

MINUTES

**Meeting of the Hunter College Senate  
13 March 1991**

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|                                 | The 261st meeting of the Hunter College Senate was convened at 4:50 P.M. in Room W714.   | 1<br>2   |
| <b>Presiding:</b>               | Jo Kirsch, Chair   | 3  |
| <b>Attendance:</b>              | The elected members of the Senate with the exception of those listed in Appendix I.  | 4<br>5   |
| <b>Minutes:</b>                 | The Minutes of February 13th were approved with the addition of the following sentence at the end of the President's report: "Vice President Kaufman answered questions from the floor."   | 6<br>7<br>8  |
| <b>Report by the President:</b> | President LeClerc gave the following report. He said:  | 9  |
|                                 | "I have several brief announcements and then a comment to make before the Senate begins its deliberations today.   | 10<br>11   |
|                                 | First, for those who were wagering on when Linda Chin would have her baby, and if she would have it at Hunter, I'm pleased to announce that she and her husband are the proud parents of a girl, born early Tuesday morning, fortunately not at Hunter but at Lenox Hill.  | 12<br>13<br>14<br>15   |
|                                 | Second, I have the sad task of reporting to you the death of Professor Archie Singham, the husband of Associate Provost Shirley Hune, and a longtime member of the Political Science Department of Brooklyn College. There will be no funeral. A memorial service will be held later this spring and we'll be sure to let all of Professor Hune's friends, colleagues, and students know of the time and place.  | 16<br>17<br>18<br>19<br>20<br>21   |
|                                 | Third, the first round of grants have been made out of the Pluralism and Diversity Fund and they are impressive for their breadth and scope. Eleven different faculty, representing five schools and divisions of the College have been awarded \$35,000 in funding and I'm sure that the College will benefit greatly from their projects.  | 22<br>23<br>24<br>25<br>26   |
|                                 | Fourth, the letter-writing campaign I mentioned at the last Senate meeting is scheduled to take place between the 18th and 27th of this month. I want us to produce over 11,000 letters to Albany and I hope all faculty, staff, and students will help us to deliver a clear message to the legislature on the Governor's proposed budget cuts. We'll also be providing bus service to Albany on the 19th, when the Black and Puerto Rican Caucus of the Legislature is sponsoring a state-wide rally in Albany to protest the impact of the Governor's proposed budget, and on the 26th, which will be Hunter's day for lobbying members of the Senate and Assembly.   | 27<br>28<br>29<br>30<br>31<br>32<br>33<br>34<br>35                         |
|                                 | So much for the announcements.   | 36   |
|                                 | As for the comment, I think it is important to state still one more time, as I did in a somewhat different context with regard to the war in the Persian Gulf, that the expression of opinions at this college, indeed at any college, must take place in an atmosphere that is free of fear and intimidation. No one should misunderstand one fundamental fact about the identity of a college: that it is a place, perhaps the only place, in our society that not only tolerates but indeed encourages difference of opinion. Everybody in an academic community has the right to argue a position strongly and passionately; and everybody has the obligation to protect the rights of others to do likewise. And everybody, regardless of the position they take on a particular question, has to appreciate the value we place, intellectually and socially, and as a community, on preserving the freedom of all to voice their views and express their opinions. | 37<br>38<br>39<br>40<br>41<br>42<br>43<br>44<br>45<br>46<br>47<br>48<br>49 |

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| <b>Report by the Administrative Committee:</b> | <b><u>Approved Curriculum Changes</u></b>   | 50   |
|  | The following curriculum changes, as listed in the report dated 13 March 1991, were approved as per Senate resolution and were submitted for the Senate's information: Items UR-785 (Romance Languages), US-781, US-782, US-783, and US-784 (School of Nursing), US-777/GS-325 (Anthropology), GS-326 (Economics), GS-327 (Psychology).   | 51<br>52<br>53<br>54<br>55                     |
| <b>Items Carried From Last Meeting:</b>        | <b><u>Budget Committee</u></b>  | 56   |
|  | Discussion of the Senate Budget Committee's recommendations to the President continued. Professor Randy Filer, Chair of the Budget Committee, was present to answer questions from the floor.   | 57<br>58<br>59                                 |
|  | During discussion the following statements were presented:  | 60   |
|  | Professor Kimberly Kinsler, President of the Black Faculty, Staff, Alumni Resource Exchange, read a statement which is attached as Appendix II.   | 61<br>62                                       |
|  | Professor Pedro Lopez-Adorno read a statement by the Hunter College Puerto Rican/Latino Caucus, which is attached as Appendix III.  | 63<br>64                                       |
|  | Professor Deborah Blocker, School of Health Sciences, read a statement which is attached as Appendix IV.  | 65<br>66                                       |
|  | Professor McDermott, School of Nursing, presented the following statement:  | 67   |
|  | "At the Hunter-Bellevue School of Nursing Faculty meeting of March 13, 1991, the faculty and administration voted unanimously to oppose the Senate Budget Committee's recommendation for consolidation of the Schools of Nursing and Health Sciences."  | 68<br>69<br>70<br>71                           |
|  | Mr. Dennis Paoli moved for approval of the following resolution:  | 72   |
|  | "BE IT RESOLVED, that the recommendations made in the Executive Summary of the Budget Committee's report presented at the Senate meeting on February 27th, do not represent the will of the Senate and are submitted to the President without the endorsement of the Senate.  | 73<br>74<br>75<br>76                           |
|  | After discussion the question was called and carried.   | 77   |
|  | The resolution was approved by hand vote.   | 78   |
|  | Professor Randy Filer, Chair of the Budget Committee, concluded the report with the following comment:  | 79<br>80                                       |
|  | "If I had been a member of the Senate and had to speak, I would have supported the previous resolution as well. It is clear that the Committee knew that its charge was to act simply as an advisory committee. We have made recommendations. The President received a number of recommendations and, I am sure, he will continue to get more.  | 81<br>82<br>83<br>84<br>85                     |
|  | The Senate Budget Committee continues to exist as a Senate resource and as a resource for the President. I would like to make a request. Let us leave aside the issue of whether we are going to be successful in getting more money into this College. I would love to see the budget of the College double, and I'll write my legislators and tell them that. But, as was suggested earlier, we have to have a contingency plan if the worse case budgets hit. As an institution we cannot afford to wait until June when we know what the Legislature is going to finally do. We have to plan now. | 86<br>87<br>88<br>89<br>90<br>91<br>92<br>93   |
|  | For those of you who do not support these recommendations, in consideration of the College and of all of our futures, please come forward with alternatives in terms of where we should cut our budget if we have to cut it. Bring them to the committee. We will be happy to look at them, and if they make sense to us, we will be happy to say to the President 'We didn't think of this, but it's a great idea. Let's cut our budget here instead of what we suggested.' Please take the responsibility to help us in this work. Thank you."  | 94<br>95<br>96<br>97<br>98<br>99<br>100<br>101 |

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| <u>Report by Dr. Robert Carter</u>  | 102                                    |
| Dr. Robert Carter, Affirmative Action Officer, and Special Assistant to President LeClerc, presented the draft for "Procedures for the Establishment of the Hunter College Ad Hoc Advisory Committee for the Investigation and Disposition of Charges of Bias," which was distributed at the meeting (see Appendix V). He requested that any concerns be addressed to the Office of Affirmative Action of the President's Office, telephone number: 772-4242. | 103<br>104<br>105<br>106<br>107<br>108 |
| The floor was open for questions.   | 109                                    |
| A motion to adjourn carried, and the meeting was adjourned at 5:45 P.M.   | 110                                    |

Respectfully submitted,



Ruth DeFord  
Secretary

APPENDIX I

The following members were noted as absent from the meeting:

**FACULTY:**

Academic Skills: Nambi Krishnamachari "E"  
Anthropology: John Oates  
Josh DeWind  
Art: Susan Crile  
Chemistry: Jack Day  
Classics: William Mayer  
Communications: Sam Fleishman  
Economics: Howard Chernick  
English: Sybil Brinberg  
Geology & Geography: Richard Liebling  
Health and Physical Ed: Bob Schleihauf  
Health Sciences: Khursheed Navder "E"  
History: James P. Harrison  
Music: Jana Feinman "E"  
Paul Mueller "E"  
Philosophy: Sue Weinberg "E"  
Political Science: Ken Sherrill  
Romance Languages: Juan Gonzalez-Millan  
Alvin Figueroa  
Jeanine Plottel  
Social Work: Judith Rosenberger  
Roberta Graziano  
Marsha Martin  
Jayne Silberman  
Student Services: Madlyn Stokely  
Theatre & Film: Ellen Sumter  
Urban Affairs: Hilda Blanco  
Dean Carlos Hortas

**STUDENTS:**

Addis Tadesse  
Erica Chinhenzva  
Basiliki Kefalas  
Gus Karistinos  
Lincoln Ng  
Pamela Poland  
Stacey Smith  
Lisa Conklin  
Eric Lee  
Hossam Galal  
Charles Glasser  
Pam Yamamoto  
Jean Innocent "E"  
Soheil Galal  
Dyannah Barthold

APPENDIX II

STATEMENT

BY THE PRESIDENT OF THE  
BLACK FACULTY, STAFF, ALUMNI RESOURCE EXCHANGE

March 13, 1991

At the last meeting of the Hunter College Senate, President LeClerc reaffirmed his commitment to the principles of diversity and pluralism. It is reassuring to know that in this time of budget crisis, that the administration is firmly committed to equity and progress.

This is not the case of the report generated by the Senate Budget Committee. In their zealous efforts to respond to our depleting financial resources and stem what they perceive as a growing tide of mediocrity within the College, they propose actions that would have disastrous consequences upon the black Hunter College community. Although the Senate Budget Committee report gives lip service to the school's mission of providing the "opportunity for success" for the "newly arrived and the disadvantaged", their committee's proposals fail to support this goal either in fact or in spirit.

Examples are readily apparent of ways in which the proposed cuts disproportionately fall at the doors of African-Americans and other people of color here at Hunter College, and serve to exacerbate the plight of those who already have a long history in this country of benign neglect. To list just three.

1. The Senate Budget Committee report recommends that the tuition of students be increased, conveniently assuming that State and federal financial aid will continue at the present rates. These assumptions could be regarded as naive if their consequences were not so serious. A recent survey by the United Negro College Fund found that a 1% increase in tuition would result in a 1% decrease in most college's general student population. For low income groups, a 1% tuition increase would result in a 7% decrease in enrollment. In conjunction with existing reductions in Pell, the impact on African-American students, for example, would be catastrophic.

2. The report also recommends that remediation be shifted to other units of CUNY. Remediation in the senior colleges was instituted by a State law to support the City University's mandate to provide open admissions to heretofore excluded groups. With fully 65% of all Hunter students requiring some form of remediation, its elimination would, in effect, move the College toward an elitist complexion reminiscent of the pre-open admissions era.

3. Moreover, it is unconscionable to recommend that (a largely black and latino) custodial and grounds staff lose their jobs during a time when no other employment is readily available, while proposing increases in OTPS to fund increased faculty travel and conference attendance.

Cuts and austerity efforts must be equitably distributed! At a general meeting of black faculty and staff the following resolutions were passed:

1. The President should not adopt any recommendations from this or any other report until affected groups have an opportunity to engage in considerate and knowledgeable discussion on their consequences.

2. The College should develop a pluralism and diversity impact standard to be applied to every recommendation and proposal hereafter put forth, from whatever source, to ensure that any action taken as a consequence of the budget crisis be consistent with the College's commitment to pluralism.

APPENDIX III

HUNTER COLLEGE PUERTO RICAN/LATINO CAUCUS  
c/o Hector Martinez  
Center for Puerto Rican Studies  
(212) 772-5778  
March 13, 1991

**POSITION OF THE PUERTO RICAN/LATINO CAUCUS ON THE PROPOSED BUDGET CUTS AND TUITION INCREASES**

The Puerto Rican/Latino Caucus appreciates the opportunity to respond to the Hunter College Senate Budget Committee recommendations to the President.

The Caucus categorically opposes the proposed budget cuts and tuition increases. This attempt to reduce the State's deficit by cutting back on education is shortsighted. If we limit our students' opportunities for occupational mobility, we are mortgaging their future and that of New York State. The Hunter community should send a clear message to our elected officials that education is not expendable and that we will hold them accountable for their actions during the next round of elections. Let us join together to fight the cuts!

We at Hunter, however, should also be vigilant and anticipate proposals that may affect us adversely and prepare ourselves accordingly. As an advocate group, the Puerto Rican/Latino Caucus is proposing the following guidelines for decision-making in budget matters:

- 1- Do not decrease student enrollment. Reducing Hunter's enrollment is likely to screen out Puerto Rican/Latinos and other minorities. This in turn undermines CUNY's mission to broaden access to education.
- 2- Every decision, administrative or fiscal, should be accompanied by a diversity impact statement. This would focus on students and affirmative action, and make sure that budgetary decisions reinforce Hunter's commitment to a multicultural society.
- 3- Across-the-board cuts, however acceptable in principle, have a disproportionate effect on particular groups. Puerto Rican/Latino faculty and staff are particularly vulnerable because they tend to be recently hired, untenured, and working in areas which may not be considered strictly "academic."
- 4- Although affirmative action for Puerto Rican/Latinos has been a dismal failure, the budget crisis should not be used as an excuse to dismantle it. At Hunter, Puerto Rican/Latinos are only a small fraction of what they would be if they were representative of the population they serve.
- 5- A college-wide oversight committee should be established to insure that pluralism and diversity at Hunter are not further eroded. The Puerto Rican/Latino Caucus stands ready to meet this challenge.

APPENDIX IV

My name is Deborah Blocker and I am an assistant professor in the Nutrition and Food Science Program at the School of Health Sciences.

I would like to make a comment for the record about the proposed merger of the schools of Health Sciences and Nursing. I strenuously oppose the merger. One of my major objections is that as part of the consolidation process, certain administrative positions would be eliminated. Among those included as likely targets of the budget axe are the positions of Dean and Associate Dean of Health Sciences.

The loss of Dean Everlena Holmes and Associate Dean Annette Ramirez would be devastating to all of us at the School of Health Sciences, particularly people of color - students, staff and faculty. For me and many others, Deans Holmes and Ramirez have been advocates, mentors and role models. We need women of color in these highly visible and important positions, especially now when recruitment and retention of minority students is so crucial.

When I first interviewed for my position at Hunter, coming from a background in Public Health I was very impressed with the concept and mission of the School of Health Sciences. Once I met Deans Holmes and Ramirez I saw tangible proof that Hunter was an institution with a strong and public commitment to equal opportunity and cultural diversity. Because of this I felt that Hunter was an institution that I could be proud to be affiliated with.

For these reasons I urge President Le Clerc and the members of the Senate Budget Advisory Committee to consider the negative impact of this proposed merger on the morale and well-being of minority students, staff and faculty in the School of Health Sciences and throughout Hunter and to pledge their commitment to the maintenance of the School of Health Sciences as a unique and independent school.

## APPENDIX V

### **Procedures for the Establishment of the Hunter College Ad Hoc Advisory Committee for the Investigation and Disposition of Charges of Bias**

#### **Preamble**

Acts of bias are an increasing phenomenon on many college and university campuses. Often these acts result in complaints and allegations that present the college community with troubling tensions and complex legal and quasi-legal issues. As we at Hunter College are interested in resolving these complaints in a manner consistent with fairness, equity and law, we establish the following procedures in order to ensure for all due process, equal treatment, and expeditious resolution of allegations regarding acts of bias on the basis of race, ethnicity, religion, sexual orientation, gender, national origin or disability. These procedures authorize the establishment of an Ad Hoc Advisory Committee on Bias whose purpose, when empaneled, is to investigate, deliberate and advise the President with respect to the nature and seriousness of the facts and issues involved, their effect on individual complaints and the person(s) against whom complaints are brought. The Committee is charged to investigate and recommend to the President whether or not there is significant basis to believe that the allegations have merit. Further, the Ad Hoc Advisory Committee will advise the President concerning courses of action that might be deemed necessary and sufficient to a fair and equitable disposition of cases that arise.

#### **The Committee's Structure**

The Ad Hoc Advisory Committee shall be appointed by the President from an annually constituted pool of candidates elected by the respective student governments, including the Graduate Students Association, the FDA and the Senate. Upon recommendation by the Affirmative Action Officer with the concurrence of the President, the Committee will be empaneled to hear facts and give advice. The pool of candidates for the Ad Hoc Advisory Committee shall consist of not less than 16 persons of whom 10 shall be faculty members. When a case involves a staff or management employee, up to three additional persons drawn from among staff and management employees, with at least one (each) from staff and management, must be nominated to the pool of candidates. The pool of nominees shall reflect the diversity of the population of the College.

#### **Bias Defined**

A bias incident as herein used is defined as unacceptable conduct motivated by prejudice against people because of their race, ethnicity, national origin, religion, sexual orientation,

and/or disability (Source: The Human Rights Commission of the City of New York).

#### **Jurisdiction and Scope**

These procedures adopted for the handling of bias incidents at Hunter College of The City University of New York are in no way intended to supplant or duplicate any already existing grievance procedures. Employee grievance procedures established through negotiated contracts, academic grievance review committees, student



Officer must make a determination as to any reasonable basis for referring the matter to the committee on bias<sup>1</sup> for deliberation, findings, and for its recommendation to the President.

B. The investigation of alleged bias incidents is conducted by the Affirmative Action Officer with the cooperation of the chairperson or director of the Department, Program, or Unit of the College within which the incident allegedly took place.

1. An investigation may entail a combination of strategies and techniques of sampling of students or interviewing of involved parties, as generally necessary and appropriate to fact-finding.

2. Where circumstances and accumulated facts warrant, an attempt to resolve the problem through a "mediation conference" with both parties will be made.

3. The Affirmative Action Officer is Chair of the Ad Hoc Committee on Bias (ex officio).

4. Where an allegation of biased behavior is made by one student against another, all of the aforementioned, pertinent steps of this procedure will be followed, except that where a determination is made that there exists a significant basis to believe that the charges are true, the record of the investigation of facts along with any recommendation is forwarded to the Vice-President for Student Affairs for appropriate action.

5. The Ad Hoc Committee will resolve complaints expeditiously. To the extent possible, the Committee will complete its investigation and make its recommendation to the President within 30 calendar days from the date it receives the case from the Office of Affirmative Action.

#### IV. Formal Complaints By Employees

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

B. Employees not covered by collective bargaining agreements or covered by an agreement which does not include racial discrimination as a ground for grievance, shall use the procedure in Parts II and III above. The following will also apply for these employees:

1. Formal complaints are to be addressed to the Affirmative Action Officer. Depending on the nature and complexity of the issues involved, the case may be referred to the Ad Hoc Advisory Committee.

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<sup>1</sup>"The Committee" and/or "The Ad Hoc Committee," as herein and subsequently used refer to "The Hunter College Ad Hoc Advisory Committee on Bias" based on Race, Ethnicity, Religion, Sexual Orientation, Gender and Disability.

2. Following an investigation by the Affirmative Action Officer and deliberation by the Ad Hoc Advisory Committee, the Affirmative Action Officer will report the Committee's findings to the President with appropriate recommendations for corrective action.

3. Following receipt of the report, the President may take such further action as she/he deems necessary, including the initiation of disciplinary procedures when judged by the President to be warranted.

#### **V. Recommended Corrective Action**

The purpose of any recommended corrective action to resolve a complaint will be to correct or to remedy the injury, if any, to the complainant and to prevent further incidents of this kind. Recommended corrective actions apply to Staff, Students, and Faculty as appropriate. Recommended corrective actions may include a number of options such as admonition, required apologies, verbal and/or written reprimand, suspension, expulsion, transfer of offender, or dismissal where appropriate and legal.

The Committee has no authority to take corrective action beyond making recommendation to the President; or, in cases where students have made allegations against other students, and a significant basis to believe that the charges are true exists, recommendation is made to the Vice-President for Student Affairs.

Any action to charge a member of the instructional staff is governed by Article 21 or the 1987-1990 Agreement between The City University of New York and the Professional Staff Congress/CUNY or the applicable provision of the successor Agreement in effect at the time of the action. Disciplinary action against employees who are covered by other collective bargaining agreements are governed by the applicable provision of the respective agreement. Disciplinary actions against students are governed by Article 15 of the Bylaws of the Board of Trustees of The City University of New York.

#### **VI. False Charges**

If the Ad Hoc Committee and/or the Affirmative Action Officer determine(s) that a complaint was made by a student or employee with the knowledge that the facts were false, the Committee and/or the Affirmative Action Officer shall so notify the President and may recommend appropriate disciplinary action.

#### **VII. Status of the Investigative Report**

The findings and recommendations to the President are retained in the strictest of confidence.