

THE FACULTY VOICE

HUNTER COLLEGE FACULTY NEWSLETTER

VOL. VII

FEBRUARY, 1996

NO. 3

Congratulations

We are delighted to report that the following members of the Hunter College faculty were promoted, effective January 1, 1996. What a wonderful way to celebrate the New Year. Gaudeamus Igitur!

To Professor

Temisan Agbeyegbe	Economics
Eleanor Bromberg	Social Work
Kay Davidson	Social Work
Marie Filbin	Biology
Xoan Gonzalez-Milan	Rom. Languages
Marnia Lazreg	Sociology
Margaret Lunney	Nursing
Virginia Teller	Computer Science
Joan Tronto	Political Science

To Associate Professor

Andrea Blum	Art
Emily Braun	Art
Jonathan Kalb	Theatre & Film
Annette Kym	German
Donna Nickitas	Nursing
Jane Roos	Art
Cullen Schaffer	Computer Science
Robert Thompson	Mathematics
Christopher Ward	Computer Science
Pamela Wonsek	Library

Faculty-Staff Lounge

The 8th Floor Lounge for Faculty and Staff will continue to be open Spring Semester (2:00-6:00 p.m., Monday - Thursday) through the last week of classes in May ---closing only the first week of April for Hunter's spring vacation. We have benefited from a non-tax levy grant generously provided by President David Caputo which helps us continue to update and refurbish the Lounge. We are delighted now to have a microwave oven available to you to warm what you may bring or to ensure that your coffee will be toasting hot, if that's the way you like it! Come relax and enjoy.

Family and Medical Leave

Under the federal Family and Medical Leave Act (FMLA) of 1993, faculty and staff at Hunter College are entitled to protections and provisions that can play a crucial role in safeguarding our jobs and providing us with flexibility in time of family need. Since questions about entitlement under the FMLA law often come to the attention of the FDA, a summary of its central provisions is provided here as a service.

Faculty and staff who have worked at CUNY for at least twelve months can take up to 12 weeks of unpaid leave a year in "specific circumstances," or, when they are unable to work themselves due to a

serious medical condition. The law defines "specific circumstances" as including care for a newborn, foster or adopted child, or, for a close family member (spouse, child, parent) who has a serious medical condition. During the period of the leave, one's position, seniority, group health and disability insurance and credits toward pension are fully protected.

Persons having specific questions about applicability of the FMLA to their situation should feel free to contact Fran Pace (X4512) at Human Resources.

FDA Affirmative Action Committee Report

In accordance with a mandate from the FDA Executive Committee, an Ad Hoc Committee on Affirmative Action was formed this fall. It was charged with examining the impact of past retrenchment decisions and possible future retrenchment actions on affirmative action and faculty positions at Hunter College, and also, to present general recommendations with respect to the state of affirmative action and diversification among our faculty.

Under the leadership of Professor Francesca Sautman (Romance Languages), the Committee reviewed the September 25, 1995 "Affirmative Action Impact of Retrenchment Actions" report issued by the College Affirmative Action Officer. It met with the College Affirmative Action Officer, in order to further its understanding of the report's workings and of the instruments used in producing it. The following constitutes the Committee's initial reaction to the report. [Note that we use the term "protected group" in accordance with the exact terminology of the affirmative action impact report, in which it designates the following categories: "females, Blacks, Hispanics, Asian/Pacific Islanders,

American Indians and Italian Americans."] This report was approved without dissent by the Hunter College Faculty Delegate Assembly at its meeting on December 13, 1995:

"The figures for protected group representation in the faculty seemed inadequate even before retrenchment took place. They do not, in our view, reflect a serious commitment to go beyond the letter of the law. They, in most cases, just meet federal utilization standards (recruitment within the pool of qualified candidates eligible for employment, by protected group category) which they fail in some cases. In all cases, they do not attempt to meet any higher ideals of racial justice and equality by matching actual population percentage figures.

Secondly, the report shows the devastating impact the retrenchment procedure had on protected groups: in all cases, especially "people of color," the numbers retrenched were higher than for whites in general, and, than their representation in the faculty. 60% of the pre-retrenchment work force was made of protected group members; this figure includes women of all ethn racial groups, who compose 64% of all pre-retrenchment protected group members. While 2% of the work force was retrenched, 96% of these retrenchments were of protected group members, and thus it is clear that something is terribly wrong.

The report offers an explanation for that situation: the abolition of the Academic Skills program, which was overwhelmingly composed of protected group members. The report suggests that future decisions will avoid a repetition of this impact. We feel, however, that 1) This impact could not possibly have been unforeseen and that the Retrenchment Committee made a grave decision when it voted the retrenchment. 2) Even without taking up here the question of whether Academic Skills was treated

fairly as a department or its faculty members given due process, this plan was insensitive toward the affected faculty members, whose situation will not be helped by future caution. 3) Furthermore, it raises some very serious questions about the manner in which the College recruits racial minority group members primarily in a few departments (making them extremely vulnerable in the face of cuts) and fails to recruit sufficiently in "traditional" departments. 4) Finally, it brings to fore the distressing notion that when protected group members choose careers in those disciplines which can be perceived as holding immediate educational and social relevance for communities of color, they may be harshly penalized for it.

Furthermore, if programs such as Academic Skills are being wiped out on the basis of an incorrect notion that they are purely remedial and the only remedial unit of the college; and, if the message from policy makers is that remedial work is no longer necessary at the college level, serious questions are raised about the pedagogical and educational philosophy behind such decisions.

Finally, the actual protected group numbers per department shown currently in the report are much higher than they will be since retrenched faculty members (i.e. people who have received notice of employment termination) are still being counted. Some departments in the college thus will show a lower affirmative action count as of July 1, 1996.

On the basis of these initial remarks, we feel that the Report (and the situation it points to) are cause for alarm on our part and recommend that we all engage in creative thinking on solutions, bringing our collective voice to bear on affirmative action issues."

Sexual Harassment Policy and Protocol

The following is the recently revised CUNY policy with respect to sexual harassment:

"It is the policy of the City University of New York to promote a cooperative work and academic environment in which there exist mutual respect for all university students, faculty and staff. Harassment of employees or students based upon sex is inconsistent with this objective and contrary to the university policy of equal employment and academic opportunity without regard to age, sex, sexual orientation, alienage or citizenship, religion, race, color, national or ethnic origin, disability, and veteran or marital status. Sexual harassment is illegal under federal, state and city law, and will not be tolerated within the University."

What has been added to the Policy is a new protocol which specifies that each dean, director, department chair, executive officer, administrator or other persons with supervisory responsibility is required to report any complaint of sexual harassment to the Coordinator of the College's Sexual Harassment Panel. At Hunter, the Coordinator is Professor Nondita Mason (English), x4039; the Deputy Coordinator is Professor Stewart Weiss (Computer Science), x5469. Faculty who have any questions about the policy or protocol can contact them, or, Hunter College Affirmative Action Officer William Mendez, Jr., x4242.

Chief Librarian Search Update

In early December 1995, President Caputo reactivated the search for Chief Librarian of Hunter College. As we may recall, the 1994-1995 search had been suspended by Acting President Blank in March 1995 due to fiscal uncertainties at that time. The faculty members on the original Committee all agreed to continue to serve, and three new students have been appointed, bringing the total membership to nine. The members are:

Evelynn Gioiella (Dean, School of Nursing), Chair
Stephen Burghardt (Professor, Social Work)
Denise Hoover (Associate Prof., Library)
Roger Persell (Associate Prof., Biology)

Harry Rodriguez (Lecturer, Black & PR Studies)
Pamela Wonsck (Associate Prof., Library)
and 3 students: Julie Heron, Elizabeth Sinks and
Boyce Smorodin.

All of the candidates who were in the 1994-1995 pool were contacted and asked to notify the Committee if for any reason they no longer wished to be considered. Advertisements once again were placed, the position was posted on several Internet lists, announcements transmitted to libraries at research universities, and, notices sent to historically Black colleges and other minority institutions.

The Search Committee met with President Caputo on December 18th to receive his charge and met again on January 16th to establish the process for reviewing curriculum vita and selecting candidates for interview. Their next scheduled meeting is February 23rd.

President Caputo has asked Dean Gioiella and her Committee to schedule campus interviews of the leading candidates in late March (before spring recess) with the goal of completing the search process by the end of April. These campus visits will be widely announced and involve all interested members of the College community.

Meanwhile, the Hunter College Libraries will continue, of course, under the extraordinarily able leadership of our Acting Chief Librarian, Tom Jennings.

Distinguished Colleagues

We are proud to note that three of our colleagues have been designated by the CUNY Board of Trustees as Distinguished Professors in their departments and at the College in recognition of outstanding achievement in their disciplines. In addition to their new title, each will receive (subject to financial ability) a well deserved compensation of \$20,000 per annum, in addition to their regular academic salaries:

Janet Cox-Rearick (Art)
Sarah Pomeroy (Classical & Oriental Studies)
Maria Tomasz (Chemistry)

Bravo!

Faculty Development Opportunities

The FDA Faculty Development Committee has arranged two exciting "Excellence in Teaching" opportunities for Hunter faculty this spring:

- Shiva/Internet and e-mail training sessions, by individual appointment, to be held at the SEEK Computer Center (1023-East).
- Video recording of class sessions for the instructor's use only in recognition that video feedback can be a catalyst in enhancing our instructional skills. A video camera operator will be provided, focusing only on the instructor.

Interested faculty should call Faculty Development Committee Chairperson, Professor Jorge Fuentes (X5760), to discuss these Excellence in Teaching opportunities and make appropriate arrangements.

Confidentiality of the EAP

The following is provided for the information of all faculty and staff who may wish to know more about Hunter's Employee Assistance Program.

The Hunter College EAP's policy on confidentiality operates on two levels. Staff at the Employee Assistance Program are licensed as Certified Social Workers, and are mandated by the State to keep clients' communications private and privileged. The only exceptions to this confidentiality requirement are when there is evidence of child abuse, serious harm likely to occur to self or others or when the client chooses to request in writing that information be released.

In addition, the President of Hunter College fully supports the confidentiality of the Employee Assistance Program. The administration recognizes the importance of not involving themselves in any way in the operations of the EAP, and in supporting the policy of anonymity for faculty and staff who use the Program. Further, in keeping with its policy of strict confidentiality, the EAP does not report an employee's contact with the Program to any supervisor, or any other College personnel at any time, for any reason.

The EAP can be reached at 772-4051 and all members of the Hunter community (and their spouses, partners and family members) are eligible for free, professional and confidential services.

CUNY Senators Elected

We are pleased to announce that the following colleagues (listed alphabetically) have been elected members of the Hunter College Delegation to the University Faculty Senate, effective May 14, 1996, for a 3-year term:

- ◆ Emmy Hunter (English)*
- ◆ Namby Krisnamachari (Chemistry)
- ◆ Susan Neville (Nursing)
- ◆ Maria Paynter (Romance Languages)
- ◆ Ellen Steinberg (Health Sciences)

Elected as alternates for the coming year are:

- ◆ Bernice Baxter (SEEK)
- ◆ Diana Bowstead (English)*

The following five Hunter faculty continue in office as Senators through 1997 or 1998: Professors Marlene Barsoum (Romance Languages), Jane Matthews (Mathematics), Maria Rodriguez (SEEK), Kenneth Sherrill (Political Science) and Pamela Wonsek (Library).

Our congratulations to all, and our deep appreciation for your commitment to service.

*Representing part-time, adjunct faculty

New Department

On February 5, 1996, the CUNY Board of Trustees approved a resolution to amend its action on September 27, 1995 with respect to the SEEK Program at Hunter College. This new Board resolution in effect rescinds the prior abolition of Hunter's Department of Academic Skills, renaming

this department the Hunter College Department of SEEK. The new department is composed of faculty responsible for counseling functions with students enrolled in Hunter's SEEK Program.

The Department of SEEK will return to its status as a component department of the College's Division of Programs in Education. It will be under the leadership of Professor Jorge Fuentes, serving in the dual capacity of Acting Director of the SEEK Program and Acting Chair of the new Department of SEEK. We wish Dr. Fuentes and his colleagues well as they continue their important work, under new auspices, in support of our excellent SEEK students.

New Visions Grant Recipients

The Director of the New Visions Program of CUNY'S Office of Academic Affairs recently announced that two of its forthcoming awards will go to faculty of Hunter College. Hunter will be the only college in the CUNY system to receive more than one New Visions Award again this year.

Professor Terry Mizrahi (Social Work) wrote the only proposal successful in gaining funding for a second time. She launched an intensive and extensive planning process and succeeded in developing an interdisciplinary undergraduate course that has been extraordinarily well received. Continued funding will enable Professor Mizrahi and her colleagues to complete development of a Community Organization and Development curriculum and work toward its institutionalization at Hunter.

Professor John (Jack) Hammond (Sociology) received a grant to create the first program in human rights at the undergraduate level in the United States. His goal is to prepare students for growing opportunities in international and non governmental organizations, for graduate study in several fields, and for informed participation as world citizens.

Our congratulations to our colleagues on their awards. Hunter College, once again, is in the lead!

Vice-President Search Update

With the advice of the Hunter College Senate, President Caputo in November, 1995 named a Search Committee for the Vice-President for Administration. Members of the Committee are: Erwin Fleissner (Dean, Sciences & Math.) Chair
Pedro Lopez-Adorno (Assoc. Prof., Black & PR Studies)

Yechiel Rosenrauch (Senior Registrar)
Tina Salandra (Dir., Finance & Business)
Peter Salins (Prof., Urban Affairs & Planning)
Andrea Savage (Assoc. Prof., Social Work)
Stanley Sokol (Exec. Dir., Admin. Computing)
and two students: Claire Dowling and
Nadine Hamilton

The Committee has considered 249 applications which represent candidates with a wide range of professional experience in the academic world, public service and the financial management area of private industry. A group of 20 outstanding candidates (with alternates) was identified by late December and letters of reference were requested for them. A short list of 8 candidates is expected to be selected by February 22nd and they will be invited to the campus in the first weeks of March for interviews with the Committee, with President Caputo, and for a tour of the College.

A final short list of 5 will be chosen later in March. The finalists will be invited back to the campus for day-long visits that will include meetings with campus constituencies. These will include faculty, academic administrators and college support staff reporting directly or indirectly to the new Vice-President. Dean Fleissner then anticipates that 3 candidates' names will be submitted by the Committee to President Caputo by the end of April.

THE FACULTY VOICE is published twice each semester by the Office of the General Faculty and The Faculty Delegate Assembly of Hunter College, City University of New York, Room 1414 East, #772-4123 or Facsimile:#772-4124, or Internet: pkurzman@shiva.hunter.cuny.edu. Members of the Executive Committee are Paul Kurzman (Social Work), President; Christina Taharally (Curr. & Teaching), Vice President; Maria Rodriguez (SEEK), Treasurer; Ellen Steinberg (Health Sciences), Secretary; Francesca Sautman (Romance Languages), Day Session Representative; Patricia Woodard (Library), Evening Session Representative; Cecile Insdorf (Romance Languages), Part-time Faculty Representative. Mrs. Rita Bates is the Administrative Assistant to the FDA.
