

MINUTES

**Meeting of the Hunter College Senate
11 March 1987**

The 218th meeting of the Hunter College Senate was convened at 4:05 PM in Room W714. 1
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Presiding: F. Fulton Ross, Chair 3

Attendance: The elected members of the Senate with the exception of those listed in Appendix I. 4
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Report by the Administrative Committee: **a. Report on the Search for Dean of Sciences & Mathematics** 6
Prof. Ross introduced the Chair of the Search Committee for Dean of Sciences & Mathematics, Prof. Marjorie Honig. The following is a summary statement of Prof. Honig's report: 7
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In the Fall of 1986 the Hunter College Senate approved an amendment to the Search procedures providing for the use of professional executive search organizations to assist campus search committees in finding candidates for top level administrative and academic positions. This procedure was used for the first time for the search for Dean of Sciences & Mathematics. Prof. Honig informed the Senate that six candidates had been brought to the campus for two-day visits in February, and that the President is now making a selection among those six candidates. The Search Committee is preparing a detailed written report for the Senate Administrative Committee concerning the procedures it followed, hoping that it will be useful for future search committees. In that report the committee will also provide some recommendations on how to work with an outside executive search organization. 10
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Prof. Honig then outlined the procedures that were used in the search for Dean of Sciences & Mathematics, which started officially last June when ads were placed in all relevant publications (e.g. The Chronicle of Higher Education, The New York Times, science magazines, and Hunter publications). Employed for this search was the Academy for Educational Development, a large non-profit organization which provides educational consulting and services to academic institutions, both in this country and abroad. Dr. Ruth Weintraub, Vice President of the Academy for Educational Development, and former Dean of Social Sciences at Hunter, worked with the committee on this search. At the same time that ads were placed in newspapers and magazines, Dr. Weintraub and her associates at the Academy began a series of phone calls which ran throughout the summer. They contacted roughly 60-70 people throughout the country who would be able to suggest the names of people who might be interested in and suitable for the position of Dean of Sciences & Mathematics. By the end of October, Dr. Weintraub had compiled a list of roughly 88 contacts through her own efforts, as well as names suggested by Hunter faculty, and responses from the ads (of the 88 candidates, 14 were suggested by Hunter faculty, 36 were responses from ads placed, and 38 were names suggested by the Academy). Dr. Weintraub provided the search committee with the vitae of these 88 candidates, including a recommended list of 20 who, in the opinion of the Academy were the strongest candidates. Search committee members read all 88 vitae and added 4 names to the list for further evaluation. In the course of the following 5 to 6 weeks, Dr. Weintraub and her staff contacted all references provided by the 24 candidates. Phone calls were made to each of the references who were asked a standard list of questions. These phone conversations were transcribed so that by the end of November the Committee was presented with a volume of complete files on the 24 candidates. The file consisted of the candidates' vitae, list of publications, funding sources and levels, and the transcripts of telephone reports of all references suggested by the candidates. The Committee then met in two lengthy sessions to evaluate the information on these candidates. It selected among them twelve which the committee thought should be brought in for initial personal interviews. In the beginning of January the Committee met with the twelve candidates for 1½ hour interviews off campus for purposes of confidentiality. This procedure was recommended by Dr. Weintraub; it had not been used in previous searches. The Committee found the procedure extremely valuable. Though it required considerable time and energy, the committee gained a great deal 22
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of information about the capabilities of candidates that was not revealed in their paper records. Prof. Honig recommended that all future searches follow this procedure to the extent that resources are available. On the basis of this information, in addition to letters of recommendation from references that had previously been contacted by telephone, the list was narrowed to six candidates. Those candidates were brought to the campus during February. As anyone in the Division of Sciences & Mathematics will attest to, the candidates had very extended schedules. They met with all Deans, Administrators, and Chairs. Equally important, they met all interested faculty and students in open meetings. Feedback forms were provided for all those meeting the candidates. These evaluations, along with all previous information, informed the final decision of the search committee, which was then forwarded to the President and Provost. The President is now in the process of making her decision.

Prof. Honig concluded her report by informing the Senate that in her opinion the process served the committee very well, and that she felt that the procedure employed raised the level of the search by an order of magnitude. The opinion of the whole committee would be included in the written report, which will be prepared shortly. Search Committees, she noted, are composed of students and faculty who are more than likely over-extended in a number of ways, and with the best of intentions and the best of interests no individual would have been able to contribute the amount of time it took to conduct a search of this scale and quality. The Hunter community was pleased with the quality of the candidates. The committee would not have been able to do this without the excellent services of Dr. Weintraub and the Academy. Of the six candidates that were brought to the campus, three originated from ads, two from the sources provided by the Academy, and one from the Hunter faculty. Prof. Honig urged that future search committees make use of this process if resources are available.

b. Letter-Writing Campaign to Albany

Ms. Gille Petersen, Vice Chair of the Senate, reported that she had gone to Albany with Pat Falk and Amy Pearsall to lobby for restorations and additions to the 1987-1988 Governor's Executive Budget. The following additional funds are vital for Hunter and for CUNY:

\$10.8M for Graduate Studies and Research
\$1.2M for Child-care Services
\$1.1M for Pre- and Post-Freshmen Summer Basic Skills Program
\$20M to replace obsolete and worn-out research and instructional equipment
\$16.8M for asbestos removal.

Ms. Pat Falk, Director of Community Relations, urged the Senate to once again write letters to the legislators in Albany in support of CUNY's request for this additional funding. Addresses, sample letter, and fact sheet are provided in the Senate News Bulletin, which is being distributed to the community.

Report by the President:

Provost LeMelle reported to the Senate in the absence of President Shalala. The following is a summary statement of his report:

The Provost informed the Senate that President Shalala had left for Washington where she will be visiting the National Science Foundation concerning an important competition for a grant. Receiving this grant would enable us to move ahead and establish Hunter College as a national center for access to research careers for minority students. We have been successful in the past in getting this type of grant. However, the next round will be highly competitive and very selective within CUNY and outside of CUNY.

Re: Search: Provost LeMelle said that he will be asking individual members of the Search Committee for an evaluation of the new procedures, which in-

cluded for the first time an outside agency. He thanked past and present members of the Senate for their wisdom in having come up with a method for electing a slate of candidates from among the faculty and students from which the President chooses a Search Committee. He said that this method has worked well in the past, and it worked well again this time with the addition of an outside agency working with the committee.

Re: Middle States Evaluation: Provost LeMelle thanked all who participated in the discussions with members of the Middle States Evaluation team. In particular he thanked the Senate, whose facilities were made available to the team, and whose support made the visitation a very successful one in that it moved in a dynamic fashion which was particular with this team. The team had organized itself in a very loose kind of way, and there were only 4 or 5 pre-scheduled meetings. The members of the team set up their interviews and meetings as they went along, and without that kind of help from the Senate and those from the Provost Office who worked with the Senate staff, that could have been a failure. He said that he believed that the team members were overwhelmed at how well oiled our machinery was in moving things along. We should be getting the team's report within the next two weeks, and the report will be made available to the entire community of the College. All can attest to the fact that we are a dynamic institution which developed its creativity and survival habits during the trying years in the mid 70's. The report should not hold any surprises, and we will have an opportunity to respond to the Middle States authorities' final report. They will then review our response, and sometime during June or July we should get their reply.

Provost LeMelle said that accreditation or re-accreditation was not the issue. The particular focus of the team, as we had requested, was on research and graduate studies. We felt that Hunter had reached the point in the developments over the last 15 or 20 years, where we needed to take time out and look at how we have organized ourselves, and also to look at how we are funded for what is increasingly becoming a very important component in the life of the College, its faculty and students.

Re: Budget: The Provost informed the Senate that the budget for next year is still undecided and that the support of the community is needed.

Provost LeMelle concluded his report by answering questions from the floor.

Committee Reports:

Undergraduate Academic Requirements Committee
Prof. Andrew Polsky, Chair of the Committees presented the following two reports:

Re: Plus/Minus Grading System
He informed the Senate that the Committee has been looking into the question of a +/- grading system this semester, and that there will be an Open Hearing on +/- grades on Wednesday, April 18th., from 4 to 5:30 in Room W714. The Open Hearing will be publicized as widely as possible in the hope of getting a substantial student response. The Open Hearings will begin with a very brief presentation of some background to set out some arguments for and against +/- grades. The meeting will then be open to discussion from which the Committee hopes to get as much feedback as possible from students and faculty. The Committee feels that this would help in its deliberations. A poll of the faculty was taken last semester, and resources and time permitting a random sampling of student sentiment on +/- grades will also be done. Hopefully before the end of the semester the Committee will have a final report to present to the Senate in time for deliberation and action before the end of the term.

Re: "R" Grade for ENGL 120
Prof. Polsky announced that the English Department had been informed that unless a specific waiver is granted by CUNY, they will not be able to use the "R" grade for ENGL 120. The English Department is now seeking Senate support for requesting a waiver from CUNY regulations. The Undergraduate Aca-

demic Requirements Committee has voted to support the request for a waiver, and is now asking the Senate to make a decision and come forward with a resolution.	171 172 173
Prof. Polsky then yielded the floor to Prof. Charles Persky, Chair of the English Department, who answered questions from the floor.	174 175
After discussion it was moved that:	176
"The Hunter College Senate supports the English Department's request for a waiver from CUNY regulations which would allow the use of the "R" grade for ENGL 120."	177 178 179
The motion carried by hand vote.	180
The meeting was adjourned at 5:00 PM.	181

Respectfully submitted,



Ruth Sidel,
Secretary

APPENDIX I

The following members were noted as being absent from the meeting:

Anthropology: Louise Lennihan
Susan Lees

Art: Anthony Panzera
Richard Stapleford

Biology: Ezra Shahn
Robert Grant

Black & Puerto Rican Studies: Jaffer Kassamali
Joanne Edey-Rhodes

Chemistry: Max Diem "E"
Richard Franck

Classics: Emil Draitser

Communications: Tom Mader
Serafina Bathrick

Curriculum & Teaching: Andre Thibodeau

Economics: Lawrence Arnstein

Educational Foundations: Joan Buxbaum "E"
Sherryl B. Graves

English: Louise DeSalvo

Geology & Geography: Richard Liebling
Charles Heatwole

German: Minna Altmann "E"

Health & Physical Education: Tom Burke "E"

History: Dolores Greenberg

Library: Herbert Halpern "E"

Mathematics: Edward Binkowski "E"

Music: Jana Feinman "E"
Clayton Westermann
Marcia Eckert "E"

Nursing: Joan Sayre
Diane Rendon "E"
Mary Dee McEvoy "E"
Eileen Lahey "E"

Philosophy: Virginia Held

Political Science: Priscilla Handelman

Psychology: Gerald Turkewitz
Sam Korn "E"

Sociology: Carmen Hendricks "E"

Special Education: Katherine Garnett "E"

Student Services: Sandra LaPorta
Reva Cohen

Theatre & Film: Patricia Sternberg

Administration

Dean Richard Mawe
Dean Walter Weiss
Vice-President Sylvia Fishman "E"
Asst. V.P. Ruth Weisgal "E"
Dean Everlena Holmes

Students: Roger Kennedy
Eulela Swinton
Peter Gallert "E"
Felicia Banks
Rosa Heredia
Kirk Callender "E"
Irene Hanna
Elizabeth Petry
Christopher Seeger
Herbert Weiss
Dennis Bianco
Cesar Hernandez
John D. Young "E"
Gennady Khareyn
Marc Mizrahi
Kimberly Slate
Cathleen Goodman "E"
Martha Sheparce
Michael Kraljev
Laurie Sherman "E"
Renuka Uma-Shanker "E"
Karl Rutter
Neil Apostolakis
Bridget Fleming
Frederick Fu "E"
Don Weiner
Mary Prime
Kathleen D'Arcy
Norma Moy "E"
Michelle Joyce
Karin Koehn
Sherri Love "E"
Karen Jacoby
Michael Richman
Sonia Tirado