendum process set forth in University Bylaw Section 16.12, provided that there is no change in the total fee. The earmarkings set forth in the resolution may only be changed by further Board action.

The student activity fees allocated by NYPIRG will be refundable, in accordance with procedures subject to the approval of the College President.

Trustee Agnes Abraham stated that she is always opposed to students paying more fees. However, she takes this increase with really a big pinch of salt, because the students are for it. Her only gripe is that she hopes that the students understood clearly what the referendum was about. It is earmarked for childcare and we know the problems that students face with their children.

With the NYPIRG allocation I want to publicly go on record as saying that I applaud NYPIRG for what they have been doing with us as a student organization, helping us with our advocacy both in City Hall and in Albany and nationwide really. And I want to thank them publicly for doing this on our behalf.

I also want to say for the earmarking for specific programs where students are concerned, that it will be monitored very closely to see that it used for the intent and purpose for which it is done. Thank you.

D. THE CITY UNIVERSITY OF NEW YORK – ACADEMIC ELIGIBILITY CRITERIA FOR STUDENT ATHLETES IN THE SENIOR COLLEGES:

RESOLVED, That student athletes at the senior colleges must have a minimum cumulative grade point average of 2.0 in order to be in “good academic standing” to participate in intercollegiate athletics.

EXPLANATION: It is the responsibility of the University to insure that the educational and extracurricular programs of the University are operated in the best interests of students. These academic standards are considered essential for the personal well-being and academic progress of students who take on the additional responsibility of student athletics. These standards are consistent with the University’s requirements for student leadership positions. The NCAA allows individual institutions to interpret “good academic standing.” Students may participate during their first semester.

E. THE CITY UNIVERSITY OF NEW YORK – ADOPTING THE REPORT OF THE CUNY COMMITTEE ON ACADEMIC INTEGRITY AND THE CUNY POLICY ON ACADEMIC INTEGRITY, INCLUDING THE PROCEDURES FOR IMPOSITION OF SANCTIONS FOR VIOLATIONS OF THE CUNY POLICY ON ACADEMIC INTEGRITY:

WHEREAS, The City University of New York (“CUNY”) is committed to strengthening the culture of academic integrity on all of its campuses; and

WHEREAS, CUNY is committed to raising students’ and faculty members’ awareness of the principles of academic integrity, the purpose of academic integrity, and the conduct that violates the principles of academic integrity; and

WHEREAS, CUNY is committed to being responsive to reports of violations of academic integrity, whether from faculty or students, in order to ensure a high level of adherence to the principles of academic integrity; and

WHEREAS, The incidence of violations of academic integrity appear to be increasing on campus nationwide; now therefore be it

RESOLVED, That The Report of the CUNY Committee on Academic Integrity dated Spring 2004 be approved and adopted by the Board; and be it further

RESOLVED, That The CUNY Policy on Academic Integrity dated Spring 2004, including The Procedures for Imposition of Sanctions for Violations of the CUNY Policy on Academic Integrity set forth therein, be approved and adopted by the Board as the policy and procedures for all CUNY campuses and constituents.

NOTE: Appendix H

NO. 9. HONORARY DEGREE: RESOLVED, That the following honorary degree, approved by the appropriate faculty body and recommended by the Chancellor, be presented at the commencement exercise as specified:

COLLEGE**DEGREE****Lehman College**

Hugh B. Price

Doctor of Humane Letters

(To be awarded at the September 22, 2004, Fall Academic Convocation)

Upon motions duly made, seconded and carried, the public meeting was adjourned at 5:49 P.M., and the Board agreed to go into Executive Session to discuss personnel matters.

SECRETARY AND VICE CHANCELLOR JAY HERSHENSON

**MINUTES OF THE EXECUTIVE SESSION OF THE BOARD OF
TRUSTEES OF THE CITY UNIVERSITY OF NEW YORK**

HELD

JUNE 28, 2004

**AT BARUCH COLLEGE VERTICAL CAMPUS
55 LEXINGTON AVENUE – BOROUGH OF MANHATTAN**

The Executive Session was called to order at 5:55 P.M.

There were present:

Benno C. Schmidt, Jr., Chairman

**Valerie Lancaster Beal
Wellington Z. Chen
Kenneth E. Cook
Joseph J. Lhota**

**Hugo M. Morales
Kathleen M. Pesile
Nilda Soto Ruiz
Jeffrey S. Wiesenfeld**

Agnes M. Abraham, ex officio

Susan G. O'Malley, ex officio (non-voting)

**Frederick P. Schaffer, General Counsel and Vice Chancellor for Legal Affairs
Jay Hershenson, Secretary and Vice Chancellor for University Relations
Hourig Messerlian, Executive Assistant**

**Chancellor Matthew Goldstein
Senior Vice Chancellor Allan H. Dobrin
Vice Chancellor Russell K. Hotzler
Vice Chancellor Emma E. Macari
Vice Chancellor Brenda Richardson Malone
University Dean Robert Ptachik**

The absence of Trustees John S. Bonnici, John J. Calandra, Rita DiMartino, Randy M. Mastro, Carol A. Robles-Roman, and Marc V. Shaw was excused.

The Board went into Executive Session to discuss personnel matters.

Upon motion duly made, seconded and carried, the Executive Session was adjourned at 6:28 P.M. to go into Public Session.

SECRETARY AND VICE CHANCELLOR JAY HERSHENSON

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

HELD

JUNE 28, 2004

**AT BARUCH COLLEGE VERTICAL CAMPUS
55 LEXINGTON AVENUE – BOROUGH OF MANHATTAN**

The Public Session reconvened at 6:31 P.M.

There were present:

Benno C. Schmidt, Jr., Chairman

**Valerie Lancaster Beal
Wellington Z. Chen
Kenneth E. Cook
Joseph J. Lhota**

**Hugo M. Morales
Kathleen M. Pesile
Nilda Soto Ruiz
Jeffrey S. Wiesenfeld**

Agnes M. Abraham, ex officio

Susan O'Malley, ex officio (non-voting)

**Frederick P. Schaffer, General Counsel and Vice Chancellor for Legal Affairs
Jay Hershenson, Secretary and Vice Chancellor for University Relations
Hourig Messerlian, Executive Assistant
Towanda Lewis
Anthony Vargas**

**Chancellor Matthew Goldstein
Senior Vice Chancellor Allan H. Dobrin
President Dolores Fernandez
Interim President Fred B. Malamet
President Eduardo J. Marti
President Ned Regan
President Carolyn G. Williams**

**Vice Chancellor Otis O. Hill
Vice Chancellor Russell K. Hotzler
Vice Chancellor Emma E. Macari
Vice Chancellor Ernesto Malave
Vice Chancellor Brenda Richardson Malone
Interim Vice Chancellor Michael Zavelle**

The absence of Trustees John S. Bonnici, John J. Calandra, Rita DiMartino, Randy M. Mastro, Carol A. Robles-Roman, and Marc V. Shaw was excused.

Upon motions duly made, seconded and carried, the following resolution was adopted: (Calendar Nos. 10 through 13)

NO. 10. CENTRAL OFFICE – DESIGNATION OF EXECUTIVE VICE CHANCELLOR FOR ACADEMIC AFFAIRS:

RESOLVED, That Selma Botman be designated Executive Vice Chancellor for Academic Affairs as of September 1, 2004, at a compensation to be recommended by the Chancellor to the Board, subject to financial ability.

EXPLANATION: The Search Committee, appointed by Chancellor Matthew Goldstein, and Chaired by President Ricardo Fernandez, following the conclusion of an extensive national search, recommended three finalists for the position of Executive Vice Chancellor for Academic Affairs. The Chancellor is recommending Dr. Selma Botman as Executive Vice Chancellor for Academic Affairs. Dr. Botman is currently Professor of Political Science and Special Assistant to the Chancellor at the University of Massachusetts, Lowell. Previously, she was Vice President for Academic Affairs and Chief Academic Officer of the University of Massachusetts System from 1996 to 2003. Dr. Botman, who holds a B.A. in Psychology from Brandeis University, a B.Phil. in Middle Eastern Studies from Oxford University, and an A.M. in Middle Eastern Studies and Ph.D. in History and Middle Eastern Studies from Harvard University, has written extensively on the politics and culture of the Middle East. While at the University of Massachusetts System, Dr. Botman was instrumental in the creation of an Intercampus Graduate School of Marine Sciences and Technology, strengthened the linkages between the University and the state's K-12 education system, and in collaboration with private industry and supported by a major gift, worked to increase the number of women and minorities in the engineering field.

Dr. Selma Botman stated, "I am honored by the appointment as **Executive Vice Chancellor for Academic Affairs** and wants to thank **Chairman Schmidt** and **Chancellor Goldstein** and all the members of the Board for giving her an opportunity to serve this institution and also for the confidence that is being placed in her.

I would like to introduce you to my husband, Tom Birmingham, who is joining me for this special moment. Like all of you, I care deeply about higher education. I have spent my entire professional career in higher education.

I believe that I am a natural fit for **CUNY** because of my background and my experience. It seems like a world ago when I was a high school student thinking about my own future. I was not unlike the students who matriculate at **CUNY**, coming from a family of very modest means. Education changed my life, and I believe that I can make a contribution to **CUNY** because I understand the students, because I believe in the mission of access and excellence and because I want to be part of an institution that is self-confident and moving forward.

When I think about **CUNY**, what attracts me to this institution is its distinguished faculty and its talented and diverse students and I really can't wait for the opportunity to work with **Chancellor Goldstein** and the college presidents and all of you on reforms that you have already set in motion. So, I look forward to my tenure as **Executive Vice Chancellor for Academic Affairs**. I think given my background and my experience, I will hit the ground running. I am a team player and I very much look forward to being part of this team. Thank you."

NO. 11. BARUCH COLLEGE – DESIGNATION OF PRESIDENT:

RESOLVED, That Kathleen Waldron be designated president of Baruch College as of August 2, 2004, at a compensation to be recommended by the Chancellor to the Board, subject to financial ability.

EXPLANATION: The Search Committee, appointed by Chairman Benno C. Schmidt, Jr., and Chaired by Trustee Valerie Lancaster Beal, following the conclusion of an extensive national search, recommended four finalists for the Baruch presidency. The Chancellor is recommending Dr. Kathleen Waldron as President of Baruch College. Dr. Waldron is currently the Dean of the School of Business, Public Administration and Information Sciences of Long Island University Brooklyn Campus. Previously, Dr. Waldron spent fifteen years in senior managerial positions at Citibank, including head of Global Strategic Planning for Citibank's Private Bank, President of Citibank International, and director of the International Agencies Division. Dr. Waldron holds a Ph.D. in Latin American history from Indiana University.

Dr. Kathleen Waldron stated, "I am honored and thrilled to accept this appointment, and I am delighted that it is **Baruch College** in the system, because the potential for **Baruch** is really enormous. I have to tell you, **Trustee Beal**, that I was so impressed with the interviewing process as I went through. Meeting the faculty was quite an experience, standing up in front of a hundred people for an hour and a half taking any question from the floor, but it was a wonderful group of faculty and I am very impressed.

I would like to mention that meeting the students and also seeing the true and extraordinary support of the alumni of the college is a real treasure. And I am looking so much forward with working with everyone. So, thank you, all of you and I would like to thank the faculty and the alum and the students who were on the search committee as well for this opportunity. It is terrific and I am thrilled."

Chancellor Matthew Goldstein stated that he would like to introduce **Curtis Kendrick**, who has already received the endorsement of this Board as the new University Librarian. **Mr. Kendrick** has been the director of Access Services for the Columbia University Library since 1998 and prior to that was the assistant director in the university library for the Harvard Depository from 1992 to 1998. And prior to Harvard, he spent time at Oberlin and at Stony Brook University in similar capacities.

Curtis Kendrick, we are really delighted that you have accepted our invitation to join us and we expect great things and we know great things are going to happen from you. So, congratulations on your appointment. We look forward to working with you.

Mr. Curtis Kendrick stated, "I just want to thank the **Board** for this opportunity. I am delighted and thrilled to be joining the system and look forward to working with the University to continue to develop library services and library collections through the system, and to insure that we have the strongest public university library system in the world. So, thank you."

NO.12. RESOLUTION OF APPRECIATION – EDWARD V. (NED) REGAN:

WHEREAS, Ned Regan was appointed President of Baruch College of The City University of New York by the Board of Trustees in July 2000, and

WHEREAS, under his leadership at this highly respected college, student test scores rose significantly, retention increased and more than sixty new full-time faculty were hired in the past two years alone, and

WHEREAS, he substantially enhanced the educational experience at Baruch by fostering greater student engagement in the life of the college, and reenergizing student services, including career advisement and support, and

WHEREAS, President Regan brought to the College his exemplary integrity, longtime financial experience and record of public service, including his service as New York State Comptroller for fourteen years, and

WHEREAS, under his leadership, the Center for Financial Integrity was created at Baruch College, open discussions on corporate behavior and responsibility were initiated, and the College established a leading role on issues of transparency and integrity in accounting, auditing and governance, and

WHEREAS, President Regan has significantly contributed to the betterment of both Baruch College and The City University of New York, be it therefore

RESOLVED, That the Board of Trustees of The City University of New York expresses its deepest appreciation to Ned Regan for all that he accomplished and wishes him every success in his future endeavors.

NO. 13. THE CITY UNIVERSITY OF NEW YORK – APPOINTMENT AS UNIVERSITY PROFESSOR:

RESOLVED, That the Board of Trustees of The City University of New York approve the appointment of Ned Regan as University Professor, effective September 1, 2004, for a two-year period through August 31, 2006, at a salary to be determined by the Chancellor.

EXPLANATION: Ned Regan has served as President of Baruch College with dedication and distinction since July 15, 2000. His appointment as University Professor will allow President Regan to continue to make valuable contributions to Baruch College and the University Community.

President Ned Regan stated, "I want to thank his colleagues in the audience, the **Chairman**, and of course, the Chancellor for allowing him to participate in two great organizations in the last four and a half years. It is a wonderful experience. You might have heard, what one of the distinguished professor awardees said today about being a university professor. He meant that probably lower case 'u' and maybe not 'p'. He said that normally you don't get to be a university professor unless you are a prince or potentate and then you retire into that. But I just got to be one said he. I just got to be one too. And I am very proud of it.

I believe that one of the great and significant achievements in the last half-decade in this city, a civic achievement, not just education, a civic achievement, has been the renewal of **The City University of New York**. It joins now the other great institutions that have made this city so great, cultural and business and financial institutions.

We talk about **CUNY**, and I hear – what I hear when I go out and I am out a fair amount as many of you know – about the great job that has been done by all of you, the Chairman and, of course, especially **Chancellor Matthew Goldstein**. So, I am lucky to leave a great institution and then in a nanosecond join a really great institution all at the same time. So, thank you very much."

Upon motions duly made, seconded and carried, the meeting was adjourned at 6:47 P.M.

SECRETARY AND VICE CHANCELLOR JAY HERSHENSON

(This is a detailed summary of the Board of Trustees' meeting. The tapes of the meeting are available in the Office of the Secretary of the Board for a period of three years.)

BROOKLYN COLLEGE GOVERNANCE PLAN**Article I. The Policy Council**

- A. The membership of the Policy Council, which shall consist of an equal number of administrators, faculty and students, shall consist of:
1. Members of the Administration designated as follows:
 - a. the President of Brooklyn College who shall chair the Policy Council;
 - b. the vice presidents;
 - c. the assistant vice presidents;
 - d. the full deans;
 - e. Any additional members needed to bring the total members of the Administration to 10, which shall be the minimum. These members are to be selected in a manner determined by the members of the administration designated in 1(a)-(d) above with the approval of Policy Council.
 2. Members of the faculty chosen as follows:
 - a. one representative of the Steering Committee of Faculty Council;
 - b. one representative of the Liaison Committee of the Council on Administrative Policy;
 - c. Faculty members at large (except administrators with a title of assistant dean or above) to bring the total number of faculty representatives to the same number as members of the Administration, to be elected biennially in May, to serve in the following two academic years, in a manner to be determined by Faculty Council with the approval of Policy Council.

Faculty members at large may be reelected.
 3. Students chosen as follows:
 - a. the three presidents of the three student government bodies;
 - b. Additional students to bring the total number of student representatives to the same number as administrators, to be selected annually in a manner determined by the Student Governments with the approval of Policy Council.
 4. Should the number of members of the Administration, as determined in section 1, change during the biennial period commencing with the faculty election, the following procedures shall be followed;
 - a. If the number increases, an equal increase in the membership of faculty and students shall be effected, by the selection process indicated in 2.c. and 3.b.;
 - b. If the number decreases, the additional members to bring the Administration membership to the same level as that of the faculty and students shall be selected in a manner determined by the Administrators designated in 1(a)-(d) above with the approval of Policy Council.
 5.
 - a. If one of the members designated in paragraph 1 a, b, c, or d above shall be unable to serve for an entire semester or for the balance of a semester, a replacement shall be selected in the manner used in paragraph 4.b.
 - b. If one of the student government presidents shall be unable to serve for an entire semester or for the balance of a semester, a replacement shall be selected by the student government presidents.
- B. The Policy Council shall meet at least three times a semester, and more frequently if necessary. Special meetings may be called by the President or by the Executive Committee and shall be called at the request of any eight members of the Policy Council.

- C. The functions of Policy Council shall be as follows:
1. Recognizing the legislative authority of Faculty Council in matters of curriculum and degree requirements, of the Student Governments in matters of student affairs, of the Council on Administrative Policy and the Promotions and Tenure Committee on matters of personnel, the Policy Council may make recommendations in all areas of the operation of the college to the President.
 2. The Policy Council shall serve as a forum for discussing issues and problems of general college concern; shall advise the President both in response to his/her requests for counsel and upon its own initiative; shall provide through its existence a formal body for each constituent group to express its viewpoint and to communicate with other elements of the college community; and shall submit recommendations for action as appropriate to the Faculty Council, to the Council on Administrative Policy, to the Administrative Committee, and to the student governments.
 3. The Policy Council shall be responsible for approving any and all new governance proposals and assuring that they meet standards of the Trustees of The City University of New York and standards of Brooklyn College. The Policy Council shall determine that the proposals provide a role for students, faculty, and administrators. The Policy Council shall also monitor the functions of individual legislative and administrative bodies to assure that no constituent body exceeds its jurisdiction.
 4.
 - a. The Policy Council shall establish standing committees which shall be responsible for continuing study of and reporting on college policy. These shall include, but not be limited to:
 1. An Executive Committee
 2. A Nominating Committee
 3. A Budget Committee
 4. A College and Community Committee
 5. A Campus Facilities Committee
 6. A Long Range Planning Committee
 7. A Committee on College Governance
 - b. The Policy Council shall also have the authority to appoint and charge ad hoc committees as it sees fit.
 - c. In the case of both standing committees and ad hoc committees, the Policy Council may draw students, faculty, or administrators including members of the support staff from the college community at large. In addition to the college's constituencies represented on the Policy Council, there are other groups which should be consulted, such as community people and alumni.
 - d. With regard to goals, priorities, policy guidelines, budget and the overall direction of the college, the President shall work closely with the appropriate Policy Council committees.
 - e. The Policy Council shall prepare its own bylaws consistent with this governance plan and the Bylaws of the Board of Trustees of The City University of New York.

Article II. The Faculty

- A. The faculty shall consist of all persons having faculty rank or status. It shall conduct the educational affairs customarily cared for by a college faculty. It shall make its own bylaws consistent with this governance plan and Bylaws of the Board of Trustees of The City University of New York. It shall meet at least once each semester, or more often, at the call of the President or by petition of ten percent of its members, and shall be responsible for the formulation of policy relating to the admission and retention of students, including health and scholarship standards; student attendance, including leaves of absence; curriculum; awarding of college credit; granting of degrees. Meetings of the Faculty shall be chaired by the President.
- B. The Faculty Council shall be the legislative body of the Faculty and shall have all the responsibilities of a faculty, as exercised heretofore under the Bylaws and Policy Statements of the Board of Trustees of The City University of New York subject only to the review of the Faculty.

- C. 1. The Faculty Council shall consist of all of the following a) through d).
- a. all department chairpersons.
 - b. an additional delegate of faculty rank or faculty status from each department elected, or reelected, for a term of three years by department members of faculty rank or faculty status. Departments shall elect an alternate delegate to serve with voice and vote at any meeting in the absence of the department delegate.
 - c. delegates-at-large of faculty rank or faculty status, equal to the number of instructional departments, elected in a manner determined by Faculty Council. Delegates-at-large shall be elected for a term of three years and may be reelected.
 - d. a maximum of five directors of programs in academic areas which meet criteria established by Faculty Council for this purpose and/or are individually designated by Faculty Council.
2. The President, the vice presidents, the assistant vice president(s), full deans, director of student records and business manager may attend Faculty Council meetings with voice, but without vote. At each meeting, the President may present a report to Faculty Council.
3. Fifty percent of the voting members of Faculty Council shall constitute a quorum unless the faculty shall adopt a bylaw requiring a larger number.
- D. The Faculty Council shall function through a system of standing and ad hoc committees consisting of faculty and student members as designated in each committee charge. There shall be a Steering Committee whose composition and charge are determined by the Faculty Council Bylaws. The Steering Committee shall meet regularly with the President to apprise him/her of the agenda of each Faculty Council meeting and to discuss any matters of interest to the Faculty. With regard to goals, priorities, policy guidelines, budget, and the overall direction of the college, the President shall work closely with the appropriate Faculty Council committees.
- E. The Faculty Council shall prepare its own bylaws consistent with this governance plan and the Bylaws of the Board of Trustees of The City University of New York.

Article III. Departments

- A. The chairperson of each department shall be elected in accordance with the Bylaws of the Board of Trustees of The City University of New York, Section 9.1(b), from among professors, associate professors, and assistant professors by all members of the department with faculty rank or faculty status for a term of three years. He/she shall be the executive officer of the department, shall carry out the department's policies, and shall perform the duties of the chairperson in accordance with Bylaw Section 9.3. Each department, subject to the approval of Faculty Council, shall have control of the educational policies of the department through the vote of all members of faculty rank or faculty status.

In all departmental elections an affirmative vote shall be determined by satisfaction of the following:

1. There must be an affirmative vote of a majority of those present and eligible to vote at a duly constituted election meeting of the Department, a quorum being present;
2. a quorum shall be defined as a majority of the adjusted membership of the Department;
3. the adjusted membership of the Department shall be defined as the whole membership of the Department eligible to vote, less those on leaves of absence, those in full-time administrative positions outside the Department, and those without assignment within the Department for a continuous period of two years prior to the election.
4. Members of any Brooklyn College Personnel Committee shall not be eligible to vote on their own candidacies, and for purposes of such a candidacy the whole number of voting members of the committee shall exclude the candidate.

- B. The department appointments committee in accordance with Bylaw Sec. 9.1(e) shall consist of the chairperson and four members of faculty rank elected by the department members of faculty rank or faculty status for a term of three years. The chairperson of the department shall be the chairperson of the committee. The committee shall be responsible for all recommendations of appointments, reappointments, leaves and tenure. It shall take into consideration student evaluations of professional performance in all matters of reappointment and tenure.
- C. The curriculum committee shall consist of faculty members and of students who are majors in the department. It shall consider and make recommendations concerning curricular proposals for department action; department action will be transmitted to the appropriate graduate or undergraduate Committee on Curriculum and Degree Requirements of Faculty Council.
- D. Promotion recommendations shall be made in accordance with Section 9.8 of the Bylaws of the Board of Trustees of The City University of New York. Student evaluations of professional performance shall be taken into consideration.
- E. Such other committees (standing and ad hoc) shall be created as the department shall decide. All committees shall keep minutes of their proceedings in conformity with Robert's Rules of Order, latest revised edition.

Article IV. The Council on Administrative Policy

- A. The Council on Administrative Policy shall consist of the vice presidents, the assistant vice presidents, the deans, the chairpersons of departments, and such non-voting members as the President may designate. The Council on Administrative Policy shall be chaired by the

President and shall meet at least once a month or more often, at the call of the President or an individual member.

It shall discuss issues of importance to the college and its educational mission and make recommendations to the President. The President shall present to CAP, in timely fashion, any significant plans of the administration in the areas of general Educational Policy, Planning, Priorities, Personnel and Budget for discussion and advice. It shall establish, in conformity with the Bylaws of the Board of Trustees and the Governance Plan of Brooklyn College, standards and policies concerning Personnel. It furthermore shall serve as a principal means of communication between the President and the operating departments of the college.

- B. There shall be a Liaison Committee of CAP consisting of three chairpersons elected annually. Only chairpersons and the Dean of Education shall vote in this election. The Liaison Committee shall serve as the chairpersons' advisory group to the President. Acting as a conduit of information between the President and the chairpersons, it shall meet regularly with the President to discuss and consult on issues of importance to the college including but not limited to Policy, Planning, Priorities and Budget, as these issues are being formulated and developed by the Administration. It shall help develop, with the President, the agenda for the CAP meeting.
- C. Department appointments committees will present their recommendations for appointment and reappointment without tenure to the Council on Administrative Policy. The President will preside. Only department chairpersons and the Dean of the School of Education will be eligible to vote on appointments and reappointments. The other full academic deans, who will participate in the discussions of the Council on Administrative Policy in matters of appointments and reappointments without tenure, will also be advisory to the President in such matters. The President will make his/her final recommendation to the Board of Trustees.
- D. Members of any Brooklyn College Personnel Committee shall not be eligible to vote on their own candidacies, and for purposes of such a candidacy the whole number of voting members of the committee shall exclude the candidate.

Article V. Committee on Promotion and Tenure

- A. Department recommendations on promotion and tenure shall be submitted to a college-wide Promotion and Tenure Committee composed of all department chairpersons and the Dean of Education as voting members

and of the other full academic deans as non-voting members. The chairperson of the Liaison Committee of the Council on Administrative Policy will serve as chairperson of the College Promotion and Tenure Committee.

- B.
1. The College Promotion and Tenure Committee will be divided into four divisions: Arts, Humanities, Sciences, and Social Sciences. The assignment of departments to divisions for the purpose of promotion and tenure considerations will be determined by the President based upon consideration of departmental preference and the recommendation thereon of the Council on Administrative Policy after consultation with the Faculty Council.
 2. For each division, there will be a subcommittee comprising all department chairpersons in the division and also the Dean of Education in the division of Social Sciences. Each divisional subcommittee will appoint faculty subcommittees (consisting of tenured faculty members of the division other than chairpersons) when there are candidates from the division as follows:
 - a. A faculty subcommittee on tenure which shall have five members, none of whom is concurrently serving on a departmental Appointments Committee of a department which has a tenure candidate. This subcommittee will make recommendations concerning the reappointment with tenure of divisional candidates, including those in College Laboratory Technician titles in academic departments.
 - b. A faculty subcommittee on promotion to Associate Professor, which shall have five members all of whom are either Associate or Full Professors.
 - c. A faculty subcommittee on promotion to Full Professor, which shall have five members all of whom are Full Professors.
 - d. A three member faculty subcommittee on promotion of College Laboratory Technicians which will make recommendations concerning promotions in academic departments to the ranks of Senior College Laboratory Technician and Chief College Laboratory Technician.
 3. The faculty subcommittees will report their recommendations to the divisional subcommittees. The divisional subcommittees subsequently will report their recommendations to the College Promotion and Tenure Committee, after which the recommendations of the College Promotion and Tenure Committee, together with the recommendations of the various subcommittees, will be forwarded to the President.
 4. Subcommittee of the full College Promotion and Tenure Committee will be appointed when there are candidates in the following categories:
 - a. A subcommittee on tenure for College Laboratory Technicians in non-academic Departments which shall consist of three tenured faculty members elected by, but not from, the College Promotion and Tenure Committee, and two administrators appointed by the President.
 - b. A subcommittee on promotion for College Laboratory Technicians in non-academic Departments which shall consist of three tenured faculty members elected by, but not from, the College Promotion and Tenure Committee, and two administrators appointed by the President. This subcommittee will consider promotions to the ranks of Senior College Laboratory Technician and Chief College Laboratory Technician in non-academic departments.
 - c. A subcommittee on tenure for persons in the Registrar series which shall consist of three chairpersons elected by the College Promotion and Tenure Committee and two administrators appointed by the President.
 5. The subcommittees named in paragraph 4 will report their recommendations to the College Promotion and Tenure Committee, after which the recommendations of the College Promotion and Tenure Committee, together with the recommendations of the subcommittees, will be forwarded to the President.
 6. Members of any Brooklyn College Personnel Committee shall not be eligible to vote on their own candidacies, and for purposes of such a candidacy the whole number of voting members of the committee shall exclude the candidate.

- C. The President will meet with the appropriate college personnel committee or committees to discuss any case for which he/she requires additional information before making his/her final recommendation to the Board of Trustees.

Article VI. The College Review Committee on Faculty Personnel

- A. There shall be a College Review Committee on Faculty Personnel. This committee, advisory to the President, shall consist of two tenured full professors from each of the four promotion and tenure divisions. The membership shall be elected by the Council on Administrative Policy (CAP). The four divisions shall each present three candidates to the CAP, which shall then elect two candidates from each division. The nominating bodies shall consist of the chairpersons of each division, and in the School of Education, of the Dean and the coordinators of the school's divisions.

No deans, chairpersons, or subunit coordinators may serve on the College Review Committee. Members may not simultaneously serve on department appointments committees but must have served in some official capacity on personnel committees. Members shall serve for three years. The committee shall be chaired by the Vice President for Academic Affairs and Provost.

- B. The College Review Committee shall review the actions of the College Promotion and Tenure Committee and shall review the reappointment and promotion of administrative personnel as deemed appropriate. It shall review tenure and promotion actions of the various deliberative bodies with respect to adherence to Board Bylaw qualifications and CAP guidelines, maintenance of established standards, and consistency in the application of standards. It shall review faculty reappointments without tenure and faculty leaves upon request of the President.
- C. A written report of the Committee's reviews and recommendations shall be submitted to the President and made available to the Council on Administrative Policy.
- D. The President will meet with the appropriate college personnel committee or committees to discuss any case for which he/she requires additional information before making his/her final recommendation to the Board of Trustees.

Article VII. Student Government

- A. There shall be three student government associations at the college: the CLAS student government organization representing students in the day session; the SGS student government organization representing undergraduate students in the evening session, and the graduate student organization representing graduate students. Each body shall be governed by its own constitution, subject to the provisions of this Governance Plan and the Bylaws and policies of the Board of Trustees.
- B. These organizations shall have authority in areas relevant to student extra-curricular activities at the college. Their powers shall include:
 - 1. The power to charter or otherwise authorize teams (excluding intercollegiate athletics), publications, organizations, associations, clubs or chapters, and, when appropriate in the exercise of such regulatory power, the power to refuse, suspend or revoke any charter or other authorization for cause after hearing on notice.
 - 2. The power to delegate responsibility for the effective implementation of its regulatory functions to any officer or committee which it may appoint. Any aggrieved student or group whose charter or other authorization has been refused, suspended or revoked may appeal such adverse action by such officer or committee or student government to the duly elected student government. On appeal an aggrieved student or group shall be entitled to a hearing following the due process procedures as set forth in Section 15.3 of the Bylaws of the Board of Trustees. Following such hearing the duly elected student government shall have the authority to set aside, decrease or confirm the adverse action.
- C. The Student Governments shall, in a manner that they determine, appoint all student members to Faculty Council committees.

- D. The Student Governments shall have the power to allocate the Student Government fee in accordance with the Board Bylaws. Each student and government organization shall be responsible for the full disclosure to its constituents of all financial information with respect to student government fees.
- E. Each of the Student Governments shall have the right and power to make recommendations to the President, Faculty Council, Policy Council, and to any other agent, department, committee, or organization of the college and/or City University of New York.
- F.
1. There shall be a Council of Student Governments.
 2. The Council shall consist of the Presidents of the Student Governments.
 3. They shall meet on a monthly basis to discuss and formulate policy on student matters, set goals and priorities.
 4. They shall meet with the college President to discuss college-wide matters affecting the college community.
 5. The Chairpersonship of the Council shall rotate on a monthly basis.
 6. The Council may appoint resource members as it sees fit.

Article VIII. Amendment

Amendments to this Governance Plan may be initiated (a) by any constituent body or (b) by the Policy Council itself, provided such amendment does not alter the powers held by another constituent body without the consent of that body. All amendments must be approved by the Policy Council and by the President for submission to the Board of Trustees.

**GOVERNANCE PLAN OF THE UNIVERSITY CENTER
OF THE GRADUATE SCHOOL AND UNIVERSITY CENTER
OF THE CITY UNIVERSITY OF NEW YORK**

Article I. ADMINISTRATION

A. President. The President of The Graduate School and University Center is the chief academic and administrative officer of the University Center. The University Center shall include the CUNY Baccalaureate Program, the School of Professional Studies, and such other University-wide programs created or assigned there by the CUNY Board of Trustees.

B. Dean of the School of Professional Studies. There shall be a Dean of the School of Professional Studies appointed by the President, in consultation with the Chancellor, who will be in charge of the administration of the School and shall report to the President or his/her designee.

C. Academic Director of the CUNY Baccalaureate Program. There shall be an Academic Director of the CUNY Baccalaureate Program appointed by the President, in consultation with the Chancellor. The Academic Director shall be in charge of the administration of the Program and shall report to the President or his/her designee.

Article II. UNIVERSITY CENTER COMMITTEES

A. There shall be a School of Professional Studies Committee.

1. The School of Professional Studies Committee shall be composed of twelve (12) members, as follows: the President of The Graduate School and University Center or his/her designee, who shall also serve as Chair, the Executive Vice Chancellor for Academic Affairs or his/her designee, the Dean of the School of Professional Studies, and nine faculty members to serve for staggered three-year terms of which three shall be appointed by each of the University Faculty Senate, the President of The Graduate School and University Center and the Chancellor (the "Appointing Authorities"). In the first year of this structure, one faculty member appointed by each of the Appointing Authorities shall be appointed for a three-year term; one faculty member shall be appointed for a two-year term; and one faculty member shall be appointed for a one-year term. Thereafter, one faculty member shall be appointed each year by each Appointing Authority.
2. The School of Professional Studies Committee shall be the governing body for the School of Professional Studies. It shall advise the Dean of the School of Professional Studies on the administration, coordination, and development of its programs and curricula. The faculty of the School of Professional Studies Committee shall be responsible for recommending the awarding of certificates and degrees in the School of Professional Studies to the CUNY Board of Trustees. Each faculty member shall have one vote. The School of Professional Studies will offer no degree program that is identical or substantially overlapping with respect to both degree of award and program title to a program currently offered by another CUNY college. In developing degree programs, the School of Professional Studies will follow University procedures that entail circulation to the colleges of a letter of intent, which provides an opportunity for review and comment. To the extent the School of Professional Studies wishes to offer courses for credit in a program not administered by the University Center, the School of Professional Studies Committee shall consult and coordinate with the appropriate authority at the college that administers such a program.

In developing any degree program, the School of Professional Studies Committee will name a Curriculum Committee for each such program that draws on faculty from across the University with relevant expertise. One third of the members of each Curriculum Committee will be recommended by the University Faculty Senate. The Curriculum Committee is charged with developing appropriate coursework, syllabi, admissions criteria, prerequisites and supporting documentation necessary to review by the School of Professional Studies Committee and to eventual

consideration and approval by the Board of Trustees and the State Educational Department. Once the School offers a degree program, it will explore the possibility of appointing faculty with joint appointments.

Revenue generated by the School will be used for doctoral student support to the extent possible. A report of revenues and expenditures will be presented annually to the Board Committee on Fiscal Affairs.

After three years, the School of Professional Studies will be formally reviewed by the Board Committee on Academic Affairs and the Board Committee on Faculty, Staff, and Administration.

B There shall be a University Committee on the CUNY Baccalaureate Program.

1. The University Committee on the CUNY Baccalaureate Program shall be composed of fourteen (14) members and two (2) alternates as follows: the President of The Graduate School and University Center or his/her designee, the Executive Vice Chancellor for Academic Affairs or his/her designee, a CUNY college president chosen by the Council of Presidents for a one-year term, or his/her designee, six (6) faculty members and two (2) alternates from different colleges and different disciplines chosen by the University Faculty Senate for staggered three-year terms, and five (5) CUNY Baccalaureate students nominated by the Academic Director and approved by the University Student Senate for one-year terms. Each academic year, the University Committee shall elect a chairperson from among the Committee's faculty members.
2. The University Committee on the CUNY Baccalaureate Program shall be the governing body of the CUNY Baccalaureate Program. It shall advise the Academic Director of the CUNY Baccalaureate Program on the administration, coordination and development of the Program. The faculty members of the University Committee shall be responsible for recommending the awarding of degrees to the CUNY Board of Trustees. The faculty members of the University Committee shall also be responsible for approving the general requirements of the degree and hearing and deciding academic appeals from students, except that grade appeals on courses offered by the individual colleges shall be subject to the grade appeal procedures of the respective colleges.

Article III. AMENDMENTS. Amendments to this Governance document relating to the operations of the School of Professional Studies and the CUNY Baccalaureate Program may be proposed by a two-thirds affirmative vote of the members of their respective committees, which amendments shall then be subject to the approval of the President of The Graduate School and University Center, the Chancellor, and the CUNY Board of Trustees.

THE CITY UNIVERSITY OF NEW YORK WORKPLACE VIOLENCE POLICY & PROCEDURES

The City University of New York has a long-standing commitment to promoting a safe and secure academic and work environment that promotes the achievement of its mission of teaching, research, scholarship and service. All members of the University community—students, faculty and staff—are expected to maintain a working and learning environment free from violence, threats of harassment, violence, intimidation or coercion. While these behaviors are not prevalent at the University, no organization is immune.

The purpose of this policy is to address the issue of potential workplace violence in our community, prevent workplace violence from occurring to the fullest extent possible, and set forth procedures to be followed when such violence has occurred.

Policy

The City University of New York prohibits workplace violence. Violence, threats of violence, intimidation, harassment, coercion, or other threatening behavior towards people or property will not be tolerated. Complaints involving workplace violence will not be ignored and will be given the serious attention they deserve. Individuals who violate this policy may be removed from University property and are subject to disciplinary and/or personnel action up to and including termination, consistent with University policies, rules and collective bargaining agreements, and/or referral to law enforcement authorities for criminal prosecution. Complaints of sexual harassment are covered under the University's Policy Against Sexual Harassment.

The University, at the request of an employee or student, or at its own discretion, may prohibit members of the public, including family members, from seeing an employee or student on University property unless necessary to transact University-related business. This policy particularly applies in cases where the employee or student suspects that an act of violence will result from an encounter with said individual(s).

Scope

All faculty, staff, students, vendors, contractors, consultants, and others who do business with the University, whether in a University facility or off-campus location where University business is conducted, are covered by this policy. This policy also applies to other persons not affiliated with the University, such as former employees, former students, and visitors. When students have complaints about other students, they should contact the Office of Student Affairs at their campus.

Definitions

Workplace violence is any behavior that is violent, threatens violence, coerces, harasses or intimidates others, interferes with an individual's legal rights of movement or expression, or disrupts the workplace, the academic environment, or the University's ability to provide services to the public. Examples of workplace violence include, but are not limited to:

1. Disruptive behavior intended to disturb, interfere with or prevent normal work activities (such as yelling, using profanity, verbally abusing others, or waving arms and fists).
2. Intentional physical contact for the purpose of causing harm (such as slapping, stabbing, punching, striking, shoving, or other physical attack).
3. Menacing or threatening behavior (such as throwing objects, pounding on a desk or door, damaging property, stalking, or otherwise acting aggressively; or making oral or written statements specifically intended to frighten, coerce, or threaten) where a reasonable person would interrupt such behavior as constituting evidence of intent to cause harm to individuals or property.
4. Possessing firearms, imitation firearms, knives or other dangerous weapons, instruments or materials. No one within the University community, shall have in their possession a firearm or other dangerous weapon, instrument or material that can be used to inflict bodily harm on an individual or damage to University property without specific written authorization from the Chancellor or the college President regardless of whether the individual possesses a valid permit to carry the firearm or weapon.

Reporting of Incidents

1. **General Reporting Responsibilities**
Incidents of workplace violence, threats of workplace violence, or observations of workplace violence are not be ignored by any member of the University community. Workplace violence should promptly be reported to the appropriate University official (see below). Additionally, faculty, staff and students are encouraged to

report behavior that they reasonably believe poses a potential for workplace violence as defined above. It is important that all members of the University community take this responsibility seriously to effectively maintain a safe working and learning environment.

2. **Imminent or Actual Violence**
Any person experiencing or witnessing imminent danger or actual violence involving weapons or personal injury should call the Campus Public Safety Office immediately, or call 911.
3. **Acts of Violence Not Involving Weapons or Injuries to Persons**
Any person who is the subject of a suspected violation of this policy involving violence without weapons or personal injury, or is a witness to such suspected violation, should report the incident to his or her supervisor, or in lieu thereof, to their respective Campus Public Safety Office. Students should report such incidents to the Office of Student Affairs at their campus or in lieu thereof, their campus Public Safety Office. The Campus Public Safety Office will work with the Office of Human Resources and the supervisor or the Office of Student Affairs on an appropriate response.
4. **Commission of a Crime**
All individuals who believe a crime has been committed against them have the right, and are encouraged, to report the incident to the appropriate law enforcement agency.
5. **False Reports**
Members of the University community who make false and malicious complaints of workplace violence, as opposed to complaints which, even if erroneous, are made in good faith, will be subject to disciplinary action and/or referral to civil authorities as appropriate.
6. **Incident Reports**
The University will report incidents of workplace violence consistent with the College Policies for Incident Reporting Under the Campus Security Policy and Statistical Act (Cleary Act).

Responsibilities

1. **Presidents**
The President of each constituent college of The City University of New York, the Chief Operating Officer at the Central Office, and the Deans of the Law School and the Sophie Davis School of Biomedical Education shall be responsible for the implementation of this policy on his or her respective campus. The responsibility includes dissemination of this policy to all members of the college community, ensuring appropriate investigation and follow-up of all alleged incidents of workplace violence, constituting a Workplace Violence Advisory Team (See #7. below), and ensuring that all administrators, managers, and supervisors are aware of their responsibilities under this policy through internal communications and training.
2. **Campus Public Safety Office**
The Campus Public Safety Office is responsible for responding to, intervening, and documenting all incidents of violence in the workplace. The Campus Public Safety Office will immediately log all incidents of workplace violence and will notify the respective supervisor of an incident with his/her employee, or notify the appropriate campus official of an incident with a student. All officers should be knowledgeable of when law enforcement action may be appropriate. Public Safety will maintain an internal tracking system of all threats and incidents of violence. Annual reports will be submitted to the President (at the same time as the report noted below) detailing the number and description of workplace violence incidents, the disposition of the incidents, and recommend policy, training issues, or security procedures that were or should be implemented to maintain a safe working and learning environment. These incidents will be reported in the Annual Report of the College Advisory Committee on Campus Security consistent with the reporting requirements of Article 129A Subsection 6450 of the NYS Education Law (Regulation by Colleges of Conduct on Campuses and Other College Property for Educational Purposes).

Officers will be trained in workplace violence awareness and prevention, non-violent crises intervention, conflict management, and dispute resolution.

Officers will work closely with Human Resources when the possibility of workplace violence is heightened, as well as on the appropriate response to workplace violence incidents consistent with CUNY policies, rules, procedures and applicable labor agreements, including appropriate disciplinary action up to and including termination.

When informed, Public Safety will maintain a record of any Orders of Protection for faculty, staff, and students. Public Safety will provide escort service to members of the college community within its geographical confines, when sufficient personnel are available. Such services are to be extended at the discretion of the Campus Public Safety Director or designee. Only the President, or designee, in his/her absence, can authorize escort service outside of the geographical confines of the college.

3. Supervisors

Each dean, director, department chairperson, executive officer, administrator, or other person with supervisory responsibility (hereinafter "supervisor") is responsible within his/her area of jurisdiction for the implementation of this policy. Supervisors must report to their respective Campus Public Safety Office any complaint of workplace violence made to him/her and any other incidents of workplace violence of which he/she becomes aware or reasonably believes to exist. Supervisors are expected to inform their immediate supervisor promptly about any complaints, acts, or threats of violence even if the situation has been addressed and resolved. After having reported such complaint or incident to the Campus Public Safety Director and immediate supervisor, the supervisor should keep it confidential and not disclose it further, except as necessary during the investigation process and/or subsequent proceedings.

Supervisors are required to contact the Campus Public Safety Office immediately in the event of imminent or actual violence involving weapons or potential physical injuries.

4. Faculty and Staff

Faculty and staff must report workplace violence, as defined above, to their supervisor. Faculty and staff who are advised by a student that a workplace violence incident has occurred or has been observed must report this to the Campus Public Safety Director immediately. Recurring or persistent workplace violence that an employee reasonably believes is not being addressed satisfactorily, or violence that is, or has been, engaged in by the employee's supervisor should be brought to the attention of the Campus Public Safety Director.

Employees who have obtained Orders of Protection are expected to notify their supervisors and the Campus Public Safety Office of any orders that list CUNY locations as protected areas.

Victims of domestic violence who believe the violence may extend into the workplace, or employees who believe that domestic or other personal matters may result in their being subject to violence extending into the workplace, are encouraged to notify their supervisor, or the Campus Public Safety Office. Confidentiality will be maintained to the extent possible.

Upon hiring, and annually thereafter, faculty and staff will receive copies of this policy. Additionally, the policy will be posted throughout the campus and be placed on the CUNY website and on the college's website, as appropriate.

5. Office of Human Resources

The Office of Human Resources at each campus is responsible for assisting the Campus Public Safety Director and supervisors in responding to workplace violence; facilitating appropriate responses to reported incidents of workplace violence; notifying the Campus Public Safety Office of workplace violence incidents reported to that office; and consulting with, as necessary, counseling services to secure professional intervention.

The Office of Human Resources is responsible for providing new employees or employees transferred to the campus with a copy of the Workplace Violence Policy and Procedures and insuring that faculty and staff receive appropriate training. The Office of Human Resources will also be responsible for annually disseminating this policy to all faculty and staff at their campus, as well as posting the policy throughout the campus and on the college's website, as appropriate.

6. Students

Students who witness violence, learn of threats, or are victims of violence by employees, students or others should report the incident immediately to the Campus Public Safety Office. If there is no imminent danger, students should report threatening incidents by employees, students or others as soon as possible to the Campus Public Safety Office or Office of Student Affairs. Students will be provided with workplace violence awareness information (including information regarding available counseling services) upon registration each year.

7. Workplace Violence Advisory Team

A college President shall establish a Workplace Violence Advisory Team at his/her college. This Team, working with the College Advisory Committee on Campus Security, will assist the President in responding to workplace violence; facilitating appropriate responses to reported incidents of workplace violence; assessing the potential problem of workplace violence at its site; assessing the college's readiness for dealing with workplace violence; evaluating incidents to prevent future occurrences; and utilizing prevention, intervention, and interviewing techniques in responding to workplace violence. This Team will also develop workplace violence prevention tools (such as pamphlets, guidelines and handbooks) to further assist in recognizing and preventing workplace violence on campus. It is recommended that this Team include representatives from Campus Public Safety, Human Resources, Labor Relations, Counseling Services, Occupational Health and Safety, Legal, and others, including faculty, staff and students, as deemed appropriate by the President.

In lieu of establishing the Workplace Violence Advisory Team, a President may opt to expand the College Advisory Committee on Campus Security with representatives from the areas recommended above to address workplace violence issues at the campus and perform the functions outlined above.

8. University Communications

All communications to the University community and outside entities regarding incidents of workplace violence will be made through the University Office of University Relations after consultation with the respective President or his/her designee.

Education

Colleges are responsible for the dissemination and enforcement of this policy as described herein, as well as for providing opportunities for training in the prevention and awareness of workplace violence. The Office of Faculty and Staff Relations will provide assistance to the campuses in identifying available training opportunities, as well as other resources and tools, (such as reference materials detailing workplace violence warning signs) that can be incorporated into campus prevention materials for dissemination to the college community. Additionally, the Office of Faculty & Staff Relations will offer periodic training opportunities to supplement the college's training programs.

Confidentiality

The University shall maintain the confidentiality of investigations of workplace violence to the extent possible. The University will act on the basis of anonymous complaints where it has a reasonable basis to believe that there has been a violation of this policy and that the safety and well being of members of the University community would be served by such action.

Retaliation

Retaliation against anyone acting in good faith who has made a complaint of workplace violence, who has reported witnessing workplace violence, or who has been involved in reporting, investigating, or responding to workplace violence is a violation of this policy. Those found responsible for retaliatory action will be subject to discipline up to and including termination.

**THE CITY UNIVERSITY OF NEW YORK
POLICY ON ACADEMIC INTEGRITY**

Academic dishonesty is prohibited in The City University of New York and is punishable by penalties, including failing grades, suspension, and expulsion, as provided herein.

I. DEFINITIONS AND EXAMPLES OF ACADEMIC DISHONESTY

Cheating is the unauthorized use or attempted use of material, information, notes, study aids, devices or communication during an academic exercise.

The following are some examples of cheating, but by no means is it an exhaustive list:

- Copying from another student during an examination or allowing another to copy your work.
- Unauthorized collaboration on a take home assignment or examination.
- Using notes during a closed book examination.
- Taking an examination for another student, or asking or allowing another student to take an examination for you.
- Changing a graded exam and returning it for more credit.
- Submitting substantial portions of the same paper to more than one course without consulting with each instructor.
- Preparing answers or writing notes in a blue book (exam booklet) before an examination.
- Allowing others to research and write assigned papers or do assigned projects, including use of commercial term paper services.
- Giving assistance to acts of academic misconduct/ dishonesty.
- Fabricating data (all or in part).
- Submitting someone else's work as your own.
- Unauthorized use during an examination of any electronic devices such as cell phones, palm pilots, computers or other technologies to retrieve or send information.

Plagiarism is the act of presenting another person's ideas, research or writings as your own.

The following are some examples of plagiarism, but by no means is it an exhaustive list:

- Copying another person's actual words without the use of quotation marks and footnotes attributing the words to their source.
- Presenting another person's ideas or theories in your own words without acknowledging the source.
- Using information that is not common knowledge without acknowledging the source.
- Failing to acknowledge collaborators on homework and laboratory assignments.

Internet plagiarism includes submitting downloaded term papers or parts of term papers, paraphrasing or copying information from the internet without citing the source, and "cutting & pasting" from various sources without proper attribution.

Obtaining Unfair Advantage is any activity that intentionally or unintentionally gives a student an unfair advantage in his/her academic work over another student.

The following are some examples of obtaining an unfair advantage, but by no means it is an exhaustive list:

- Stealing, reproducing, circulating or otherwise gaining advance access to examination materials.
- Depriving other students of access to library materials by stealing, destroying, defacing, or concealing them.
- Retaining, using or circulating examination materials which clearly indicate that they should be returned at the end of the exam.
- Intentionally obstructing or interfering with another student's work.

Falsification of Records and Official Documents

The following are some examples of falsification, but by no means is it an exhaustive list:

- Forging signatures of authorization.
- Falsifying information on an official academic record.
- Falsifying information on an official document such as a grade report, letter of permission, drop/add form, ID card or other college document.

Adapted with permission from *Baruch College: A Faculty Guide to Student Academic Integrity*. The Baruch College document includes excerpts from University of California's web page entitled "The Academic Dishonesty Question: A Guide to an Answer through Education, Prevention, Adjudication and Obligation" by Prof. Harry Nelson.

II. METHODS FOR PROMOTING ACADEMIC INTEGRITY

- **Orientation sessions for all new faculty (full and part-time) and students** should incorporate a discussion of academic integrity. Packets containing information explaining the policy, the procedures that are in place, and examples of infractions should be distributed. These packets should be readily available, throughout the academic year, in the appropriate offices of the college and the locations of those offices should be widely publicized. Colleges using additional resources to detect plagiarism should publicize these resources widely.
- **All college catalogs, student handbooks, and college websites** should include the CUNY and college academic integrity policy and the consequences of not adhering to it. The Policy on Academic Integrity, as adopted by the Board, shall be distributed to all students. **All syllabi and schedules of classes** should make reference to the CUNY and college's academic integrity policy and where they are published in full.
- **A "Faculty Report" form** should be used throughout the University to report incidents of suspected academic dishonesty. (Sample attached) It is strongly recommended that the faculty member should report all such incidents by completing and submitting the form to the chief student affairs officer, the Academic Integrity Committee if the college has established one (see recommendation below), or other appropriate academic integrity official whom the college may designate (collectively referred to hereinafter as the "Academic Integrity Official"). A follow-up form should be submitted to the student's academic integrity file by the adjudicating person or body once the suspected incident has been resolved pursuant to one of the methods described below. Although forms need not be uniform across the University, they need to be uniform within each college. The form should provide at least minimal information such as the name of the instructor and student, course name and number, date of incident, explanation of incident and the instructor's telephone/email contact information; it should be easy to use and process. Except as otherwise provided in the CUNY Procedures, the Academic Integrity Official of each college should retain the forms for the purposes of identifying repeat offenders, gathering data, and assessing and reviewing policies.
- **CUNY will develop a website on Academic Integrity.** This website will include suggestions for faculty, students and administrators to reduce cheating or plagiarism, resources on academic integrity and links to relevant sites. Future plans also include the development of an online training program to raise awareness about academic integrity.
- The Committee recommends that this **CUNY Policy on Academic Integrity**, dated Spring 2004, be adopted by the Board of Trustees.
- Colleges should **adopt the "PEN" (Pending) grade** to facilitate the implementation of the Procedures for Imposition of Sanctions. This grade already exists in the University's Glossary of Grades.
- Colleges may wish to consider **issuing a Student Guide to Academic Integrity**. An excellent example is a document that students at Baruch College developed called "Student Guide to Academic Integrity at Baruch College". The Guide is in its final stages of approval.
- Each college should consider joining the **Center for Academic Integrity**.
- Colleges should consider subscribing to an **electronic plagiarism detection service**. Any college that does subscribe must notify every student each semester of the fact that such a service is available for use by the faculty.
- Colleges should consider establishing an **Academic Integrity Committee**, to serve in lieu of grade appeals committees in cases of academic dishonesty, which would hear and decide contested grade reductions that faculty members award because of students' violations of the Academic Integrity Policy and collect and maintain files of Faculty Report forms of suspected and adjudicated violations of the Academic Integrity Policy.
- Establish a mechanism for preventing students from dropping a class in order to avoid an investigation and/or imposition of a sanction for a violation of academic integrity.

III. PROCEDURES FOR IMPOSITION OF SANCTIONS FOR VIOLATIONS OF CUNY POLICY ON ACADEMIC INTEGRITY

A. Introduction

As a legal matter, in disciplining students for violations of policies of academic integrity, CUNY, as a public institution, must conform to the principles of due process mandated by the Fourteenth Amendment to the United States Constitution -- generally speaking, to provide notice of the charges and some opportunity to be heard. In the context of court-litigated violations, questions as to how much and what kind of process was "due" turn on the courts' judgment whether the decision on culpability was "disciplinary" (a question of fact) or "academic" (a question of the instructor's expert judgment). This distinction has proved difficult to apply on campus. Accordingly, these procedures provide for alternative approaches depending on the severity of the sanction(s) being sought. If the instructor desires solely an "academic" sanction, that is, a grade reduction, less process is due than if a "disciplinary" sanction, such as suspension or expulsion, is sought.

A faculty member who suspects that a student has committed a violation of the CUNY or the college Academic Integrity Policy shall review with the student the facts and circumstances of the suspected violation whenever possible. The decision whether to seek an academic sanction only, rather than a disciplinary sanction or both types of sanctions, will rest with the faculty member in the first instance, but the college retains the right to bring disciplinary charges against the student. Among the factors the college should consider in determining whether to seek a disciplinary sanction are whether the student has committed one or more prior violations of the Academic Integrity Policy and mitigating circumstances if any. It is strongly recommended that every instance of suspected violation should be reported to the Academic Integrity Official on a form provided by the college as described in the third Recommendation for Promoting Academic Integrity, above. Among other things, this reporting will allow the college to determine whether it wishes to seek a disciplinary sanction even where the instructor may not wish to do so.

B. Procedures In Cases Where The Instructor Seeks An Academic Sanction Only

1. Student Accepts Guilt And Does Not Contest The Academic Sanction

If the faculty member wishes to seek only an academic sanction (i.e., a reduced grade¹ only), and the student does not contest either his/her guilt or the particular reduced grade the faculty member has chosen, then the student shall be given the reduced grade, unless the college decides to seek a disciplinary sanction, see Section I above and IV below. The reduced grade may apply to the particular assignment as to which the violation occurred or to the course grade, at the faculty member's discretion.

2. Student Denies Guilt And/Or Contests The Academic Sanction

If the student denies guilt or contests the particular grade awarded by the faculty member, then the matter shall be handled using the college's grade appeals process, including departmental grading committees where applicable, or the Academic Integrity Committee. In either case, the process must, at a minimum, provide the student with an opportunity to be heard and to present evidence.

C. Procedures In Cases Where A Disciplinary Sanction Is Sought

If a faculty member suspects a violation and seeks a disciplinary sanction, the faculty member shall refer the matter to the college's Academic Integrity Official using the Faculty Report form, as described in the third Recommendation for Promoting Academic Integrity above, to be adjudicated by the college's Faculty-Student Disciplinary Committee under Article 15 of the CUNY Bylaws. As provided for therein, the Faculty-Student Disciplinary may, among other things, investigate, conciliate, or hear evidence on cases in which disciplinary charges are brought². Under certain circumstances, college officials other than the Academic Integrity Official may seek disciplinary sanctions following the procedures outlined above.

For the reasons discussed in Item IV below, if a reduced grade is also at issue, then that grade should be held in abeyance, pending the Faculty-Student Disciplinary Committee's action.

¹ A reduced grade can be an "F," a "D-," or another grade that is lower than the grade that would have been given but for the violation.

² Typically, disciplinary sanctions would be sought in cases of the most egregious, or repeated, violations, for example: infraction in ways similar to criminal activity (such as forging a grade form; stealing an examination from a professor or a university office; or forging a transcript); having a substitute take an examination or taking an examination for someone else; sabotaging another student's work through actions designed to prevent the student from successfully completing an assignment; dishonesty that affects a major or essential portion of work done to meet course requirements. [These examples have been taken from a list of violations compiled by Rutgers University.]

D. Procedures In Cases In Which Both A Disciplinary And An Academic Sanction Are Sought

If a faculty member or the college seeks to have both a disciplinary and an academic sanction imposed, it is not advisable to proceed on both fronts simultaneously lest inconsistent results ensue. Thus, it is best to begin with the disciplinary proceeding seeking imposition of a disciplinary sanction and await its outcome before addressing the academic sanction. If the Faculty-Student Disciplinary Committee finds that the alleged violation occurred, then the faculty member may reflect that finding in the student's grade. If the Faculty-Student Disciplinary Committee finds that the alleged violation did not occur, then no sanction of any kind may be imposed. The decision whether to pursue both types of sanctions will ordinarily rest with the faculty member.

E. Reporting Requirements

1. By The Faculty Member To The Academic Integrity Official

In cases where a violation of academic integrity has been found to have occurred (whether by admission or a fact-finding process), the faculty member should promptly file with the Academic Integrity Official a report of the adjudication in writing on a Faculty Report form (see sample attached) provided by the college as described above. The Academic Integrity Official shall maintain a confidential file for each student about whom a suspected or adjudicated violation is reported. If either the grade appeals process or the Faculty- Student Disciplinary Committee finds that no violation occurred, the Academic Integrity Official shall remove and destroy all material relating to that incident from the student's confidential academic integrity file. Before determining what sanction(s) to seek, the faculty member or the Academic Integrity Official may consult the student's confidential academic integrity file, if any, to determine whether the student has been found to have previously committed a violation of the Academic Integrity Policy, the nature of the infraction, and the sanction imposed or action taken.

2. By the Academic Integrity Official To the Faculty Member

Where a matter proceeds to the Faculty-Student Disciplinary Committee, the Academic Integrity Official shall promptly report its resolution to the faculty member and file a record of the resolution in the student's confidential academic integrity file, unless, as indicated above, the suspected violation was held to be unfounded, in which case all reporting forms concerning that suspected violation shall be destroyed.