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**Minutes of
The Lehman College Senate Meeting
Wednesday, February 3, 2010**

Senators Present: Adams, D.; Afrani, D.; Akan, A.; Alborn, T.; Amoama, C.;
Bamshad, M.; Banoum, B.; Bard, A.; Barry, M.; Beard, C.;
Bennett, M.; Borrell, L.; Bouzalakos, H.; Bryant, S.; Buckley, M.;
Bullaro, G.; Cabrera, A.; Carey, R.; Carney, J.; Cavallo, S.;
DellaPina, M.; DeSimone, J.; Deveaux, F.; DiPaolo, M.;
Eldridge, D.; Esteves, C.; Farrell, R.; Feinerman, R.; Fernández, R.;
Fletcher, D.; Galvez, A.; Gilbert, F.; Gorokhovich, Y.; Graulau, J.;
Greenberg, J.; Gross, C.; Haghghat, E.; Harushimana, I.;
Holloway, J.; Jacobson, B.; Jafari, M.; Jarroll, E.; Jervis, J.;
Kabat, D.; Kayaalp, O.; Kleiman, S.; Kolb, P.; Larimer, A.;
Lerzundi, P.; Levitt, J.; Magdaleno, J.; Marianetti, M.; Markens, S.;
Matthews, E.; Mineka, J.; Munch, J.; Nadeem, S.; Ndukwe, C.;
O’Hanlon, T.; Olabode, A.; Onemola, O.; Papazian, M.;
Philipp, M.; Prohaska, V.; Raaum, R.; Rachlin, J.; Rice, A.;
Rotolo, R.; Ruiz, J.; Seiger-Gardner, L.; Silverman, H.; Sloan, H.;
Small, M.; Sokol, M.; Soto, M.; Tananbaum, D.; Thompson, P.;
Tilley, J.; Totti, X.; Troy, R.; Villar, F.; Voge, S.; Whittaker, R.;
Wilder, I.; Wunder, A.; Zucchetto, V.

Senators Absent: Artinian, A.; Badru, L.; Barnard, J.; Bennett, M.; Brooks, L.;
Calderon, K.; Calvet, L.; Cheng, T.; Choudhary, A.; Delgado, M.;
DeMinco, S.; Freedberg, S.; Garçon, M.; Hattori, T.; Jitianu, A.;
Lucente, J.; Maybee, J.; O’Connor, N.; Qian, G.; Ricourt, M.;
Sailor, K.; Schlesinger, K.; Schwartz, G.; Segura, Y.;
Silbermintz, N.; Towery, T.; Twomey, R.; Warde, B.; Wheeler, D.;
Wilson, V.; Zermatt-Scutt, M.

32 The meeting was called to order by President Ricardo R. Fernández at 3:40 p.m.

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Minutes Adopted-

A motion was made and seconded to adopt the minutes of the Senate meeting of
December 9, 2009. After a correction in lines 159-160 in which Dance was incorrectly
listed as an approved “Liberal Arts Major” in the Business for Liberal Arts curriculum
instead of the Department of Journalism, Communication, & Theatre, the minutes were
approved unanimously.

42 Announcements and Communication-

43 a. President Ricardo R. Fernández-

44 1. President Fernández opened his remarks by briefly assessing the bleak 2010 budgetary
45 environment at the State and Federal levels. The nation, not just New York State, is going
46 through a severe economic crisis, and projections are that there are significant budget
47 deficits at both the State and Federal levels. We are facing a very dreary fiscal year in
48 2010-11. Complicating the normal budgetary process is the fact that 2010 is an election
49 year—all members of the State Legislature are up for election, as is the governor. How
50 politics will affect the budgetary process and negotiations is unknown. Also, it is very
51 early in the process, and we are not even sure who the players are. It does not seem likely
52 that the New York State Budget will be approved by the end of March, which is the end of
53 the State’s fiscal year. We will monitor developments in Albany—and in Washington.
54 President Fernández will be traveling to Albany next week as head of the delegation of the
55 three Bronx colleges, and will meet with assemblymen and senators representing our
56 borough. A list of priorities will be presented that reflects CUNY’s overall budget request.
57 The governor has put forth a number of proposals in trying to balance the budget, but
58 many of these will be changed. Among them is a proposed reduction in the Tuition
59 Assistance Program (TAP); this is a perennial executive proposal, and every year
60 legislators find ways to restore TAP. But there are a number of other significant proposed
61 reductions as well. However, we must also examine the budgetary process in context. In
62 the last two years, CUNY has lost more than \$120 million in appropriations. The governor
63 has proposed yet another cut of \$84 million. CUNY has been able to cope with the first
64 two reductions, but this latest one presents an additional, very significant challenge. In the
65 past there were federal funds appropriated to assist the State in balancing its books; after
66 next year, those funds will no longer be available. This will be a difficult year, but there
67 have been problematic years in the past, and CUNY has always found methods of coping.
68 Prof. John Mineka inquired why in this very dire budget situation the College was hiring
69 many high-level administrators. The President responded by noting that all of these
70 positions were included in the College’s financial plan; we had set aside funding for them
71 and these are not hires being added at the last moment. The individuals we have appointed
72 enable us to provide more comprehensive services. That is not to say that the College is

73 fully funded in the areas it needs to be. But we have had to add positions in the area, for
74 example, of assessment. A Middle States report is due a year from this spring focusing on
75 outcomes assessment and institutional assessment, and we are taking this task very
76 seriously. The College also must provide necessary services for its students as well as
77 generating accurate data that gives us a better perspective on what we are doing. We must
78 keep moving forward because students need these services.

79 President Fernández added later that there is no appropriation in the 2010-2011 capital
80 budget for the new science building. But, he said, funding was unnecessary next year
81 because the building will be under construction using funds currently available. It is
82 important, however, that funding for Phase II of the facility be budgeted in the 2012-2013
83 year capital budget.

84 2. Senate members received two documents prior to the meeting. One was the final
85 version of the report of the Strategic Planning Council, which was developed by faculty,
86 staff, and administrators—with student representation. In essence, this document lays out
87 the direction the College will take over the next ten years. The goal was to have a sense of
88 what Lehman College might look like in 2018 (its 50th anniversary). This will serve as
89 our guide to growth, programs, and other activities over the next several years. The
90 president invited any suggestions or comments on the Strategic Planning Council Report.
91 The report of the Task Force on Retention, Progression, and Graduation features a great
92 deal of information, as well as recommendations. We need to take very specific and
93 deliberate steps to improve the rates of retention, progression, and graduation, and there
94 have already been some significant improvements in these areas. We were able to increase
95 our enrollment by improving our retention rate; that means we did not have to recruit so
96 many new students to meet our enrollment target. The report contains fascinating data
97 that many of you have not seen before but may be of interest to you. It provides specifics
98 on students, and how the College deals with its students. As you may know, we have
99 increased the SAT minimum requirement— first to 900, and then to 940—to obtain better
100 graduation rates. (Our graduation numbers are not out of line with similar institutions
101 across the country, and our students face extenuating factors as well.) In the current
102 climate of increased transparency and accountability, increased pressure is being applied
103 to institutions to improve, to become better than they are as demonstrated by objective

104 criteria. Higher education represents a major investment in New York State, and not just
105 in the public sector, but in the private sector as well. Increasingly, people are saying, “If
106 we are spending all this money, what are we getting in return?” We need better rates, and
107 this report enables the College to analyze the data so as to create solutions to improve its
108 retention and graduation figures. Funds are not available to implement all of the report’s
109 recommendations. But many of them do not cost much, and we are taking action on some
110 of the report’s suggestions. Others, however, will require additional resources, and as
111 funding becomes available, we plan to implement some of them. I urge you to read both of
112 these documents: they are very instructive and will give you a very clear sense of
113 enrollment issues and where the College intends to go over the next ten years.

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115 Professor Patricia Thompson made a comment regarding the English Language skills of
116 her students. She noted that many were transfers from community colleges, and she
117 believes that many of her students have never written a research paper; also, she thinks
118 their English language skills need fine-tuning. Professor Thompson wondered what her
119 colleagues had experienced in regard to student writing skills. President Fernández asked
120 Robert Whittaker, Associate Provost for Undergraduate Studies and Online Education, to
121 respond to her question. Professor Whittaker noted that the Strategic Planning Council
122 report focuses specifically on the ability of students to write competently. Writing well
123 will serve students in their professional careers, and a group of faculty and administrators
124 is working together to assess how well Lehman College is preparing its students—both
125 new admits and transfers—in the areas of: freshman composition; writing intensively
126 (both for pre-60 credits and for juniors and seniors); and providing the type of learning
127 experiences that will result in improved writing skills. The College is examining what it is
128 doing, how well it is doing it, and how it can be improved. Members of the Senate will be
129 hearing more about this issue, and many people involved in teaching undergraduates share
130 Professor Thompson’s concern.

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132 President Fernández then commented that one aspect of the report prepared by the Task
133 Force on Retention, Progression, and Graduation is that transfer students constitute a
134 majority of Lehman’s new students—almost 60% last fall. It is clear that if students come

135 here having completed an associate degree, their graduation rates are higher than if they
136 do not have a degree. However, the president believes that many community college
137 students have the misconception that it is better to be in a four-year school than a two-year
138 school—even though students pay less for tuition in a two-year institution. We are
139 working very closely with the presidents and the provosts of the two community colleges
140 that are the College’s largest feeder schools to address the issue of writing competency
141 and similar topics. Some of these issues cannot be fully addressed at Lehman; they need to
142 be resolved at the community college level, and the sooner we can start a real dialogue
143 with the students, faculty, and staff of the community colleges over these issues, the
144 sooner we will be able to address them in an effective way.

145 Joann Ruiz, Student Conference secretary and a student who worked as an Orientation
146 Workshop Leader with Amanda Dubois, Lehman’s Coordinator of New Student
147 Orientation, commented that a major concern of transfer students in coming to the College
148 was having to access many offices to obtain everything they needed. She praised the
149 proposed Transfer Center, one of the recommendations in the report of the Task Force on
150 Retention, Progression, and Graduation, and said it would provide one-stop shopping for
151 transfer students. President Fernández pointed out that he was trying to obtain additional
152 resources from CUNY to develop the right kind of program.

- 153
- 154 b. Student Conference—
- 155 1. Ms. Hyacinth Bouzalakos, Student Conference Chair, reported that the Conference held
156 its first meeting of the spring semester on Wednesday, January 27. New senators were
157 sworn in.
 - 158 2. A special election for the Student Conference will take place on February 24. She
159 urged faculty members to inform their students that the Conference is an effective method
160 of becoming involved in the life of the campus and with other students. The Conference
161 can make a positive difference in an institution that will be the students’ home for four
162 years.
 - 163 3. At the January 27 meeting, students voted positively on a constitutional amendment
164 authorizing more Student Conference members; the organization is now awaiting the
165 approvals required to move forward on a petition.

166 4. A variety of student centers are participating in the development of a Haiti Aid Week,
167 and the Student Conference is considering donating funds to this cause.

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169 REPORTS OF THE STANDING COMMITTEES-

170 a. Committee on Governance-

171 1. Professor Duane Tananbaum explained that the College's governance documents- and
172 its bylaws-provide for the Senate to elect an Ombudsman and the election will take place
173 this semester. Professor Tananbaum thanked Prof. Orhan Kayaalp, chair of the
174 Department of Economics and Business, for noting this provision. Professor Tananbaum
175 stated that the Ombudsman's Office has not functioned well for a long period; yet, this is
176 an important position for the College. This spring, the Governance Committee will carry
177 out the Ombudsman election process, as well as holding elections for membership on
178 Senate Committees.

179 2. The Governance Committee expects to have a meeting with Senate committee chairs
180 during the spring semester to discuss how activities can be coordinated better with the
181 individual Senate committees—such as with a liaison system.

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183 b. Committee on Admissions, Evaluations, and Academic Standards-

184 There was no report.

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186 c. Committee on Undergraduate Curriculum-

187 Professor Barbara Jacobson reported that that there were three departmental proposals:
188 from the Department of Journalism, Communication & Theatre; from the Department of
189 Languages and Literatures; and from the Department of Philosophy. The report was
190 moved and approved.

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192 d. Committee on Graduate Studies-

193 There was no report.

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195 e. Committee on Academic Freedom-

196 There was no report.

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199 f. Committee on Library, Technology, and Telecommunications-
200 Mr. James Carney reminded the Senate that there is an early Technology Fee due date.
201 CUNY has moved the date up for Tech Fee Proposals to be received. They must be in the
202 hands of the deans by February 16; this necessitates that department chairs review the
203 proposals prior to that date. Mr. Carney reminded the Senate that this is an extremely
204 tight deadline.

205
206 g. Committee on Campus Life and Facilities-
207 1. Professor Janette Tilley presented a report from the Sustainability Council sub-
208 committee of the Committee on Campus Life and Facilities. This group has released a ten-
209 year Sustainability Plan that seeks to reduce the College's carbon footprint by 30 percent
210 over ten years. The areas that need to be addressed to achieve this goal are:
211 Energy (Replace and or/update the College's central heating and cooling power plant;
212 replace all incandescent bulbs with fluorescent lighting; install solar thermal panels on the
213 new science building and on the APEX building for water heating; replace all window air
214 conditioners and other electrical devices with Energy Star-rated equipment).
215 Water (Recycle; install motion-activated faucets in all bathrooms; replace water meters
216 with transducers to track water usage; re-use "grey water" for flushing toilets in the new
217 science facility; replace urinals with waterless versions).
218 Transportation (Purchase electric and non-motorized vehicles for use by maintenance
219 workers on campus; seek methods that encourage the use of public transportation by
220 faculty, staff, and students).
221 Education and Outreach (Host and promote public conferences on sustainability; establish
222 a new interdisciplinary undergraduate major in Environmental Science; encourage student
223 participation in sustainability events).
224 Nutrition (Pulp all food waste and compost it; use new silverware service; require
225 sustainable practices by the College's food service vendor; establish an on-campus
226 farmers' market; provide nutritional information for all products in the cafeteria).
227 Procurement (Use only products made from recycled materials where feasible; require all
228 departments to utilize the e-procurement system and submit purchase requisitions

229 electronically [thus reducing paper usage]; purchase only green cleaning products; make
230 sure that all printers and copiers are capable of two-sided printing).

231 Recycling (Practice a robust and campus-wide program; implement food-waste
232 composting in the cafeteria and continue our yard-waste composting).

233 Professor Tilley asserted that Lehman College is a leader in recycling within the CUNY
234 system—there is much to be proud of on this campus. The College has been recycling and
235 composting, but there is a big ramp-up, and having a ten-year plan on the table gives the
236 College something to rally around.

237 President Fernández expressed the belief that in the coming decade we will see new
238 sustainable products and technologies—such as clear plastic, bio-degradable cups made of
239 corn by-products that he saw in the supermarket.

240 Our food services provider has been asked to examine how it conducts business. For
241 example, we now are using bio-degradable cafeteria trays made of cardboard. More and
242 more, we are taking sustainability factors into account and giving the topic the seriousness
243 it deserves. We have taken some good steps and need to keep up our momentum.

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245 h. Committee on Budget and Long Range Planning-
246 There was no report.

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248 i. Committee on the University Faculty Senate-

249 1. Professor Manfred Philipp informed the Senate of a planned memorial service for Vice
250 Chancellor Ernesto Malavé. The Interim Senior Vice Chancellor for Budget,
251 Finance & Financial Policy, Mark V. Shaw, is beginning his tenure, and will assume
252 responsibility not only of budget but also of financial planning. Mr. Shaw formerly served
253 at the Metropolitan Transportation Authority as executive director, and he has held other
254 important positions in city and state government. He has now begun attending our Budget
255 Advisory Committee Meetings, together with Associate Vice Chancellor for Budget and
256 Finance, Matthew Sapienza.

257 2. We are in the middle of evaluating the Faculty Experience Survey.

258 3. There was an effort by the Chancellery to change the structure of the Professional
259 Staff Congress-CUNY Awards Program. All parties have now agreed that this topic will
260 be handled best in contract negotiations with the Union—which has already had its first

261 negotiating session. In the meantime, the awards program continues as it has in the past.
262 We are looking for people who will handle and shepherd applications through the review
263 process. As a reminder, the University Faculty Senate nominates members of the
264 University Committee on Research Awards (UCRA), and the chancellor picks from these
265 nominees, so members are selected essentially from both sides. UCRA has proposed a
266 pilot program to have a smaller number of high-dollar amount grants, starting this year.
267 However, given the nature of the contract negotiations, that proposal is now not being
268 acted upon.

269 4. The University Faculty Senate had a report on enrollment numbers. The number of
270 transfer students has increased tremendously, particularly to the community colleges, and
271 especially to LaGuardia Community College. The main problem that increased enrollment
272 brings is how to maintain quality. There is a hiring boom, relatively speaking, in full-time
273 faculty, but there is no way that the full-time faculty members can keep up with the
274 numbers of students enrolled, and the ratio of full-time to part-time faculty keeps getting
275 worse. We have real concerns about maintaining academic quality in this kind of situation,
276 especially given the potential of the State to cut budget support next year and in the year
277 following. The governor has proposed a budget that includes differential tuition for
278 SUNY and CUNY. The CUNY chancellor is opposed to having differential tuition by
279 college, but favors it for academic programs, because some programs are more expensive
280 than others. Also proposed is a cut in TAP funding and for community colleges. (He
281 referred to a chart that showed State aid to community colleges relative to how much New
282 York City public schools receive; Professor Philipp noted that New York State's
283 community colleges also receive support from cities, but there is going to be an increasing
284 disparity in this comparison.)

285 5. There have been a number of groundbreaking ceremonies recently. Hunter College
286 School of Social Work's ceremony is on YouTube.com. A funding request has been
287 approved by the CUNY Board of Trustees for a new building at the New York City
288 College of Technology.

289 6. Within the CUNY system a number of new college presidents have been appointed.
290 Baruch College has a new acting president, and joins Brooklyn College, which has
291 recently announced a new leader, and City College, which is in the midst of a search.

292 7. There is discussion in relation to the Search for Education Elevation and Knowledge
293 (SEEK) and College Discovery Programs.

294 8. There is a new committee to examine the CUNY Proficiency Examination
295 (CPE). This is a very expensive exam, and the University would like to cut its costs.
296 Ms. Mary Carroll, an English instructor, asked how it could be that many transfer
297 students, who have earned associate degrees at community colleges, and have passed the
298 CPE, are still unable to write functionally? A Lehman student—a graduate of Bronx
299 Community College—pointed out that community college students prepare for the CPE
300 with three weeks of writing workshops, “so by the time they do take the test, they pass.
301 Three weeks later, after they graduate, they don’t have to write anymore and they don’t
302 care.” But she asked that the Senate not give up on students and not to assume they cannot
303 write; just help them. There are facilities on campus, writing labs, and students who need
304 help with their writing could be informed of these; in addition, during spring, summer, and
305 winter break—even in classes—writing workshops could be developed so that these
306 students could learn how to express themselves more effectively.

307 Another Lehman student pointed out that the Writing Across the Curriculum (WAC)
308 program provides a writing assistant in many courses to assist students with their research
309 papers. Professor Thompson believes that assisting students to write better is the
310 responsibility of every member of the Senate. She pointed out that in criticizing writing,
311 faculty members are not criticizing the students themselves. It is the faculty’s
312 responsibility to prepare students to be competitive in the English language.

313 9. The School of Professional Studies has proposed its first competitive brick and mortar
314 competition curriculum to the other CUNY colleges. It has competed in the past with
315 online courses and also in terms of continuing education courses. The University Faculty
316 Senate has certain concerns about The CUNY School of Professional Studies that were
317 explored at the Plenary Meeting held yesterday evening. One issue is that it does not have
318 the governance structure that Lehman has; they have also have withdrawn doctoral student
319 support packages that were promised in the School’s governing document.

320 10. In regard to the implementation of the CUNYfirst system, department chairs at
321 Queens College have experienced enormous difficulties, especially in terms of the hiring
322 module for recruiting new faculty from the outside. This has also been reported at John

323 Jay College (although different problems were experienced there). At Queens College, the
324 chairs have put together a group specifically dedicated to dealing with CUNYfirst issues.
325 The CUNYfirst module for hiring new faculty has been dropped for the moment, and the
326 process has reverted to paper. At John Jay, curriculum vitas and other records were input
327 into the CUNYfirst system, but then disappeared; so faculty were unable to proceed with
328 searches. CUNYfirst costs a great deal of money, and there have been special meetings to
329 address these problems. The Research Foundation of CUNY decided not to adopt
330 CUNYfirst primarily because of its expense; they are using a free and open-source model,
331 and are now writing software to enable them to interface their package with CUNYfirst.

332 11. There will be a meeting on Monday with the Retiree's Chapter.

333 12. A new advisory committee has been authorized to work with CUNY Vice Chancellor
334 of Academic Research Gillian Small on research affairs.

335 13. The University Faculty Senate is in favor of public higher education in New York
336 State prisons. Former Governor George Pataki had issued an Executive Order halting such
337 activities. There was a meeting today on the issue, and CUNY seems to believe that this is
338 an important subject. Members of Governor Patterson's staff recognize that educating
339 prisoners would save the State money, since security expenses are lower when classes are
340 in session. There is some chance this initiative will come to fruition.

341 14. At the Plenary Session last night, there was an impassioned presentation by City
342 Councilman Ydanis Rodríguez, new chair of the City Council's Higher Education
343 Committee. He asked that more minority scholars be appointed to CUNY's faculty.

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345 j. Old Business-
346 There was none.

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348 k. New Business-
349 There was none.

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351 ADJOURNMENT

352 The meeting was adjourned at 4:35 p.m.

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354 Respectfully submitted,

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356 Esdras Tulier