

## LEHMAN COLLEGE

### The City University of New York Minutes of the Stated Meeting of the General Faculty Wednesday, September 17, 2008

**CALL TO ORDER:** Professor Manfred Philipp, chair of the Executive Committee of the Faculty, called the meeting to order at 2:05 p.m.

**1. Approval of Minutes:** The minutes of the meeting of May 7, 2008 were submitted and approved.

**2. Election of Disciplinary Committee:** Mr. Vincent Zuchetto, executive assistant to the Vice President for Student Affairs, stated that, as required by Article 15.3 of the Board of Trustees Bylaws, the General Faculty is required to elect a panel of six faculty members to serve on the Faculty-Student Disciplinary Committee for a term of one year. The following faculty members have agreed to be nominated for election to this committee: Professors Andrea Boyar, Nancy Maldonado, James Jervis, Duane Tananbaum, Heather Sloan, Alan Kruger, and Gary Schwartz. A motion was made and seconded, and the slate was approved.

### **3. Reports:**

**A. President's Report: 1. A Good Start:** President Fernandez indicated that the year has gotten off to a good start. Since enrollments continue to be healthy, a number of new programs have been approved with two being ratified by the Board of Trustees at their next meeting: one is an undergraduate major in exercise science, and the other is a master's program in business. Other possibilities are also being explored. **2. Science Building:** A week from today, ground will be broken for our Science Building, phase one of what will ultimately be a three-phase project. It will allow us to combine all our science departments in one location and will promote more interdisciplinary dialogue. **3. State of the Budget:** We put in a request for funding under the CUNY Compact to the State, and a certain allocation was approved and distributed to Lehman in July. Even though we had requested \$3.5 million dollars and only received a little under \$1 million, we felt that in the current climate that was about as much as we could hope for. Later, the Governor felt the state couldn't even afford that, and we are left with the resources we had last year for Compact 1 and Compact 2. After the election, it's possible there may be more discussion in the Governor's office and in the new legislature on some sort of tuition increase. But this leaves no new money to hire new people and to come up with new initiatives and more services. In the meantime, we have strong programs along with strong enrollments, and we're applying our new standards for admission. **4. Time to Plan:** When we don't have money, we have time to plan. President Fernandez intends to begin a planning process with the appointment of a strategic planning council that will include faculty, administration and student representation. The president will ask the group to develop a 10-year plan, beginning in 2009 and pointing the way to 2018 when the college will reach its 50<sup>th</sup> anniversary. A formal announcement will be made at the next Senate meeting.

**B. Report of Provost Mary Papazian: 1. The Budget:** Provost Mary Papazian briefly commented on the budget. David Levy, the head of our Lehman Research Foundation, spoke to retirees about the current environment. He said what we are seeing now is a fundamental restructuring of the financial system, which we haven't seen since the 1930s. Though this is a restructuring, he said we will emerge from it. We do have a tightening of the belt, but it's not the cuts we have seen in the past; it's just a little bit of a slowdown. We

still will be able to make progress, and this year will be productive with a great deal of planning. We also have a wonderful infusion of new faculty. **2. Enrollment numbers:** There has been an enrollment growth of almost 5% this year. First time students, part-time students, full-time students, and continuing students give us a clear picture of where our strength is. **3. Searches:** A new Senior Registrar has joined Lehman in the person of John Capocci. He joined Lehman at the end of June and learned a great deal about the issues at the college. At the same time, a search is on for an Admissions Director, and it is near completion. In addition, the Provost is finishing tomorrow the interviews for the new Director of Research and Sponsored Programs. Lehman also has two searches: for a Dean for Natural and Social Sciences and for a Dean for Arts and Humanities. The Provost encouraged the faculty to join in the searches for candidates on the basis of people they know. The Provost then noted that Prof. Liesl Jones of Biological Sciences is the first Faculty Fellow in Academic Affairs. Prof. Jones will enhance undergraduate research and will begin by holding the first annual undergraduate research conference, which may also include graduate students. **4. Bell schedule, etc:** We are moving in the spring to the new bell schedule, which will help us maximize space. A Health Sciences and Human Services planning group met yesterday to consider setting these programs up as a separate division. **5. Introduction of new faculty:** The names of 47 new faculty members were read, and the new faculty introduced:

## 2008-2009 APPOINTMENTS

### DIVISION OF ARTS AND HUMANITIES

| <b>Last Name</b> | <b>First Name</b> | <b>Title</b>  | <b>Dept</b> |
|------------------|-------------------|---------------|-------------|
| Tegeder          | Dannielle         | Assist. Prof. | ART         |
| Loscocco         | Paula             | Assoc. Prof.  | ENG         |
| Schmidt          | Tyler             | Assist. Prof. | ENG         |
| Petrus           | Stephen           | Sub. Lecturer | HIS         |
| Wooldridge       | William           | Assist. Prof. | HIS         |
| Wunder           | Amanda            | Assist. Prof. | HIS         |
| Larimer          | Amy               | Assist. Prof. | JCT         |
| Otero            | Felix             | Sub. CLT      | JCT         |
| Martin           | Oscar             | Assist. Prof. | LL          |
| Matesic          | Nives             | Sub. Lecturer | LL          |
| Viano            | Bernado           | Sub. Lecturer | LL          |
| Hollander        | Alan              | Assoc. Prof.  | MUS         |
| Morkoski         | Molly             | Assoc. Prof.  | MUS         |
| Boylan           | Mary              | Lecturer      | SLHS        |
| Rosenberg        | Lynn              | Lecturer      | SLHS        |

### DIVISION OF EDUCATION

| <b>Last Name</b> | <b>First Name</b> | <b>Title</b>       | <b>Dept</b> |
|------------------|-------------------|--------------------|-------------|
| Roberts          | Laura             | Assist. Prof.      | CLLSE       |
| Gursel           | Lisa              | Sub. Instructor    | ECCE        |
| Cutler           | Cecelia           | Assist. Prof.      | MHSE        |
| Kinne            | Madonna           | College Lab Tech.  | MHSE        |
| Marien           | Jennifer          | Sub. Assist. Prof. | MHSE        |
| Reyes            | Luis              | Sub. Assist. Prof. | MHSE        |

DIVISION OF NATURAL AND SOCIAL SCIENCES

| <b>Last Name</b> | <b>First Name</b> | <b>Title</b>       | <b>Dept</b> |
|------------------|-------------------|--------------------|-------------|
| Raum             | Ryan              | Assist. Prof.      | ANT         |
| Rupp             | Stephanie         | Assist. Prof.      | ANT         |
| Sughandi         | Namita            | Assist. Prof.      | ANT         |
| Sankaran         | Renuka            | Assist. Prof.      | BIO         |
| Jitianu          | Andrei            | Assist. Prof.      | CHEM        |
| O'Connor         | Naphtali          | Assist. Prof.      | CHEM        |
| Ravi             | Malini            | Sub. Assist. Prof. | CHEM        |
| Alexanderson     | Peter             | Lecturer           | EABA        |
| Cakmak           | Aslihan           | Sub. Lecturer      | EABA        |
| DeLaCruz         | Juan              | Assist. Prof.      | EABA        |
| Bhaskaran        | Sunil             | Assist. Prof.      | EGGS        |
| Morgan           | Brian             | College Lab Tech.  | EGGS        |
| Borrell          | Luisa             | Assoc. Prof.       | HS          |
| Samuel           | Lalitha           | Assist. Prof.      | HS          |
| Behrstock        | Jason             | Assist. Prof.      | MCS         |
| Kim              | Youngju           | Sub. Instructor    | MCS         |
| Cypress          | Bridgitte         | Sub. Lecturer      | NUR         |
| Ginex            | Pamela            | Assist. Prof.      | NUR         |
| Kabat            | Daniel            | Assoc. Prof.       | PA          |
| Shuwairi         | Sarah             | Assist. Prof.      | PSY         |
| Gerson           | Jill              | Lecturer           | SSW         |
| LaPorte          | Heidi             | Assoc. Prof.       | SSW         |
| Nadeem           | Shehzad           | Assist. Prof.      | SSW         |
| Senreich         | Evan              | Assist. Prof.      | SSW         |
| Williams-Gray    | Brenda            | Instructor         | SSW         |

LIBRARY

| <b>Last Name</b> | <b>First Name</b> | <b>Title</b> | <b>Dept</b> |
|------------------|-------------------|--------------|-------------|
| Farrell          | Robert            | Instructor   | LIB         |
| Hernandez        | Jessica           | Instructor   | LIB         |

**C. Report of Vice President of Student Affairs José Magdaleno: 1. Student Housing:** The college was able to hire a national consulting firm that specializes in student housing issues. At the end of the past spring semester, a survey was conducted among our students to assess the demands and interest in student housing among the entire student body. They were asked the kind of housing they would prefer, the rates they would feel comfortable paying, and the kinds of amenities they would prefer to see. A significant number (75% of 700 responding) indicated they had great interest in the development of student housing. The next step is a financial analysis, with a review anticipated sometime in November. The consultants are looking into a 350 - 500 bed facility, where it could be built on campus, and construction costs. The possibility of a second site off-campus is also under review.

**2. Bedford Park Blvd. Facility:** VP Magdaleno was contacted in December-January last

year by a local real estate owner who offered a facility at a location within walking distance of the campus. It is a small three-story building and would provide beds for 21 students. The estimated rental cost would range from \$650 - \$780 a month. The three-story facility has single and double rooms with every floor having two bathrooms and a full kitchen. There is a large community space in the basement, which includes laundry facilities, toilets, internet access, a lounge, dining tables, and sprinklers throughout the building. Priority is being given to three broad groups of students: (1) Honors College students; (2) out-of-state students (or from far-reaching corners of the city); and (3) international students. **3. Funds for the Counseling Center:** Mr. Magdaleno was fortunate to receive a \$100,000 allocation from the University for the Counseling Center. This will allow us to hire part-time staff and perhaps a part-time psychiatrist to help us serve students in emotional distress. **4. Expansion of the Child-Care Center:** A prefabricated building may be on campus, for the 2009-2010 academic year, between Davis and Shuster Halls, and this will allow us to double the number of children we care for.

**D. Report of Vice President Wheeler:** **1. Budget News:** We don't yet have a snapshot, and there are still a couple of strategic decisions that need to be made about how we're going to make it through the fiscal year. Fortunately, it is a manageable situation. At the end of July, CUNY sent the initial allocation, which was \$4 million more than last year (or \$59.4 million), as well as \$5.3 million in Compact funding and \$3.6 million in lump sum funding, and we anticipated other additions of \$2.3 million for a total of \$70.6 million. We started to work on what we call our "base budget project," which is to let the campus know ASAP what the expenditure patterns are. We decided to fund OTPS first, to start the fiscal year. There was a special assessment of the legislature recently that resulted in a significant cut of both CUNY and SUNY budgets. The CUNY cut was \$50.6 million on top of the \$17 million cut that had been part of the initial adopted budget. The Central Office took several initiatives. One was a 1.5% reduction for each college, which comes to \$900 thousand for Lehman, and then the other was to defer implementation of the CUNY Compact. But at the same time, Central Office rolled back our revenue target from the fiscal year 2009 level to the fiscal year 2008 level. That has an impact for us of \$1.7 million positive, which is of great benefit to us. So the total of these actions reduces our budget to \$59 million from the \$70.6 million. Our total estimated expenditures are \$74.6 million against that \$69 million: that creates a \$5.6 million shortfall potentiality. However, we have tools we're accustomed to using, such as over-enrollments, the Performing Arts Center, and the Research Foundation at CUNY. So we wound up with an operating budget deficit of \$1.3 million. It includes estimated spending of over \$2 million in some 43 full-time vacancies that we funded at the beginning of this fiscal year. Obviously, one of our strategies would be to defer filling some of those non-teaching positions to later in the fiscal year. **2. The Faculty Dining Room:** The Harmony Café opened about two years ago with faculty, staff, and students being accommodated. To protect the privacy of faculty and staff, signs and partitions were set up to insure privacy. This has fallen by the wayside but will be re-instituted this term. **3. On Parking:** Due to the construction of the new Science facility, the Gillet Lot has been closed, with the loss of 30 reserved spaces. Half of those spaces have been restored on the Paul Avenue lot and half in the South Lot.

**E. Report of Union Representative Helene Silverman:** **1. New Salary Scale:** The Board and Union joined together to get a separate act to protect the economic aspects of the new contract. The increases are protected as well as some of the other issues that cost money. If you haven't seen the new salary scale, it is now available. Remember, people are still entitled to 'steps.' The three-day family medical leave was passed last week. However, child-care leave was voted down. So the union is trying to work out emergency child-care

leave issues. Issues of adjunct faculty and non-faculty developments are being worked out.

**2. Cafeteria and PA forms:** (1) On the issue of the cafeteria: we lost our meeting place, which we are entitled to. There is no place for groups and even for individuals to meet. We need a place where faculty beyond a group of five can meet. (2) There are still people who have not been paid because the PAs have not been put through in a timely manner. She reminded faculty that until you clear Human Resources you can't get a paycheck or a computer account. Those who haven't been paid should contact her to obtain information on getting advances. Another reminder was on not poaching someone else's classroom, which is rampant on campus.

**F. Report of Prof. Vincent Prohaska:**

**1. Thanks:** Professors Prohaska and Robin Kunstler thanked all those who provided information on the self-study for the re-accreditation by the Middle States Commission on Higher Education.

**2. Information:** A complete draft of the self-study is now available for comments. From the College Home Page, look for the "Middle States" link under the main picture. In the box to the lower right are the 14 MSCHE standards that we must meet. MSCHE is especially focused on #7, Institutional Assessment, and on #14, Assessment of Student Learning. Most of the institutions have been having difficulty gaining re-accreditation recently have failed in completely meeting one of these two, usually #14. We have this semester begun a major initiative to begin assessing student learning in all departments to demonstrate our compliance with #14. The website also contains the draft of our self-study demonstrating how we meet the standards. At this point, the committee would appreciate hearing about anything we've missed in the self-study. In addition, the last three sections in each chapter of the self-study address "Strengths," "Challenges," and "Action Plans." These are areas in which we especially need comments and suggestions from the campus at large. These areas are likely to be the starting points for our next round of College strategic planning. The committee can be contacted at [middle.states@lehman.cuny.edu](mailto:middle.states@lehman.cuny.edu).

**3. Open Forums:** These have been scheduled to discuss our self-study. The first will be on Wednesday, October 22, from 2 to 4 p.m. in Carman B04. The second will be on Thursday, October 30, from 4:30-6 p.m., also in Carman B04. The evaluation committee will be on campus from March 9 to March 11.

**4. Provost Papazian's addendum:** Provost Papazian added that the standard for the assessment of learning outcomes is "really, really important." Eight CUNY schools went through Middle States in the last two years and seven of them have been told they need to do more on assessment, #14. It takes a whole department and the entire faculty to be engaged in assessment.

**G. Report of University Faculty Senate chair Manfred Philipp:**

**1. Definition:** Prof. Philipp explained to new faculty that the CUNY Senate is separate from the Union and represents the faculty at the Central Office. Right now he is spending most of his time at the Central Office doing exactly that.

**2. Budget:** The Central Office is undergoing a 15% cut in the State budget for the University. This means that some central academic issues are being curtailed, in particular the Teacher Academy. While new students are not being accepted, the Academy will keep its promises to present students. The projected budget deficit for the Teacher Academy was about \$6 million per year, up from \$2 million.

**3. Academic freedom:** The UFS will vote next Tuesday on an academic freedom document. The Trustees have not spoken out on a definition of academic freedom. That subject will be addressed.

**4. Conference for new faculty:** A UFS conference for new faculty will take place on November 14, and all new faculty members are welcome.

**5. Joint degree:** A Master Plan of the University has not yet been passed by the State Board of Regents. The Joint Degree project, however, has been. These are the doctoral degrees in the sciences, which are joint degrees between City College and the Graduate Center and Hunter College and the Graduate

Center. **6. Technology fees and payment plans:** In an executive session this summer, the Board of Trustees passed a student technology fee increase, which is about \$100 or so. It is not covered by the tuition assistance program. A hearing was held by the Board last week, though it was supposed to be held before the increase was made. The new payment system for student registration allows credit cards. Only Visa and American Express can be used, and electronic transfers can be made. Once a card is used, it cannot be switched to another card. In the past, the University absorbed a significant amount of credit card fees; this is now not affordable. **7. Construction:** Fiterman Hall, which is part of the Borough of Manhattan Community College, was part of the 9/11 destruction. The Hall is a ruin. The State and the insurance company have given their money but the city has not given its money, saying its contribution is from the insurance company. The University has refused to tear down the building until the city comes through. Factions in the city have demanded that the University at least turn the land into a parking lot. **8. Vice Chancellor Search:** A search is going on for a new executive vice chancellor, with President Ricardo Fernandez and Professor Phillip on the search committee. **9. Poll on grade submission deadlines:** The University Faculty Senate has done a poll on how much time faculty members are given to turn in their final grades at the end of the semester. Students complain that their CUNY education was not providing them the writing ability that will enable them to compete. Thus the question became: how much writing instruction is adequate, in term papers and so on? Half of students' instruction is provided by adjuncts and they are paid for only one hour a week of work outside the classroom. Another problem is whether there is enough time to grade papers and correct the grammar, spelling and so forth at the end of the semester before turning in grades. Some colleges have over a week to turn in grades; some have two business days. When the poll is completed, the results will be made available. **10. Faculty Experience Survey:** Underway is a Faculty Experience survey, as was done a couple of years ago. At that time two CUNY colleges (but not Lehman) did remarkably badly. The survey will influence how the Central Office evaluates the colleges and their administrations. **11. Intellectual Property.** The Intellectual Property Committee was called only once last year, even though there was a steady stream of patent applications. We are trying to find out what's happening, and we will find out, because this is an important thing for the life of the University.

The meeting was adjourned at 3:35 p.m.

Respectfully submitted,

Rosalind Carey  
Executive Committee