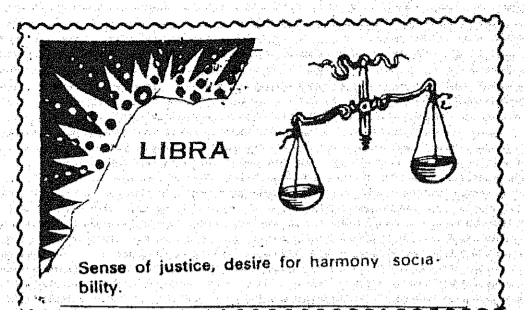


The News Ferry

The Learning Town Press

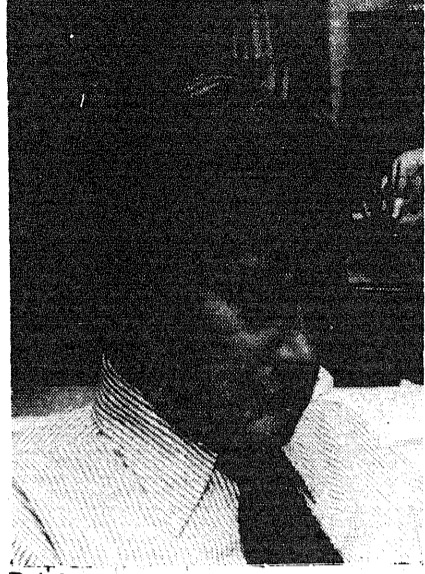


Vol. II, No. 3

Staten Island Community College

Tuesday, September 25, 1973

Chernok, Gut Coordinate New Willowbrook Program



Ralph Gut, Director of Continuing Education



Norma Chernok, Director of the Child Care program

"The condition of any institution is dependent on the people who work there," according to Norma Chernok, director of SICC's Child Care program and co-coordinator of the newly funded Willowbrook State School extension program designed to provide course work for attendant level staff. Chernok and Ralph Gut, Director of Continuing Education, will work with a \$21,546 grant from the State Education Department to provide as many as twelve credits toward an AAS in child care for 40 mental hygiene therapy aides at the state school for retarded children.

In the joint project with Willowbrook administration, the college will provide classroom instruction at the school four hours a week and an additional four hours a week in various Staten Island social agencies where related training can be given. Willowbrook will provide release time to the civil service grade 7 or 8 employees enrolled in the courses.

According to Willowbrook's Director of Habilitation, Dr. Manny Sternlicht, 80 percent of the 140 applicants have the required high school degree or equivalent; more than 50 percent are members of minority groups and 70 percent are women. The Willowbrook official estimated that 20 percent are heads of household earning \$8,000 a year or less.

If successful, the courses, available to day and evening shift workers, will provide promotion mechanisms for at least one step up the State's Civil Service Career Ladder program as well as moving toward improved care at the in-service level of attendant staff.

Though a firm believer in bringing the campus to the community, Chernok, in a recent interview, expressed some concern over the limitations of the pilot project as now funded. She pointed out that the program deals with a "unique population" which the college, for the most part, has little advance educational information on.

Though she feels the older age bracket and family responsibilities of the attendants is an asset, Chernok displayed some apprehension over basic reading skills and the many other unknown factors in the prospective students' capacity to absorb the materials that will be presented. She feels it is vital to the program that "success be possible," and that a "knowledge of what we have to deal with before we give them a text in psychology," would have made the coming year considerably easier to deal with.

Despite her concerns over preparatory skills and, to some degree, the necessity to utilize part-time staff for what may become a more challenging project than usual, Chernok is determined that the program succeed.

As she puts it, "conditions at Willowbrook are desperate enough that it needs all the outside help it can get."

Chernok's belief in "the people who work in an institution" and the shocking disclosures of 1972 news coverage about Willowbrook's employee shortages and patient death rates (in a two year period Willowbrook lost 633 of 3628 employees with a death rate of over 100 patients per year of about 5,000 in the same period).

Alumni to Get New Governance Plan

Features Weak Executive Coordinator Slot Vacant Exec Committee Takes Over

Adding their part to what may become "the year of changing governance" at SICC, Alumni Association officers have been regularly closeted in the President's Board Room drafting changes to the Association's Constitution and By-Laws.

Though no final decisions have been made, Edgar Gray, new Alumni President, has released tentative drafts of both documents for comparison to the present Constitution. A copy of the present By-Laws was unavailable from Gray, but the two new documents seem to cover almost all items formerly contained in the Constitution.

The new documents suggest the current Alumni leadership hopes to widen participation in governance decisions to the membership at large, while reducing the influence of the "immediate past-President" position.

Formerly an Executive Board made up of the past President and elective officers (President, Vice-President, Secretary and Treasurer) directly controlled or appointed those who controlled virtually every aspect of Alumni function with the exception of elections. In addition, the President had a more direct influence over appointments and notice to various official activities.

In an apparent move to diffuse past-President influence, the structure of governance has been changed from an Executive Board formula to one calling for a Board of Directors and Executive Committee. The Board of Directors has been opened up to accommodate four at-large representatives, as well as the officers and past-President, with a simple majority quorum regulation that excludes the past-President's vote influence from a standing one-vote-in-five to one-vote-in-nine status and discounts his or her presence at a meeting as an influence on quorum...meaning, in effect, five other voting members must be present, in addition to the past-President.

The Executive Committee, presumably responsible for implementation of Board decisions, has no explicit powers or restrictions on power. As such, it would seem they will control anything not covered as specifically Board powers. The Committee is proposed to be made up of the elected officers and excludes the past-President. In addition, it carries four of nine votes on the Board of Directors.

Though Executive power is diffused by increased Board responsibilities, this aspect of the proposed new structure would seem to imply a move to governance-by-committee, as opposed to governance by a strong executive position. In other words, President and past-President positions will be reduced in influence...though the thrust of the changes suggest the major target is the past-President position.

An increase in the direct responsibilities of the Board of Directors also serves to reduce direct executive influence in the new governance proposal. For instance, regular or emergency business meetings of the entire Association would be called by the Board in the new proposal. This was a Presidential function. The Judicial Committee, the Association's standing arbitrator over by-law or election disputes, remains appointive at the President's discretion, but with approval by the Board.

representative (this would seem to mean the Faculty Advisor, presently Cornell Frank); and to make sure facilities of the College needed by the Association are available.

The outgoing Alumni Coordinator described her function in a letter of resignation released by Gray as:

1. To implement and initiate programs and projects for the Alumni Assoc.
2. Compile material for, and author any pamphlets, brochures, bulletins, or press releases issued by the Alumni Association.
3. Maintain and initiate effective and current communications between the Alumni Board and its members, the Alumni and the college community, the Alumni and its affiliate organizations.
4. Coordinate preparation, printing and mailing of the Alumni Newspaper.
5. Schedule, organize and coordinate meetings of the Alumni Executive Board, Committees, and Membership.
6. Plan and coordinate all dinners and other Alumni social functions.
7. Publish an Alumni Directory.
8. Obtain updated info on graduates by issuing a yearly questionnaire.

Continued on Page 2

Open Admit Fourth Year Review

Enrollment at City University is expected to reach a record peak of 259,000 as the university begins its fourth year of open admissions. This large incremental growth—up 19,000 from 240,000 last year—is expected to level off after this year, as students who entered the university in 1970 begin to graduate.

Approximately 75,000 applications to the university were received this year—14,000 for February admission, 61,000 for September—from every public and private high school in New York City. Ninety percent of the applicants were allocated to the college of their first or second choice. Applications were received from 70 percent of the potential graduates. CUNY planners predict a freshman class of 39,600 will begin classes September 10, about 1,000 more than 1972.

THE SPACE CRUNCH

Since 1970, when open admissions began, space—for classrooms, for study, for research, for counselors, for faculty—has been the main problem. Faculty have shared desk drawers and students have studied in hallways and phone booths. This year an "instant" campus and some newly rented space will, according to Peter Spiridon, City University dean for campus planning and development, "bring CUNY back to the position it occupied in 1969—barely adequate facilities for most of the university population—about 110 gross square feet per student, as against our Master Plan goals of 170 GSF-student."

This year the space picture includes: —Bronx Community College's move

to the former NYU Heights campus. Purchased for \$61 million, the more-than-50 acre facility includes a complete gymnasium, pool, track and field facilities, a variety of classroom, library and office space, and the famous Stanford White Hall of Fame for Great Americans.

—John Jay College of Criminal Justice moves from its Park Avenue South office space into two newly-renovated buildings in the Lincoln Center area. The former Miles Shoe building, 445 West 59th Street, has been completely rehabilitated for the college's use by the City University Construction Fund and the New York State Dormitory Authority. The former Twentieth Century Fox building at 444 West 56th Street, acquired via rental under a 15-year lease, gives the college a total of 505,000 square feet in a double site that will provide a sound base for future growth.

—Baruch College will keep its main and annex buildings on 23rd and 24th Streets, but will move into the Park Avenue office space vacated by John Jay, and will give up its "freshman center" in the former Cathedral High School at Lexington Avenue and 50th Street to Hunter College.

—Lehman College takes over two of the rented buildings used by Bronx Community College. Two of the other rented buildings (a center on Jerome Avenue and the former Fordham Skating Palace now a three story interior with classroom and office space) have been turned over to the Board of Education for public school facilities.

—Other CUNY campuses will continue to be dotted with trailers and temporary buildings as Master Plans inch their way to completion through the required multi-layered state and city governments' approvals.

STUDENT FINANCIAL AID

Seventy-five percent of City University students come from families with incomes of less than \$12,000 per year; 50 percent come from families with incomes of less than \$9,000 per year. City University estimates that

Continued on Page 2

DSG Approves Commission By-Laws

At its first meeting of the fall term, Day Session Student Government approved, with various amendments, the proposed by-laws of three student government commissions for the coming year.

New Commissioner on Student Finances, Donato (Dino) Lagravinese accepted two friendly amendments by Senator Joe Hamill. The first would alter Article V, section 4 (see full text following) to require that all student government fee disbursements "shall" be authorized by the Chairperson of the Finance Commission, rather than "must." The second amendment altered a club budget resolution calling for 20 percent start-up allocations (based on last term's budgets) to specifically apply to "currently chartered organizations". Lagravinese also introduced this term's breakdown of student assessment fees (passed 18-0-0) as follows:

Student Government	\$14.00
Kaleidoscope	1.75
Stud. Govt. Exec.	1.00
Intramurals	25.00
Club Budgets	3.00
Publications	3.00
Social Services	4.00
Unallocated Reserve	1.00
Total Student Asses.	\$28.00

By-laws presented by Student Center Commissioner, Ed Jagacki, were passed unanimously without debate. Dolphin Editor, Mary DeRosa, strongly protested several points in the proposed by-laws presented by Student Publications Commissioner, Joe Hamill. A key issue in debate was the maximum number of two students set by the Commission as eligible for stipend funds.

While the original proposal called for job descriptions of the two positions, set as the "maximum" eligible, various amendments called for increased maximums and, as finally passed, no maximum.

Following are the texts of the three Commissions' new by-laws, as approved, and the Lagravinese resolution on advance club funding:

thereupon immediately cease to be a member of the Commission.

B. Any member, excluding the Chairperson, may be dismissed from the Commission for cause, such as violation of any of the by-laws or rules of the Commission, provided that prior notice of the charges is given to said member and proper hearing be held. At such time the remaining members of the Commission will be necessary for dismissal. The status of said member will be decided immediately following the hearing as determined by the vote.

C. The Chairperson will be subject to dismissal only through recall by the Day Session Student Government.

Section 3. Voting rights.

Each member shall have one vote.

ARTICLE III. PUBLIC HEARINGS.

Section 1. The Commission on Student Finances in conjunction with all other relevant Commissions, shall hold a public hearing no later than the fourth week following the beginning of the Fall and Spring Semester, pertaining to budget allocations.

Section 2. A. Each Commissioner present at the public hearing shall have the right to cast one vote in determining amounts to be allocated, as per each budget request presented at the hearing.

B. In case of a tie vote, the Chairperson on Student Finances shall have the option of casting one additional vote.

ARTICLE IV. MEETINGS.

Section 1. Regular meetings:

There shall be monthly meetings (date to be determined by availability of Commissioners and urgency of business at hand) Written notice of such meetings, signed by the Chairperson or her/his designee, shall be given to each Commissioner who is eligible to vote, stating time, place and purpose of the meeting.

Section 2. Special Meetings.

Special meetings may be called by the Chairperson at her/his discretion. Written notice of such meetings, signed by the Chairperson or her/his designee, shall be given to each Commissioner who is eligible to vote, stating time, place and purpose of the meeting.

Section 3. Quorum.

The presence of the Chairperson or of her/his designee shall constitute a Quorum.

Section 4. Voting.

Members may cast a vote only when present. The Chairperson shall have the option of casting one additional vote in case of ties.

ARTICLE V. POWERS AND RESPONSIBILITIES.

Section 1. The Commission on Student Finances, following public hearing shall review the budget requests of all organizations which request student government funds. It will present to the Student Senate each organization's budget allocations for final approval.

Section 2. The Commission on Student Finances will administer all financial

Continued on Page 2

Kibbee Calls for NYHEAC Expansion

An expansion of the New York State Higher Education Assistance Corporation (HEAC) to include direct financing of student loans and the creation of a student service corps for the employment of needy students in public agencies were called for by Chancellor Robert J. Kibbee of the City University of New York.

In testimony before the state's Select Committee on Higher Education, Dr. Kibbee called for HEAC to begin immediately to exercise its statutory authority to float bonds for direct student loans. "The experience of many of our students attests to the axiom that banks only loan money to those who can prove they don't need it," said Dr. Kibbee. "A state agency with direct lending power would provide needy students with a much needed financial resource."

According to testimony, the student service corps would provide an important element of self-help. Part-time student workers would be employed in public agencies throughout the state such as parks, hospitals, and mental institutions. "All needy freshmen could be assigned six to eight weeks of summer work prior to their first year of college," said Dr. Kibbee. "This would help prevent the student from assuming a large debt during his initial collegiate year."

In calling for these and other changes in the pattern of financial aid throughout the state, Chancellor Kibbee pointed out that the prime reason was the great financial need of the majority of CUNY students. "Of the 29,700 CUNY students who received some form of financial aid during the past year, 84 percent came from families with gross incomes below \$7,500," Dr. Kibbee declared. "Thirty percent of CUNY's entering freshman class this year will come from families with annual incomes of \$12,000 or less."

Figures from the U.S. Bureau of Labor Statistics show that a family of four living in the New York metropolitan area with an income of \$7,480 per year can afford a limited diet, essential clothing, and no money at all for schooling. The average dependent student who attends a City University College requires \$1,050 a year to meet general education expenses. This covers transportation fares, books, fees, lunches and clothing. For those who continue as dependents while living away from home, additional living costs come to \$1,600 to \$2,000 a year. A married independent student would require \$6,000 per year.

Dr. Kibbee also urged the committee to recommend other legislative changes in aid patterns, including:

- Need determination to be computed against the total cost of attending college rather than on the basis of tuition alone;
- Establishment of a cost-of-living index for aid recipients, to help alleviate the differential in areas of higher cost-of-living such as the New York metropolitan region.

While the original proposal called for job descriptions of the two positions, set as the "maximum" eligible, various amendments called for increased maximums and, as finally passed, no maximum.

Following are the texts of the three Commissions' new by-laws, as approved, and the Lagravinese resolution on advance club funding:

ARTICLE I. PURPOSE.

It is the purpose of this commission to receive, administer and redistribute, in compliance with the wishes of the S.I.C.C. Day Session Student Government, that portion of the Activity Fee classified as Student Government Activity Fee allocable to the S.I.C.C. Day Session Student Government.

ARTICLE II. MEMBERSHIP.

Section 1. Eligibility. The members of the Commission on Student Finances shall be representatives of the Day Session Student Body. The membership shall comprise the following:

- A. Chairperson, Commission on Student Finances (as elected by the Day Session Government)
- B. Two additional student senators (as selected by Chairperson on Student Finances subject to confirmation by Day Session Student Government)
- C. Three (3) Day Session Students-at-Large (as selected by Chairperson on Student Finances subject approval...

Section 2. Termination of membership.

- A. Any member of the Commission who withdraws from the college shall

Career Conference Planned

"Well, it started with a talk Richard Toussaint and I had on the ferry morning. We were discussing the college's job fairs and why they don't turn out many students, and how students who do come, just take some literature but don't even keep that." So went Geoffrey Atkins' description of this year's "career" fair's beginnings.

"It's a time for a candid outlook on job potentials, especially for minorities...we plan for the conference to be a place where you can sit down with a man or woman who's been through it, who will share experiences with students." Set for October 9th and 10th, the two day fair focuses on minority businessmen and women, often from small businesses rather than what Atkins termed the large corporate "rah rah" teams of "recruiters."

Setting the tone for the affair will be keynote speaker George Hopkins. Hopkins is Associate Assistant Regional Director of the U. S. Department of Labor. He works under the Employment Standards Ad-

(also a record company); Negro Actors' Guild (NAG); Associated Health Services (the Black doctors' association of the AMA); Independent Order of St. Luke's (the Richmond, Virginia black fraternal insurance company rated 2nd largest in the nation); NYPD; AFTRA (American Federation of Radio and TV Announcers); Urban League; MPM Electronics (an Island company, Italian owned); N. Y. Transit and Con Ed.

Atkins stressed the fact that the fair has a citywide invitation list including high school students; all other CUNY colleges; and whoever listens to WBLS or WOR (where public invites are being run). Also in attendance will be a Harrod High School group involved in the only experimental career development program in the city.

Besides the "definites" list of participating companies or professional people, the "tentatives" include either Geraldo Rivera or Melba Tolver; Motown Records; and entertainment

entertainments designed to keep both 10-5 days moving easily, the summer plans and preparations kept an ad hoc committee of over fifteen people struggling with communications, meetings and sub-committee planning sessions. Atkins feels the success or failure of the conference, itself, will not diminish what he sees as the committee's summer success in making it happen. As he put it, "I'd just like people to know what this committee did for them. These people worked on their own time, some on their vacations, because they care about students. The only thing they got out of it was work...and the satisfaction of doing something exciting for the students."

Originally, Placement Director Drucilla Carson was to provide the technical assistance to committee members for setting up the fair. When she left this summer for a post in Ohio, the committee was left to its own means. To keep the fair going, members broke down into Task Forces for



Ad Hoc Career Conference Committee: (top) Dean Henry Harris, Hans Marrayshow, Frank Walters, Orchid Johnson, Steve Moore; (bottom) Leona Sanders, Xenobia Molino, Frank Allen, Geoffrey Atkins, Fuzzy Williams, Charlotte McPherson. Not in photo are Yvonne Geer and Pam Mahajan.

ALUMNI COORDINATOR

The only item not covered in the present Constitution, though perhaps in the current By-Laws, is Article V of the proposed new By-Laws. The Article covers the position of Alumni Coordinator. Again, Presidential appointment to the paid position is contingent upon Board approval, as well as salary rate and working hours.

The former Alumni Coordinator, and a part-time typist, resigned in protest this summer following various proposals to cut back or eliminate the Coordinator position and rumblings imputing inefficiency to them and their Work Study staff. The Coordinator position paid \$6500 annually and the typist position paid \$1200, according to Edgar Gray, current Alumni President.

The new By-Law proposal seems more an answer to the Coordinator's letter of protest than specifically aimed at defining a Coordinator job function. Under Section 1-Appointment, the By-Law proposal calls for "an individual who is willing to devote many long hours to the Alumni Association."

Section 2-Duties, defines the job as requiring the person work at the Association office; oversee all projects (this apparently includes Standing Committee activities) to see deadlines are met; assist any Board member who needs assistance; coordinate Association activities with the college

administration. His job is opening up the construction industry to minority hiring under the federal "Philadelphia" and "New York" Plans.

With Atkins as general coordinator, the ad hoc Career Conference Committee began its research with a New York Times listing of the top 100 minority businesses in the nation. Their list of guest considerations ran from Richard Roundtree ("Shaft") to Naomi Simms, the nation's top black fashion model. Roundtree was unavailable and Simms is out of the country, but "50 to 100" successful professionals will make it, according to Atkins.

Some of the representatives who will make it are: Essence Magazine; Atlantic Records; The Buddha Group

provided by the Record Shack. There are also several small publishing companies expected; the national personnel manager for Sealtest foods (the company is now on a major minority recruiting campaign in conjunction with Operation Breadbasket in Cleveland and Detroit); a "high fashion" replacement for Naomi Simms; Island Urban League director Dave Smith and State Director Livingston Wingate.

The background to the coming program's preparation is almost as interesting as the program itself. While the fair promises a comfortable combination of student lounge discussions and auditorium en-

The News Ferry

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Constituent Groups : Can the Parliamentary Model Survive?

by Stephen Larsen

"Last year, the Student Government Association on this campus failed to elect officers for this year. This was the second time in my four years at this College that they have failed to do so. The Constitution under which that Association was operating is the same Constitution which was written when this College opened its doors in 1956, long before the days of meaningful student participation. Each year, the Student Government Association has promised to revise the Constitution to create a structure capable of maximizing the Student Association's activities under the powers granted to them by the Board of Higher Education. Each year they have failed to do so."

The above is from "A Message from the President" (SICC News, Sept. 7, 1972), in which William Birenbaum announced that under Article XV of the Bylaws of the Board of Higher Education, he was assuming jurisdiction over student activities and over the Student Activities portion of the General Fee. Citing "the critical and continuing problems of an outdated Constitution, the absence of a legitimate student government, and the obvious fact that student power at S.I.C.C. is not being responsibly exercised by the students for the benefit of the students," Birenbaum created a Presidential Task Force composed of students and administrators to draft a new student government Constitution. This Constitution would remain in effect as a temporary Constitution until ratified by 30 per cent of the student body.

The Presidential Task Force, headed by Ernesto Loperena, Assistant to the President, worked most of the summer of 1972. The Constitution they came up with divided the student body at random into some twenty Constituent Groups of about 250 students each. Each Constituent Group was to meet during a special Governance Hour every other week, to make decisions about student government, and each Group was to elect a Student Senator. The Group meetings were to insure that the Student Senators would be responsible to a definite constituency, and to bring the governing of the student body directly to the students themselves. There was only one problem with the new Student Government and the Constituent Groups: they didn't work.

"There was a definite lack of participation on the part of the student body," said Student Senator Peter Riggi, "along with a lack of organization on the part of the Student Government. We didn't know what to expect, most of us being new to Student Government."

PLACE Sponsors Events

- Tues. Sept. 25 - Cong. J. Murphy (D. NY), Representative from Staten Island. Topic - "The Federal Government and the Cities."
- Tues. Oct. 2 - Eugene Gold - Brooklyn District Attorney. Topic - "Criminal Justice in the Cities."
- Tues. Oct. 9 - Perry Davis - Assistant to the Mayor for Community Relations. Topic - "Community Relations & Administration Humanizing the Metropolis."
- Tues. Oct. 16 - Thomas Hoving - Former Parks Commissioner, Director Metropolitan Museum of Art. Topic - "The Arts in an Urban Center."
- Tues. Oct. 23 - Stephen David - Prof. of Political Science, Fordham University. Topic - "Welfare, Social Services, & the Cities."
- Tues. Oct. 30 - Daniel Veyuoda - Deputy Chief, New York City Police Dept. - Head of Staten Island Division. Topic - "Problems of Law Enforcement in an Urban Center."
- Tues. Nov. 13 - Benjamin Ward - Commissioner of Traffic, City of New York. Topic - "Traffic Administration in the City."
- Tues. Nov. 20 - Robert Adair, M. D. Harlem Hospital. Topic - "Public Health & the Poor."
- Tues. Dec. 22 - Daniel Schreiber, Assistant Chancellor of Schools New York City. Topic - "Problems in Urban Education."

Programs Aired on CATV

Five half-hour color television programs produced by the Instructional Resources Center at Staten Island Community College will be broadcast next month over the public access channel C of the Sterling-Manhattan Cable TV Company.

Each of the TV programs, products of the IRC's television division, will be shown twice over a period of five weeks. All showings will be on Tuesdays and Wednesdays, at the same hour, 7:30 p.m.

The SICC series will open Oct. 2 and 3 with "Dancing on Strings," produced by Tommaso Anzalone, a former student at the college, and featuring SICC students in recital.

On October 9 and 10, the program will be "A Conversation with Angie Brooks-Randolph," Liberian ambassador-at-large to the United Nations and former president of the UN's General Assembly, who appears in the TV special with Professor S. Maxwell Finger of SICC, former U.S. Ambassador and senior adviser to this

A Do-It-Yourself Film Festival

by Les Keyser

New York has become the center of cinema for the whole world: no city is richer in film screenings than Gotham, nor is any city so blessed with discerning audiences. One indication of this unique cinematic sophistication is the stunning popularity of the yearly Film Festival at Lincoln Center. Over a thousand subscriptions were sold to this year's festival before the film titles were announced, and more than two thirds of the features sold out the first day the box office opened. Lucky ticket holders are scheduled for American premieres of Francois Truffaut's *Day for Night*, Claude Chabrol's *La Rapace*, and Terrence Malick's *Badlands*.

New Yorkers without tickets to the festival could easily, however, create their own festivals just by visiting neighborhood theatres. There are at least a dozen films currently playing in New York that deserve audience attention, a dozen films which will one day take their place as classics, but which right now provide entertainment of a caliber not to be found amid the standard fare of commercial television. Film can only survive as an art form if the New York audience continues to support this superior product.

On Staten Island, for example, one could begin by seeing *Paper Moon*, a carefully structured comedy directed by America's most prodigious young talent, Peter Bogdanovich. *Paper Moon* is Bogdanovich's love song to the depression, full with loving references to all the cultural artifacts of the day, the big bands, the radio shows, and the "NEHI" sodas. It is also his tribute to the great film directors he has studied, written about, and now emulates. The opening sequence of *Paper Moon*, for example, is a moving recreation of the black and white desolate prairies of John Ford, animated as are Ford's landscapes by strong characters remarkable for their grit. Similarly, Bogdanovich's conclusion is a loving imitation of the little tramp's farewell, a subtle homage to Chaplin. The body of *Paper Moon* is classic comedy, too, as Tatum O'Neal literally gives her father lessons both in hustling and in acting. *Paper Moon* is not without flaws, and may strike one as a little mechanical, but it does fit well in the Bogdanovich canon. The director of *Targets*, *The Last Picture Show*, and *What's Up, Doc?* provides competent family fare in *Paper Moon*.

Last Tango in Paris is hardly family fare, but it is on Staten Island, and it is well worth seeing. *Last Tango in Paris* was the sensation of last year's New York Film Festival, and its themes still cause a stir wherever it plays. Perhaps the most interesting feature of the film is Marlon Brando's presence in several scenes, especially those back at his hotel and beside his wife's coffin, he shows why he is America's most accomplished actor. Surprisingly, it is in the scenes with his paramour, Ms. Schneider, that Brando seems weakest. Perhaps no actor can make manure on his shoes a tragedy, nor transform a finger up the rectum into an existential

Alumni Plans

Continued from Page 1

- 9. Obtain updated info on graduates by issuing a yearly questionnaire.
- 10. Coordinate the League for Community Action (L. C. A.).
- 11. Manage the Alumni Office; attend to all correspondence, phone calls; supervise the work-study staff.
- 12. Represent the Alumni Assoc. at campus and community meetings concerned with Alumni.

The letter, sent to the officers of the Alumni Association, past-President and various administration officials, also described the Coordinator's understanding of the working conditions she was hired under:

"As you know, I was hired part-time with the understanding that I would work only during those hours and those days that I foresaw work to be done; thus my unconventional hours. I have worked ONLY for these hours, and I have been paid ONLY for those hours."

Although the Coordinator position is included in the new By-Law draft, Gray, in a recent interview, stated that the Executive Committee would assume the Coordinator duties, supplemented by Work Study student staff and, perhaps, a typist.

At the time he released the Coordinator's letter, Gray stated that the primary consideration in his and other officers' desire to eliminate the Coordinator position was financial in nature. The letter suggested, and Gray confirmed, that he favors hiring a secretary at a lesser wage rate.

As Gray did not refute the former Coordinator's job description, nor description of conditions under which she was hired, there is no evidence to suggest the various imputations referred to in the letter had a basis in fact. Both Gray's statements and the letter of resignation focused primarily around the issue of job definition and consequent working conditions.

It is possible that a move to minimize the importance of the Coordinator function has political ramifications, however. Besides the fact that the former Coordinator was hired by past-President Alan Shark (whose position is the primary target of many governance changes, as noted earlier), a weakened staff influence again places the governance-by-committee structure into a position of stronger influence.

Other tentative changes include a stiffened requirement for "Honorary" membership to the Association in that it would take a two-thirds vote of mem-

bers present at a regular business meeting of the Association to provide the status to a nominee of the Board of Directors. Though not voting or participating members of Association activity, "Honorary" appointees are eligible for Alumni benefits (ie. Purchase Power, a discount buying program). College administrative officers and faculty remain on "Honorary" status "ex officio."

An auditor, appointed by the President of the Association, would be called in each fiscal year. The present Constitution requires no specific outside audit.

Budget and Special Events Committees would be eliminated in the new draft, as well as specific definitions of Officers' powers and duties (again the impact strikes most at executive authority and focuses toward committee governance strength).

Finally, Article VI-Fees, would be eliminated. There is no replacement clause in the new documents. At present, the Article outlines the method of Alumni Association fee payment as practiced at SICC. As now operant, part of each student's fee goes toward a life membership in the Association. Each semester, the Association's budget is based on a flat \$2 (dating from 1960) per student. The fee cannot be increased except by referendum. This term, the fee structure will mean an approximate \$16,000 budget based on the estimated 8,000 enrollment at SICC.

Also in Brooklyn right now is the underrated film of the year, *The Hireling*, based on a fine L. P. Hartley novel, and featuring four de force performances by Robert Shaw and, of all people, Sarah Miles. *The Hireling* is for audiences who don't demand that there be much action in a film, but demand films that offer real vision, real insight into character and milieu.

The half dozen films mentioned above would enrich the roster of any film festival. One could easily add *Blume in Love* and *Junior Bonner*, another double feature playing the neighborhood of Brooklyn, or one could look across the river to Manhattan where *La Grande Bouffe*, the winner at Cannes, is opening, and where American Graffiti, *Bang the Drum Slowly*, and *Heavy Traffic* are witness to a film culture that is alive and thriving. We New Yorkers can assure a vigorous film art by continuing our patronage of superior product.

Anybody for a flick tonight?

Anybody for a flick tonight?

Anybody for a flick tonight?

Anybody for a flick tonight?

Open Admit

about one third of all freshman this year will come from families with incomes of \$8,000 per year or less.

Recent figures from the U.S. Bureau of Labor statistics show that a family of four living in the New York metropolitan area with an income of \$7,481 per year can afford a low-rent apartment, no car, no money for recreation, no vacations, no money at all for schooling, a very limited diet, and no more than essential clothing.

Although it will enroll more needy students this year than ever before, because of a shift in population and revised federal aid guidelines which favor the student from the low end of the economic spectrum who attends a high-tuition school, City University will receive \$4 million less in federal student aid for 1973-74 than for the previous year. The largest single

Continued on Page 3

Education Grants Top Half-Million

Staten Island Community College has received more than \$500,000 in grants for new educational programs during the 12 months just ended. The new grant money, which totaled \$534,413, is in addition to funds given the college for continuation of programs under earlier grants and sets a new yearly high for such funding.

The bulk of the new grant money, \$482,875, came from governmental agencies - federal, state and city - while the other \$51,538 was given to the college by private organizations and foundations. Included among the college's supporters were the Staten Island Council on the Arts, the Staten Island Mental Health Society and the Staten Island Zoological Society.

Funds from the grants have made possible projects ranging from individual faculty research to wide-ranging SICC educational programs covering significant segments of the community.

From the Zoological Society, for example, came \$2,250 for a professional study of the Galapagos Island snails, while the City University Chancellor's Program awarded \$1,240 to three faculty members for development of videotape modules to be used in teaching Spanish to emergency workers such as policemen, firemen, ambulance attendants, etc.

At the broader end of the spectrum,

Staten Island Community College's program to take jobless Viet Nam veterans off the streets and qualify them for employment was bolstered by U. S. Office of Education grants totaling more than \$130,000. Still another SICC program, making college level occupational courses available for ex-narcotics addicts at the state's Arthur Kill Rehabilitation Center, was given a \$36,000 grant by New York State.

A joint project with the State University at Stony Brook, for a four-year career course for young people interested in service with community agencies and youth organizations, qualified for a \$104,125 award from the Fund for the Improvement of Post Secondary Education. It will make possible a baccalaureate degree for students taking courses at SICC and Stony Brook and completing internships with community service agencies.

Another grant, utilizing federal funds channeled through the State Education Department, gave the college \$43,587 to train blood bank technicians and prepare them for the city's new licensing requirements. A similar state grant, for \$21,546, will make it possible for the Staten Island college to conduct classes at Willowbrook State School for Willowbrook staff aides who seek paraprofessional status and higher level job opportunities.



Last of the China Trip returnees, President William M. Birenbaum got the "Chairman's" treatment on his recent SICC homecoming.

AID Advocates

by Martin Black

There have been a number of questions raised in recent months concerning the role of the AID Center in connection with "C" Building. In this capacity, we have a responsibility to work closely with two important sources of authority within the college.

First, we are mandated by the Office of the Dean of Administration to insure enforcement of all legally authorized college regulations in regard to conduct and property. Second, we serve as administrators for both Day and Evening Session Student Governments who initiate policy on such matters as space allocation, service areas (e.g. the soon to be opened Sweet Shop) and a whole variety of cultural, intellectual and recreational programs.

At the outset of this academic year, AID would like to once again bring the college community's attention to our particular concern with problems of drugs, gambling and the general physical appearance of the building.

Undoubtedly, drugs are most critical. As recently as a year or two ago the image of the Student Center as a haven for pot smokers and users of even harder drugs was predominant on campus. Through the efforts of many people, including the Drug Task Force and Drug Review Panel, tremendous success has been achieved in turning the situation around. However, AID cannot afford to be complacent in this area. Our purpose is not to moralize about what people should or should not be doing. We are not trying to tell people how to live their lives. On the other hand what we are saying quite clearly is that the rule of law will apply in the Student Center concerning illegal use of drugs and narcotics.

Those who have the good sense to respect these regulations will find the Center a warm and inviting place to spend their time. Others, who do not, will be asked to refrain from using the facility. If they refuse, other corrective action will be taken against them. This is not a game. We mean business.

While gambling may be a relatively less serious matter, it is still in direct contravention of both State and campus regulations. No one on the AID Center staff is so naive as to believe that we can eliminate playing cards for money in a society where this is commonplace. Although a number of questions might be raised as to the appropriateness of this activity in an educational setting, the question of having large amounts of money laying around on lounge and cafeteria tables is not debatable.

Our official policy is to discourage gambling of all types. We will, on a pragmatic basis, move to insure that no area under our supervision is allowed to take on a "casino-like appearance." In this regard, as well as those mentioned above, we will work cooperatively with Mr. Edgar Paradise and his Security Staff, who have constantly sought to maintain a cooperative and mutually helpful relationship with us.

The third area of our concern is the general physical appearance of the Student Center and, to a greater extent, the entire college campus. There are definite rules for posting materials designed to insure fairness for all. Moreover, members of the student governments and our AID Center staff

have been constantly working to upgrade the Student Center facility. It should also be noted that herculean efforts have been put forth on the part of Mr. Tony Orlando and his fine staff to keep the place clean. Now we need you. Let's see if all of us can do our share to make the Student Center as beautiful as the people who use it.

In closing we should note that every year we are privileged to remarks of individuals who contend that all that concerns us is dealing with the symptoms of problems discussed here, and not the causes.

"Why not find out the reasons people take drugs and gamble and disrespect their environment and deal with these issues instead of acting as a policeman?"

Our answer is that many of the activities of the AID Center will be strongly pointed in these directions in the year to come as they have been in the past. This does not mean, however, that we can sit idly by in the meantime. When you have responsibility, often times you must strike a balance. This is what we strive to do. To be firm but fair. To deal with the symptoms, and, simultaneously, address the causes. Check us out. We mean what we say.

CUNY Offers Bilingual Prison Course

Joaquin N., a 23-year-old Puerto Rican who is serving a sentence for illegal possession of drugs, started college this summer in a program he hopes will lead to professional social work training. He's one of about 100 Puerto Rican New Yorkers who are taking freshman courses for credit under auspices of City University of New York in the first bilingual college program ever offered to Spanish-speaking inmates of correctional institutions in the state, including New York City.

The men will attend classes throughout the year and transfer credits to CUNY colleges when they are released. They are inmates at Greenhaven Correctional Facility in Stormville, N. Y., 70 miles north of New York City. The educational program in which they recently enrolled is given by the university's new Center for Puerto Rican Studies. Requirements for admission to CUNY classes at Greenhaven are the same as for any other branch of the City University; students must have a high school diploma. (Those who have not graduated may attend preparatory classes at the prison to get a high school equivalency certificate.) Many of the freshmen at Greenhaven want to get the education and job training they need to qualify for positions in social work fields.

"We want to make sure that what happened to us doesn't happen to other people," is the way Joaquin explained their hopes for the future. A large

Continued on Page 6

DSG By-Laws

Continued from Page 1

matters of Student Government related to Student Government Activity Fee. Section 3. The Commission on Student Finances will have the authority to freeze any funds, following consultation with any other Commission, of any organization which fails to meet the established rules and regulations pending public hearing and final action by the Student Senate.

Section 4. All Student Government Activity Fee disbursements shall be authorized by the Chairperson of Commission on Student Finances.

Section 5. The Commission on Student Finances will not authorize payments of any voucher which does not contain the following:

- (1) A detailed description of all items and related costs.
- (2) Signatures of both president and treasurer of organization forwarding request.
- (3) Signature of Chairperson of related Commission (if any).

Section 6. The Chairperson of Commission on Student Finances shall serve ex-officio as a member of the S.I.C.C. Association, Inc. and its Board of Directors.

Section 7. The Commission on Student Finances shall be responsible to bring to the attention of the Student Government all irregularities uncovered pertaining to financial matters within the College Community and Student Government related activities.

Section 8. The Commission on Student Finances shall periodically investigate all journals kept by each individual organization.

Section 9. Budget Modifications. The Commission on Student Finances shall have the power to transpose amounts not to exceed 5 per cent of total budget, provided amount to be transposed does not exceed \$75.00.

ARTICLE VI. ASSETS AND FUNDS.

Section 1. Ownership. No member officer or employee of the Day Session Student Senate shall have any right, title or interest in any of the assets derived from Student Government Activity Fee. All assets and funds allocated to the Student Senate shall be controlled exclusively by the Student Senate.

Section 2. Disposition. All funds of the Day Session Student Senate shall be placed in safekeeping with the S.I.C.C. Association, Inc. All its surplus funds shall become available to the following Student Senate immediately after certification of elections.

Section 3. Examination and audits.

All books, records, and accounts of the Association shall be subject to examination and audit by the State and City University of New York and the Comptroller of the State and City University of New York at any time.

Section 4. Dissolution. In case of dissolution of the S.I.C.C. Day Session Student Government Association, the assets remaining after payment of its just debts and obligations shall be held in safekeeping by the S.I.C.C. Association, Inc. and immediately transferred over to the

Continued on Page 5

Attendance Committee Nominations

Twenty-three faculty and staff names will come up before the Faculty Council this week as the council votes to fill the faculty seats on the newly created Attendance Committee. Formed last year in the heat of the controversy over the return to the 15 percent cut system, the new committee, composed of both faculty and students, will take over the duties of last year's group and will reopen the question of the "desirability of attendance regulations."

As of the deadline, September 20, for the return of nomination forms, candidates for the three positions were as follows:

- Rosa Caparros - Instructor, Modern Languages
- Sarah Culley - Asst. Professor, Nursing
- Frank Dally - CLT A, Modern Languages
- Ed Hack - Asst. Professor, English & Speech
- Charles Isaacs - Asst. Professor, AID Center
- Harry Kirsch - Asst. Professor, Economics, Political Science, Philosophy
- Sol Lapatine - Asst. Professor, Electrical Technology
- Ernesto Loperena - HEO Asst.
- Dorothy Lubeyk - Instructor, Nursing
- Pam Mahajan - Instructor, AID
- John McBride - Asst. Professor, English
- Thomas McCarthy - CLT C, Modern Languages
- Kristin McDonough - Instructor, Library
- Pat Nolan - Asst. Professor, Chemistry
- Antonette Nunziato - Asst. Professor, Nursing
- June Olsen - Asst. Professor, Nursing
- Howard Peirano - Asst. Professor, Physical Education
- Arnado Ricon - Asst. Professor, Modern Languages
- Pat Silvermail - Instructor, Library
- Helen Smer - Instructor, Math
- George Stern - Instructor, Business
- Gopi Varma - Instructor, Library
- Rosemary Walsh - Assoc. Professor, Nursing

The Student Government has nominated Ed Jagacki and Dino Lagravinese to fill the student seats on the committee.

29 Faculty Promoted

Twenty-nine members of the Staten Island Community College faculty are being promoted in academic rank, according to an announcement by President William M. Birenbaum. Two of the promotions are to the rank of full professor, the top rung in the teaching ladder. Others are from assistant professor to associate professor or from instructor to assistant professor.

Both promotions to full professor are in the department of English and speech. They are going to Dr. Rosalie Reich, who also is director of the PLACE program and to Armand Schwerner.

Dr. Reich is the author of "Tales of Alexander the Macedonian," published last year. She has been a member of the SICC faculty since 1965, after having taught seven years at Brooklyn College.

and while at Staten Island has received State University and City University research fellowships. The PLACE program she heads at SICC is one of the college's experimenting projects in which students are encouraged to create new courses to meet their needs, to develop seminars of general interest, and to work as interns on community-related programs.

Professor Schwerner, at SICC since 1964, is widely known as a poet whose work during the last few years has been included in the anthologies of a score of major publishers. He has received faculty research fellowships and earlier this year was recipient of a New York State Arts Council grant under the council's Creative Artists Public Service Program.

The largest number of SICC promotions, 14, is from assistant professor to associate professor. In that group are:

Dr. John F. Olsen, chemistry; Dr. Jessie Gilmer, college discovery; Emile Chi, computer technology; Drs. Solomon Gemorah and Howard Weiner, history; Leon Ablon and Dr. David Jacobson, mathematics; Carolyn Fazzolari, mechanical technology; Amado Ricon, modern languages; Enid Harris, nursing; Norman Kruger and Ralph Martel, performing and creative arts; Giovanni Impeduglia, physics, geology and astronomy, and Dr. Clara Melman, psychology and sociology.

The 13 SICC faculty members raised from instructor's rank to the status of assistant professors are:

Martin Rosen, biological sciences; George Applewhite, business; Davis M'Gabe, economics, political science and philosophy; David Doyle, John McBride and John P. Miller, English and speech; Wendy Guillou, experimenting program; Richard Kamen, Evan Pickman and Elizabeth Zwingraf, health and physical education; Sarah Culley, nursing; and Deanna Nass and Ivan Smolaka, student personnel.

Hauer is New Intern Director

Virginia Hauer has replaced Michael O'Shea as director of the SICC intern program this fall. The program is designed to find intern placements and coordinate them with regular course activities in the college. Its major accomplishment to date has been establishment of this year's law course series under an outstanding array of metropolitan notables in law and government (see News Ferry, September 25 issue).

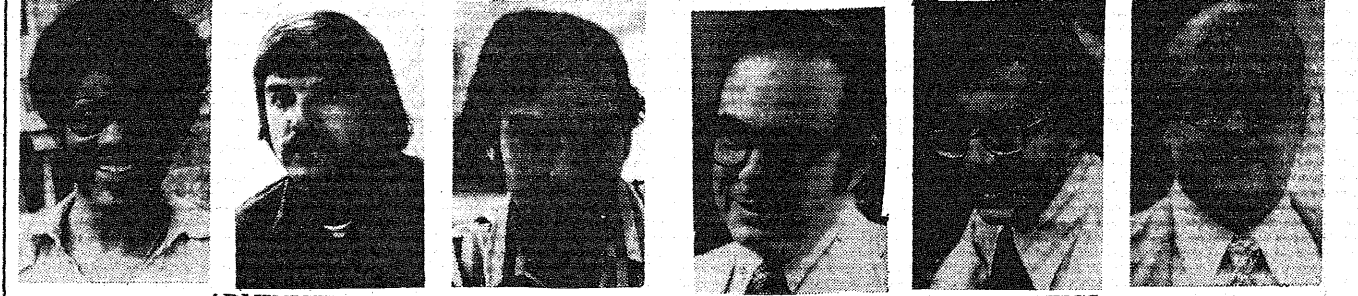


Hauer comes to SICC following four years of service in the Mayor's office. There she served under Deputy Mayor Edward Morrison (one of the faculty in the new law program) and Joseph Erazo, Assistant to the City Administrator.

Previous to her City Hall activity, Hauer worked with the Department of Relocation, under the City's HDA program, and with the Community Development Agency (CDA) where she monitored the Central Harlem district.

Hauer's teaching experience include stints at St. Mary's College in South Bend, Indiana, and a high school in Woodstock, Illinois, where she chaired the Political Science Department. Also holder of a law degree, Ms. Hauer has taught a "contracts" course under La Guardia college's Business Law department. Ms. Hauer is a native of Fond-du-lac, Wisconsin.

New SICC Faculty/Staff



ADMINISTRATIVE
Assistant to the Assistant Dean of Faculty, Geoff Atkins, was affiliated with the Child Care program here last year. He earned his B. S. in Marketing from Manhattan College and acquired seven years of experience in business before accepting his present post.

Financial Aid Counsellor Henry Mackiewicz comes to SICC from his most recent position in the CUNY Central Office for Financial Aid. He has held similar jobs at NYU and Pace College, and earned his M. A. in counselling at NYU.

After a year with student activities at SICC, Ray Pena has been hired as a Financial Aid Counsellor this semester. He attended Wagner College for two years as a Philosophy major and has been at the University of Mexico for the last seven months.

MATHEMATICS
Professor Bruce Chandler has been signed to the Mathematics faculty after teaching eight years at NYU, where he got his Ph.D. His areas of specialization include group theory and the history of mathematics. He has published a book on the former subject.

New to the Mathematics faculty is Jean-Claude Derderian, holder of a Ph.D. from Wayne State and winner of a Canadian National Science Post-Doctoral Fellowship at the University of Montreal. He moved to his present post after serving as Assistant Professor of Math at SUNY in Buffalo.

PUBLIC HEALTH -NURSING
Public Health instructor Edith Barnes taught part-time last year at both Richmond College and SICC in teacher education in Public Health Services. After receiving her M. A. in Early Childhood Education from Columbia, she worked in the elementary school system for twenty years before moving to Pace College.

Public Health instructor Thomas Bucaro has been a longtime employee of the New York Department of Mental Hygiene, most recently at the South Beach Psychiatric Center where he was a community organizer and clinical therapist. His Master's Degree is from Adelphi University in Social Work.

Joyce Belgrave, a lecturer in Nursing, has worked at Lutheran Medical Center and St. John's Hospital while attending Jersey City State College for her Master's. She holds a B. A. from Brooklyn College and a diploma in nursing from San Fernando General.

Recently appointed to the nursing faculty is Margaret Dempsey, who holds the position of Assistant Professor. Holder of an M. S. from Hunter and a license to teach midwifery, Ms. Dempsey was a nursing supervisor for ten years before teaching.

One of several new members of the Public Health program staff, Alvin Maxman, Assistant Professor, holds a Master of Social Work Degree from Hunter School of Social Work where he was also a field instructor for three years. His long public service background includes several years as a psychiatric case worker.

College lab technician Maureen Vogt was an assistant microbiologist with the City Department of Health. She is continuing her education at Wagner College in the Bacteriology and Public Health Master's Program and is licensed as a Medical Technologist by the NYC Health Department.

Perrault Returns As Faculty Dean

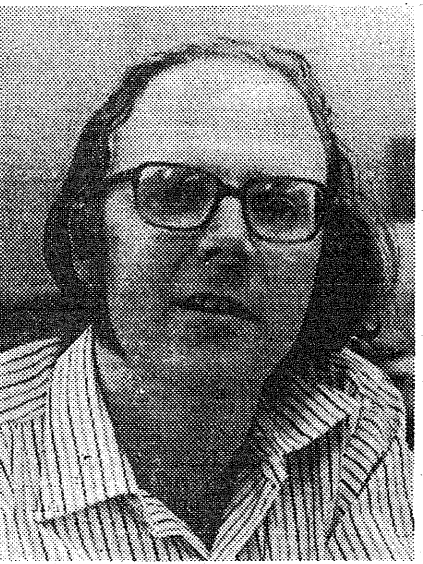


Professor Cecilia Perrault, who left the Staten Island Community College faculty in 1967 for an NYU professorship in Italian, will rejoin SICC next month as assistant dean of the faculty.

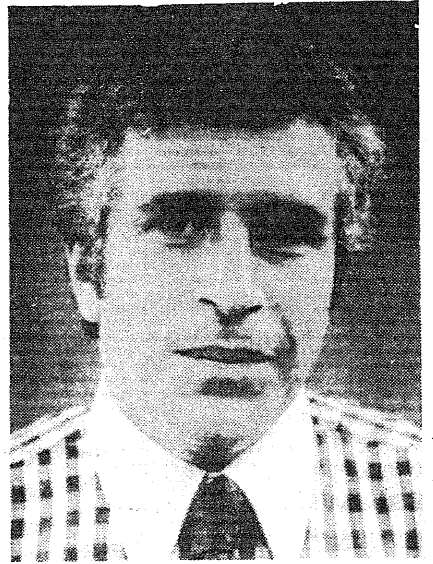
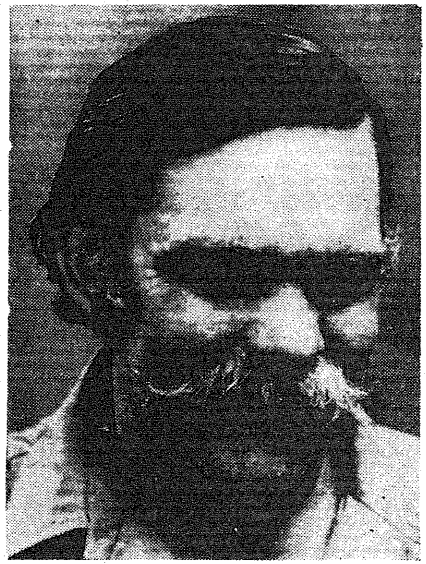
Professor Perrault, who studied for six years at the University of Rome and earned her doctorate in foreign languages at that Italian University, will also hold a professorship in SICC's department of modern languages.

A faculty member at the Staten Island College from 1965 to 1967, Dr. Perrault had previously been director of the Italian program at Loyola University in Chicago and a teaching assistant at the University of Rome and Cornell University. She took her M.A. degree at Cornell in 1960, after having studied in Rome for five years, and then returned to Italy from Cornell to achieve her doctorate.

Three Departments Get New Chairmen



Dr. Carpenter, new History Chairman; Dr. Stanton, Psychology-Sociology-Physical Education.



New chairmen have been designated for three of the major departments, SICC's President William M. Birenbaum has announced, with the start of classes for the fall semester.

The three departments with new chairmen are history, now to be under Dr. Luther P. Carpenter; psychology and sociology, under Dr. Howard R. Stanton; and health and physical education, under Professor Gary Rosenthal. Dr. Carpenter has been on the SICC faculty since 1968, while Dr. Stanton and Professor Rosenthal have only recently joined the teaching staff.

Dr. Carpenter, who was elected to Phi Beta Kappa at Amherst before going on to graduate work at Harvard, at various times has held Woodrow Wilson, Harvard, State University of New York and City University of New York fellowships, as well as being selected as a visiting scholar to Bristol University in England. Prior to coming

to Staten Island Community College, he held teaching posts successively at Central State College in Ohio and Lincoln University in Missouri.

The new psychology and sociology department chairman, Dr. Stanton, has come to the Staten Island college from Worcester, Mass., where he was director of the Worcester Miniversity after having held a professorship in sociology for three years at Clark University. He also was three years on the graduate faculty at the University of Puerto Rico, for four years was director of that University's Family Life Project, for five years was director of the social science program for the Santurce Department of Public Health in Puerto Rico, was on the staffs at Bryn Mawr College, Columbia University and the University of Chicago, and for two years was a reporter for the Honolulu Star-Bulletin.

Professor Rosenthal, selected as chairman of the health and physical

education department at Staten Island Community College, for the past ten years has been on the faculty of Long Island University. At his alma mater, LIU, he has filled such posts as executive dean of the university's Brooklyn Center, dean for admissions, dean of the division of basic studies and dean of students. He also has been a health and physical education department chairman in the city school system and has held a part-time professorship at New York City Community College.

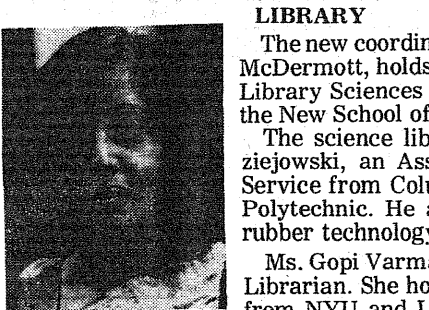
Professor Rosenthal has served three years as president of the Metropolitan Soccer Conference, twice was named Soccer Coach of the Year in Metropolitan New York, coached the United States soccer team in the 1969 games in Israel, and has served as a consultant on the game to major newspapers and magazines as well as to a Hollywood studio.



COLLEGE LAB TECHNICIAN

William Canary, SICC graduate, has been hired this semester as a college lab technician in the Computer Services department. He received his B. S. in computer science from the University of Dayton, Ohio.

Gehrig Dilgard, SICC alumnus, has been hired as a college lab technician while he finishes his B.S. program at Richmond College in computer science. Last year he worked as a peer-counselor at the People's Center.



LIBRARY

The new coordinator of circulation services in the library, Eileen McDermott, holds the title of Assistant Professor with a Master of Library Sciences Degree from Pratt Institute and M.A.L.S. from the New School of Social Research.

The science library will be directed this year by Jerzy Radziejewski, an Assistant Professor. He has an M. S. in Library Service from Columbia and another in Chemistry from Brooklyn Polytechnic. He also holds examination degrees in plastics and rubber technology from London.

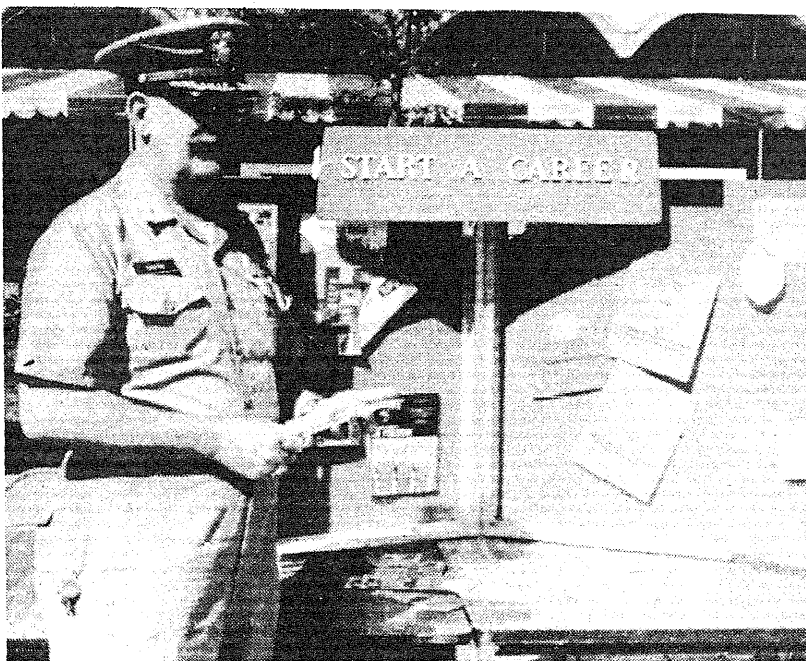
Ms. Gopi Varma has taken over the post of assistant to the Chief Librarian. She holds two Master's Degrees, Public Administration from NYU and Library Science from Pratt Institute.

Marchi; Students on BHE

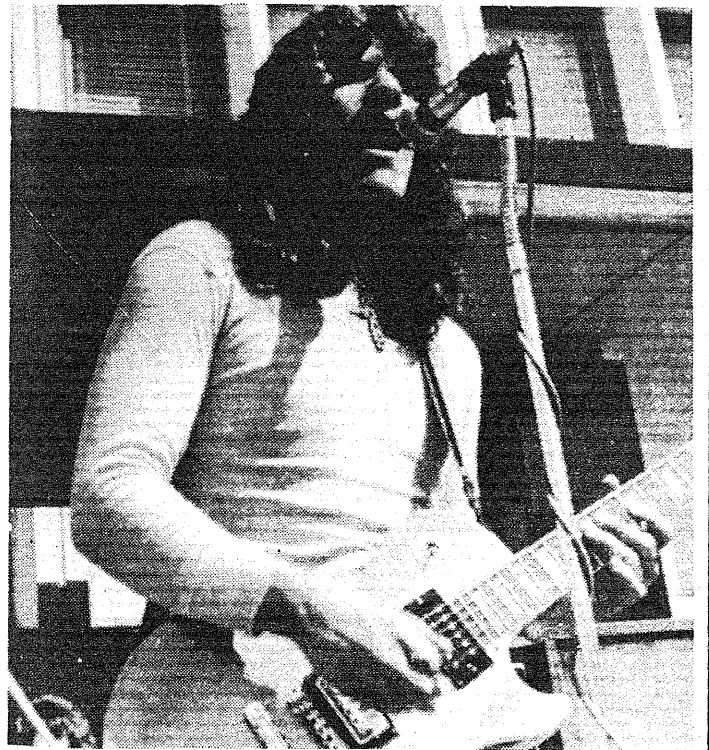
State Senator John J. Marchi, Republican Candidate for Mayor, has announced that if elected, he will appoint an enrolled student from the City University System to the newly constituted Board of Higher Education. In remarks made at a meeting with New York City student leaders on September 8, Senator Marchi urged that "students should have a voice in governance decisions of the Board of Higher Education."

Marchi announced that he supported

free tuition and open admissions for those students who could not otherwise afford to attend college. "One of the top priorities of my administration will be to provide quality higher education for everyone who wants it," he said. Senator Marchi also declared that he opposed any effort to unite the City University with the State University system. He added that his goal was to expand the educational opportunities available to the City's students, "as well as to consolidate the gains of the last decade."



Orientation, Food, Music, Careers, Cons A Festival



Open Admit

Continued from Page 1

recipient of federal student aid in the nation, last year CUNY received \$17.4 million in federal funds for student financial aid. This money aided 21,500 students. This year only 50.99 percent of New York State's original request was allocated by the federal government.

If 100 percent federal funds had been available, CUNY qualified for and would have received \$29.4 million for 1973-74. Because New York State's allocation was cut, and because of the new federal guidelines, CUNY will receive only \$13.4 million.

Applications from 35,000 students for 1973-74 are now being processed to determine financial aid eligibility. But most funds must be directed toward continuing financial assistance to students who received it in prior years.

Approximately \$122 million has been allocated nationally in the new federal Basic Opportunity Grants program. The estimate at CUNY is that approximately 12,000 freshmen out of a total day session matriculated enrollment of 150,000 will receive some BOG money. BOG legislation calls for maximum grant level of \$1,400; however, under current appropriations, the maximum BOG allowance is \$453. Average BOG awards to CUNY students will be \$200; many will receive the minimum \$50 award.

The effect of these new programs and policies—and cutbacks—on CUNY students from families with incomes in the \$6,000 to \$12,000 range—the bulk of CUNY's population—is yet to be determined.

TUITION INCREASE FOR OUT-OF-CITY STUDENTS

Over the summer the Board of Higher Education approved sharply higher tuition rates for nonresidents of New York City who attend various units of the City University.

The annual increases of \$650 for out-of-town undergraduates in CUNY senior colleges and \$600 for graduate students are effective for the fall 1973 semester.

According to BHE Chairman Luis Quero-Chessa, the increases were "dictated by the action recommended by the Governor and taken at this year's session of the State Legislature. The 1973 Omnibus Higher Education Bill specifically excluded counties outside New York City from the requirement of reimbursing this municipality for a portion of the cost of educating their students enrolled in our colleges."

Since the new law took effect, Nassau and Suffolk counties have agreed to pay a portion of the cost of educating their residents. Rockland and Westchester counties have adopted resolutions declaring they would not reimburse the university.

in the
future —
Everyone
will be
famous for
15 minutes.
Andy Warhol

But In The Meantime ...

News Ferry Needs Twenty People...

We are looking for twenty students interested in various facets of the Publishing industry. Students can be from any study curriculum, but must be able to devote 15 hours per week to the News Ferry production schedule.

The rewards of working with the News Ferry will vary with the intern and his or her job function. However, to all interns:

We can guarantee resume credentials as a staff member of a working press. The News Ferry is no "test tube" publication. It can and will hold its own with any community press. As such, you will carry a specific job function with specific criteria and definitions of success.

We can guarantee personal recommendations from professional staff. The people you work with will vary with your job. But all of them are well credentialed and experienced in their fields. See "Who Staffs the News

Who Staffs The News Ferry...

All staff members have in common a single factor, production experience. News Ferry staff members' academic credentials range from a basic Bachelor's Degree to MFA's. Because we are a production house, however, our orientation is more toward what they have done in the field. Following are some of the different staff members who have worked for the News Ferry to date:

EDITORIAL:

"My average weekly copy load ranged from 2200 to 4000 words. During my tenure at the REGISTER I had the opportunity to cover numerous hearings on the widest range of subjects and, upon leaving the paper, had only been questioned once as to accuracy... it was later found to be a multiplication error."

This writer was nominated for the Ernie Pyle Award for advocacy journalism (on the now well known, then little known, LNG tank dispute on Staten Island) and Pulitzer prize for investigative reporting.

A former Editorial Assistant was licensed to teach

secondary and Junior High School English; had worked for Harper and Row Publishers in the same position; The New Yorker Magazine; Hayden Publishing; and Miracle Press before joining the News Ferry.

Another Editorial Assistant is a Vassar graduate who, as a student organizer, was a member or leader of twenty-one different organizations or activities. Work experience ranges from Forbes Magazine IBM Programmer to Photographer for CUNY's "FEEDBACK" newspaper and English tutor.

The editor created the feature and editorial format for a weekly newspaper on Staten Island which won two of six contests for newspaper excellence in its first year of operation. As Editor, his paper was recipient of the 1971 Community Service Award for "best overall coverage" of the New York metropolitan weekly press and came in third runner up in the National Editorial Workshop Services Award (formerly A. J. Liebling Award) for "general excellence" amongst weekly papers nationally. As a reporter, was nominated for best story on firefighters in 1970.

In total, the editor has seven years experience in everything from legal publications and the un-

Intern Openings...

(4) Writing Assistants:

Writing assistants will train with the editorial staff on all aspects of reportorial technique; re-write practices; copy and assignment editing; investigative research methods; standard journalistic practices and ethics. Interns will rotate on "beat" assignments and copy desk work.

(2) Photo Assistants:

The two photo assistants will alternate between shooting assignments and darkroom work. Shooting assignments will include magazine portrait; straight news and subjective photography. These interns will be provided a unique opportunity to incorporate whatever freelance experience they have acquired with the production demands of "staff" photography... shooting to assignment and deadline schedules, cropping and reduction, and various other facets of publication photography will be offered.

Required is a serious interest in photography and your own shooting equipment. Darkroom experience is preferred, but not required.

(4) Layout Assistants:

Three of the four assistants will alternate between working at our composition plant in Brooklyn and working with the conceptual and creative aspects of layout.

Interns in these slots will experience all aspects of newspaper production, from visual conception techniques to offset paste-up. Although graphics backgrounds are preferred, they are not required.

The fourth intern should be someone interested in typography as a science or the computer technology of cold type production. We are currently negotiating with a large typesetter corporation to secure direct on-the-job training with the company on the News Ferry machinery. This intern will be responsible directly to the editor for exploration of computer possibilities in layout covering areas of production efficiency and creative possibility.

(4) Sales Assistants:

All four sales assistants will work directly under the advertising manager in local space sales to Staten Island and Brooklyn retailers. In addition, they will research the mechanics of national advertising potentials and regional sales opportunities. The News Ferry anticipates generating over \$20,000 worth of ad revenues this year, 12 per cent of it will go to the sales force directly.

Students must have their own means of transportation for these positions, as they will be traveling during most of their working hours.

(1) Market Analyst:

In essence, this student will provide logistics information to the sales force. His or her function will be primarily concerned with research and analysis of data for News Ferry promotion and sales purposes.

(1) Editorial Assistant:

This intern will focus on news research, public relations and various other editorial areas of activity. He or she is the "house" equivalent of the marketing analyst in that responsibilities revolve around news support logistics and public relations research for the News Ferry as an entity, much like the market analyst will concentrate on the advertising base.

(1) Production Assistant:

The production assistant will primarily fulfill the role of traffic manager. This intern's responsibility is coordination of all activities related to production.

The production assistant will provide research and programs necessary to properly evaluate methods, supplies and information for application to mechanical coordination of the publication.

(1) Distribution Assistant:

Beyond responsibility for physical distribution of the paper and full coordination of that activity, the distribution assistant will be called upon to research and report upon all aspects of mailing mechanics; laws; etc. and research (with the market analyst) expanded readership capabilities, promotions and methods of distribution.

(1) Secretarial Assistant:

This position requires the most highly skilled pre-requisites. The secretarial assistant will be responsible for correspondence, files and any other record keeping necessary to a publication. This will include experience in establishing a "morgue" of various publications.

(1) Financial Assistant:

This intern will provide all aspects of financial analysis for the News Ferry; be responsible to research improved bookkeeping and accounting methods; predict sales problems and earning potentials and, generally, study and apply him or her self to all aspects of newspaper finance.

The six single intern categories all, in one form or another, represent management aspects of editorship in any newspaper. Consequently, they will all work directly with the Editor or Associate Editor and will be expected to be people with management aspirations.

Each intern will be expected to assist in researching the academic and career possibilities of their assigned area of interest.

Ferry" for resume highlights of staff credentials to date.

We can offer you a concentrated program of referral services for scholarships; advanced study placement; free-lance and part-time work in the field; and permanent job placements. We are currently utilizing News Ferry research resources to build a dossier of schools, publishing houses and Cold Type industries willing to work with News Ferry interns.

We will make every effort to provide credit for your News Ferry activities. Toward that end, we are currently meeting with directors of Experimental programs. In addition, we will approach any counselors or faculty in your area of study to negotiate independent study or other credit arrangements that meet your scholastic requirements and theirs.

derground press to advertising copywriting.

PHOTOGRAPHY:

One News Ferry photographer has been regularly published in nine different publications worldwide; has had two "one-woman" shows in New York and been part of three group shows including the American Institute of Graphic Arts. A photo from that show was published in the Minor White edition of Aperture Magazine.

She came to the News Ferry from free-lance assignment work with Pepsi-Cola International in Brazil; is a licensed teacher; as School of Visual Arts scholarship student worked in Creative Photography with Ralph Hattersley; and holds her B.A. from NYU in English-Journalism.

Another News Ferry photographer has studied photography and film at NYU, the School of Visual Arts and New School. He has taught photography to emotionally disturbed children at Memonides Institute and has been an advertising photographer. His one-man and group shows include the Soho gallery; Stonybrook University; The Darkroom and Crossroads Galleries. He has been published in four books of poetry and photos with Empathy Graphics and is an independent filmmaker.

Fact Finder's Report III

14. Appts., Reappts.,

There are two major differences in these proposals. In (1), the PSC uses the term "the agreement," whereas the BHE employs the modifier, "a stated term of the agreement." This is the same dispute which separates the parties in their general definitions of a grievance. We shall not therefore repeat their arguments here.

Subparagraph (3), reflects a serious division between the parties. The Board's version would limit the arbitrator to determining whether or not the claimed academic judgment in fact constituted an arbitrary or discriminatory application of the By-Laws or the Board's written policies. To the Board, this is also a "make or break issue" which goes to the heart of the whole question of arbitral review of the substantive aspects of the academic judgment involved. A matter which the Board holds must be non-reviewable by an outside arbitrator who is not a part of the "peer judgment" system of evaluation. Should an arbitrator find that a proper academic judgment was not made under the provisions of subparagraph (3), he is directed, under the Board's proposal, to remand it for further processing by the academic authorities.

The Board's summary of its proposal for handling such remands is as follows:

(BHE) Arbitrators for "academic judgment" cases to be selected from regular arbitration panel in regular way. Limitations on remedy power as follows:

If the arbitrator sustains a grievance involving failure to appoint, promote or reappoint, he shall remand the matter for a proper academic judgment. If the arbitrator determines that a fair

violation and then, if such a violation was found, remanding the case to an academic authority, has the virtue of confining the academic judgment to the proper forum for its exercise.

Moreover, in an effort to meet the PSC's complaint that a remand to the same body which made the original judgment might be an exercise in futility and, hence, no remedy at all, the BHE is now proposing to give the professional arbitrator the power to decide whether in the interest of securing an untainted or unbiased judgment the remand should be to a different person or to a select committee of academic personnel with authority to review the original academic judgment, and to make a new one, if warranted.

(PSC) Like the Board, the PSC approaches the issue of grievance procedure and arbitration from its own experience with the Nota Bene. Unlike the BHE, however, the PSC views this experience as one of frustration because of the limitations placed on the arbitrator's authority to remedy abuses in the exercise of academic judgment.

The concern of the PSC therefore is that "there be established some fair forum for the resolution of those problems where it is believed that the Board has engaged in arbitrary, discriminatory or capricious decision-making."

In order to meet the Board's insistence that only academics make academic judgments, the PSC modified its initial proposal by suggesting the creation of a special, ad hoc, tripartite arbitration board drawn from members of the academic community at City University, which would have plenary jurisdiction to dispose of all aspects of an appeal thereby "assuring a grievant some recourse against an arbitrary, capricious, or discriminatory action as a part of decision-making person or body." This would avoid what the PSC sees as the

essential infirmity of the BHE's proposal, namely, the possibility of two arbitrations of the same issue.

What the PSC prefers is to lodge the review power in the professional arbitrator by giving him the authority to determine whether there was an arbitrary or discriminatory exercise of academic judgment, and upon so finding, empowering him to make the proper judgment. In the PSC's view, questions concerning the exercise of academic judgment pose no different problems for a professional arbitrator than do other types of issues.

(PANEL) Despite the seriousness of this issue and the difficulties the parties have experienced in trying to resolve it, the PSC proposes to resolve the former use of faculty review panels. In two instances arising out of the prior contracts the PSC complains that the findings and recommendations of the faculty panels were ignored by the BHE.

The BHE does not agree that the hearing and investigation should be conducted by an arbitrator, who, in their judgment, cannot possess the expertise necessary to decide the issues involved in removal proceedings. The BHE proposes to leave the present procedure unchanged except to provide that a President should have the right, during the pendency of charges for removal, to suspend the staff members without pay for a period of up to thirty days.

(PANEL) The PSC concedes that there was only minimal discussion of this

issue during negotiations. Similarly, it was not presented in any detail or depth to this Panel. So far as the expertise of arbitrators to determine questions of incompetence, negligence, physical or mental incapacity, or misconduct is concerned, however, we note that these issues are grist to the mill of professional arbitrators in both the private and public sectors as counsel for the BHE and the PSC presumably are aware. On the other hand, we recognize that judgments on these issues may involve closely related substantive questions of academic standards and performance, which we have elsewhere recommended be excluded from the reviewing power of the contract arbitrators. We recommend that this issue involving the procedures to be used in cases of suspension and removal be remanded to the parties for their further discussion and negotiation.

15. Teaching Workload

(BKGKND) The parties reached the following agreement, signed on October 22, 1972, by disposing of the issue of teaching workload:

Article XVIII

1. Workload for classroom teaching members of the Instructional Staff excluding teachers in the Hunter College Elementary and High Schools and Early Childhood Centers:

Employees on the teaching staff of the City University of New York shall not be required to teach an excessive number of contact hours, assume an excessive student load, or be assigned an unreasonable schedule, it being recognized by the parties that the teaching staff has the obligation, among others, to be available to students, to assume normal committee assignments, and to engage in research and community service. In determining what is "excessive" or "unreasonable" under this paragraph, practices in the University during the 1971-1972 academic year shall be one of the important elements to be considered.

The issue was revived by the BHE and presented to the Panel as an open issue, as a result of a "flyer"

distributed by the PSC on November 30, 1972, under the title, "The Status of Negotiations," in which the PSC described the settlement as follows: "the contact hours prevailing in 1971-1972, are also established as the recommended maximums for future assignments . . ."

Since the Board disagreed with that interpretation of its tentative agreement with the PSC it informed the Panel that it considered the mediated settlement of this issue to have been misinterpreted or consciously misrepresented by the PSC. The BHE states that it is prepared to refer to 1971-1972 levels "as one of the important facts to be considered, provided there is added what the Board believes was clearly implicit, a provision that such levels shall not be deemed to constitute workload ceilings."

The PSC, in response, reverted to its initial proposal for specific maxima on workload.

(PANEL) We do not believe that the PSC assertion to its constituency in a public relations broadside constitutes a valid or persuasive justification to reopen what had been agreed to and "signed-off" by the parties in the presence of the mediator. We read the flyer as merely an internal political document. We find nothing in the agreement signed off by the parties which establishes minimum class limits. In fact, we do not consider that the flyer has any probative value as evidence of intent in the interpretation of the agreement signed by the parties.

16. Duration

(PANEL) The final issue submitted to the panel was that of contract duration. As is evident from the foregoing report we recommend the adoption of a three-year agreement.

DSG By-Laws

Continued from Page 2

next officially recognized Student Government Association. In the absence of a following Student Government Association said realized assets shall be donated to any non-profit organization as selected by the last officially recognized Student Government.

ARTICLE VII AMENDMENTS. Section 1. Procedure.

These by-laws may be amended only by a majority vote of the Student Senate, provided that the purport of the proposed amendment has been stated in the notice of the meeting.

RESOLUTION FROM CHAIRPERSON, FINANCE COMMISSION

Whereas it is in the interest of all student organizations to begin their functions at the earliest possible date and

Whereas the amount of time needed for Student Government to process and approve or amend the organizations' monetary requests leaves little time for these organizations to start their activities

Be it resolved: that Student Government grant all currently chartered organizations 20 per cent of the amount of their last semesters' (spring 1973) budget to start their activities for the Fall 1973 semester.

COMMISSION ON STUDENT CENTER BYLAWS

A. Purpose

1. The Commission on the Student Center will carry out the administrative-legislative functions of the Student Senate of the Student Government Association at the Staten Island Community College as directly affecting the overall operation of the Student Center more commonly known as the "C Building".

2. These functions shall include drafting legislation for consideration by the Senate, recommending action on legislation referred to the Commission by the Senate, and implementing legislation passed by the Senate.

3. This Commission will have total responsibility for the daily operation for the Student Center regarding space, services and programs.

4. This Commission will execute the required coordinating functions governing the utilization of the Student Center.

5. This Commission will concern itself with the social, cultural and educational student activities on campus as directly effecting the programming in the Student Center.

6. Until such time as provided for this Commission will not be responsible for the food service areas, the bookstore and theatre except in such cases where the operation of these areas affect the overall management and programming entities of the building, in such cases the Commission will be expected to consult with the Student Senate and with the Office of the Dean of Administration.

7. Two boards of this Commission will be responsible for the two distinct areas of concern in the Student Center: the Operation Board and the Kaleidoscope Board.

B. Membership

1. The Chairperson of the Commission on the Student Center will be a Student Senator elected by the Student Senate.

2. The remaining members of the Commission will be comprised of the following full-time students: one student Senator, one Operation Board representative, one Kaleidoscope Board representative, two at-large student representatives, two at-large evening student representatives.

C. Organization and Operating Procedures

1. Operations (Student Center Services) Board will deal with the following seven concerns:

- a. Student Center Calendar of Events
- b. Student Center Budget
- c. Allocation of Student Center space and facilities
- d. Staffing and Personnel
- e. Purchasing and Building Inventory
- f. Public Relations for the Student Center.
- g. Maintenance, Security and Order
- h. Service Center i.e. Copy Center, Audio-Visual Center

2. The Kaleidoscope Board is the programmatic arm of the Commission on the Student Center. The following are standing committees of this board:

- a. Lounge
- b. Films
- c. Pop and Concert
- d. Recreation
- e. Publicity for Programs
- f. Budget
- g. Student Center Publications

D. Operation

1. All meetings of the Commission and Boards will be chaired by the Chairperson or his/her designee.

2. A quorum of 50 of the number of existing commissioners is required in order to transact and conduct business at meetings of the Commission on the Student Center.

3. A quorum of a simple majority of the Board members is needed for each Board to conduct business.

4. Commissioners may be removed by the Chairperson of either Board with the consent both of the majority of the remaining Commissioners and the Chairperson of the Commission on the Student Center.

5. Meetings should be held when all Commissioners can attend.

E. Amendments

1. These by-laws may be amended by a simple majority vote of the Commission on the Student Center subject to the approval of the Student Senate.

COMMISSION ON STUDENT PUBLICATIONS

PREAMBLE

Pursuant to the by-laws of the BHE, Art. XV Sect. 15.2-p-2, the duly elected Student Government has "the power to delegate responsibility for the effective implementation of its regulatory functions hereunder to any officer or committee which it may appoint. . ."

I. Membership

The Commission on Student Publications shall consist of a chairperson elected by the Senate, one additional student senator, two students who are not staff members of any publications funded by the Day Session Student Senate, and the chief editors of three publications.

II. Powers and Responsibilities

A. The Commission on Student Publications will make recommendations to the Student Senate concerning the approval or disapproval of charters of all student organizations established primarily to issue publications:

B. The Commission on Student Publications shall review the budgets of all organizations established primarily to issue publications, and the publication budgets of all other student organizations which request student government funds for publications, and make recommendations to the Student Senate concerning the allocation of funds for these publications.

C. The Commission on Student Publications will draft recommendations regarding all aspects of student publications for Student Senate action, when they deem Senate action desirable or when requested to do so by the Senate.

D. The Commission on Student Publications may establish a publication which will serve as the official organ of the Student Government Association and choose its editor, subject to the approval of the Senate. The editor of such a publication shall serve at the pleasure of the Commission on Student Publications and the Student Senate.

E. The Commission on Student Publications and the Student Senate shall enact no legislation concerning the editorial policy or the content of any student publication, other than the official organ of the Student Government Association, except to insure that no publication shall, without the consent of the Student Senate, publish copy about which a question concerning slander, libel, or reprinting has been raised by the faculty or staff advisor.

F. The majority vote of the Commission on Student Publications shall decide the recommendation of the Commission to the Student Government, concerning budgets. The recommendation will be forwarded, by the Commission on Student Finances, who will present it to the Senate, in the Student Government Budget, with a recommendation for approval or disapproval. If the Senate disapproves the recommendation of the Commission on Student Publications, the proposal will be returned to the Commission on Student Publications, to divide the prescribed amount between the various publications, and forward to the Student Senate for approval or disapproval.

G. Criteria to be met before publications may draw upon money allocated, and before that money is allocated:

- a) 8 active staff members demonstrating willingness to work and some knowledge in the field
- b) a duly recognized constitution
- c) a timetable for distribution
- d) a faculty advisor, chosen from the full time staff, that is knowledgeable in the field of Journalism, willing and able to dedicate time and energy to facilitate and advise the publication on matters of slander, libel, reprinting, grammar, syntax, etc.
- e) a signed statement by each staff member detailing their job descriptions and where applicable a time schedule, promising to put in a minimum of 10 hours per week, working on the publication
- H. The chairperson of the Commission on Student Publications, or his/her designee, and the chairperson of

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Ratification ballots have been mailed to the union's 7,500 members and are due back today.

Ratification before October 1 would cancel the strike authorization voted by the membership July 6.

The Delegate Assembly, which represents every chapter of the City University faculty union, followed the recommendation of the PSC Executive Council, which approved the contract September 4 by a vote of 14-4.

The contract offers recommended workload and class size limits, parity between community college and senior college staffs, added due process protections and increased promotional opportunities.

It also increases CUNY salaries by \$600, \$750 and \$850 in the three years covered, retroactive from September 1, 1972, through August 31, 1975.

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Nota Bene: "facetiously described during the hearings as a Latin heading followed by six sentences in Greek!"

academic judgment may not be made if remanded to usual academic authorities, arbitrator may remand for "special processing" to one of the following:

- (1) President of the College;
 - (2) Chancellor;
 - (3) Academic officer or committee selected by the President or the Chancellor;
 - (4) Faculty committee of three CUNY tenured full professors, all not less than the same academic level of the same discipline involved in the grievance, one to be designated by the President of the College, one by the PSC, and one by the Faculty Executive Officer of the CUNY Graduate Program in the grievant's discipline (if no such program, the third member to be designated by the President of the University Faculty Senate).
- Although the PSC's original proposal under (3) contemplated that an outside Arbitrator would determine whether the claimed academic judgment constituted an arbitrary or discriminatory application of academic judgment, it subsequently offered as an alternative that instead of using outside arbitrators in academic judgment cases, the following substitute machinery should be established:
- (PSC) Arbitrators for "academic judgment" grievances to be specially designated from within a college, and to have no limit on remedy power. "Academic judgment" case arbitrators to consist of:
- One selected by the grievant or the PSC;
 - One selected by the University; and
 - The third selected by the other two; all from anywhere within the University Instructional Staff except the college in which the grievance arose.
- Deletes provisions in current agreement restricting remedy forum.
- (BHE) The BHE notes wryly that although both parties agreed that something clearer than the Nota Bene was required, their efforts to agree upon a substitute "has succeeded . . . in sharpening their differences. . . On the other hand, the Board also concedes that the agreed-upon definition of "academic judgment" should, by itself, eliminate some of the difficulties experienced with the Nota Bene.
- The basic difficulty with the Nota Bene, in the Board's view, was that some of the arbitrators refused to recognize its intended limitations on their jurisdiction, and instead of remanding cases involving academic judgment where a procedural or contractual violation was found, these same arbitrators made the academic judgments by directing reinstatement and reappointment in a number of cases, some of which were eventually the subject of litigation.
- Hence, the BHE is strongly opposed to the PSC's proposal to expand the definition of an arbitrable grievance to include "(3) an arbitrary or discriminatory application of academic judgment," since to do so would clearly invest the arbitrator with authority to substitute his judgment for that of the judgment exercised by the faculty under the peer system of review, or, as the agreed-upon definition reads, "the judgment of academic authorities (including faculty), as defined by the By-Laws and the Board."
- The Board likewise objects to the PSC proposal to create a new and separate collegial arbitration procedure to decide all facets of grievance, challenging in whole or in part an adverse academic judgment. Such tripartite panels selected on an ad hoc basis from members of the academic community would possess neither the experience of professional arbitrators in making judgments as to whether the contract had been violated, or whether there had been an arbitrary or discriminatory application of the By-Laws of Board policy.
- On the other hand, the BHE points out that its own proposal for a two-tiered arbitration system, with a professional arbitrator making the initial determination whether there was in fact either a contractual or a procedural

violation and then, if such a violation was found, remanding the case to an academic authority, has the virtue of confining the academic judgment to the proper forum for its exercise.

Moreover, in an effort to meet the PSC's complaint that a remand to the same body which made the original judgment might be an exercise in futility and, hence, no remedy at all, the BHE is now proposing to give the professional arbitrator the power to decide whether in the interest of securing an untainted or unbiased judgment the remand should be to a different person or to a select committee of academic personnel with authority to review the original academic judgment, and to make a new one, if warranted.

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The BHE does not agree that the hearing and investigation should be conducted by an arbitrator, who, in their judgment, cannot possess the expertise necessary to decide the issues involved in removal proceedings. The BHE proposes to leave the present procedure unchanged except to provide that a President should have the right, during the pendency of charges for removal, to suspend the staff members without pay for a period of up to thirty days.

(PANEL) The PSC concedes that there was only minimal discussion of this

issue during negotiations. Similarly, it was not presented in any detail or depth to this Panel. So far as the expertise of arbitrators to determine questions of incompetence, negligence, physical or mental incapacity, or misconduct is concerned, however, we note that these issues are grist to the mill of professional arbitrators in both the private and public sectors as counsel for the BHE and the PSC presumably are aware. On the other hand, we recognize that judgments on these issues may involve closely related substantive questions of academic standards and performance, which we have elsewhere recommended be excluded from the reviewing power of the contract arbitrators. We recommend that this issue involving the procedures to be used in cases of suspension and removal be remanded to the parties for their further discussion and negotiation.

14e. REAPPOINTMENT

(PANEL) The parties have left a number of procedural issues concerning aspects of reappointment still unresolved, such as the notification dates for various classifications. Because of limitations of time and lack of evidence, we make no recommendations on these issues, but return them to the parties for further negotiations. One of these procedural issues, however, merits comment. This is the BHE's proposal that "failure to receive notice of appointment on or before the dates fixed therein shall constitute notice of non-reappointment." This proposal arises out of an arbitration award in the Queensborough College case where eleven employees were reinstated because the arbitrator found that the giving of a notice of non-reappointment on a ground held to be improper was not a valid notice of non-reappointment at all.

Although we understand the Board's concern with the results of this one case, its proposal to remedy this situation strikes us as an instance of "overkill." Quite apart from the vagaries of the mail, which could cause a notice of appointment to go astray, we think it is poor personnel practice to

deny employees specific knowledge that they are not to be retained by providing that a failure to receive a notice of reappointment constitutes notice of non-reappointment.

On balance, therefore, we prefer the remand and appellate system contemplated by the BHE's proposal.

What strikes us as the fairest method for assuring an impartial review is No. 4 - the select committee. The parties might want to consider, additionally, whether the Chairman of such a committee might be mutually selected by the representative members and only failing this agreement, would be designated by either the Faculty Executive Officer of the CUNY Graduate Program in the grievant's discipline or the President of the University Faculty Senate. Another method might be to establish panels for each discipline, made up of Department Chairmen in the various colleges, from which the parties could mutually choose the Chairman of a select committee by a process of striking names.

Therefore, we recommend that the definition of grievance be retained as it appears in the expired contracts and that the parties use the Board's proposal as a basis for reaching agreement on the arbitration system.

14d. SUSPENSION AND REMOVAL Substantive Standards

Article XIX, 19.1 of the expired LC contract provided that:

Members of the Instructional Staff may be removed or suspended for one or more of the following reasons:

- (a) Incompetent or inefficient service
- (b) Neglect of duty
- (c) Physical or mental incapacity
- (d) Conduct unbecoming a member of the staff. This provision shall not be interpreted as to constitute interference with academic freedom.

The PSC proposes to remove inefficient service and physical incapacity as substantive grounds for removal and suspension. The BHE argues that these standards are specified in the State Education Law, Section 6206, and that to modify them would require an amendment to the statute.

(PANEL) The PSC concedes that its proposed eliminations probably would require a change in the statute. Apart from this, however, we were not persuaded by its arguments at the hearing, or in its brief, that such changes were either necessary or desirable.

Procedures

The thrust of the PSC's proposals for changes in the procedures used under the expired contract for determining "just cause" for suspensions and removals, is to substitute arbitration as the final step in the procedure for the former use of faculty review panels. In two instances arising out of the prior contracts the PSC complains that the findings and recommendations of the faculty panels were ignored by the BHE.

The BHE does not agree that the hearing and investigation should be conducted by an arbitrator, who, in their judgment, cannot possess the expertise necessary to decide the issues involved in removal proceedings. The BHE proposes to leave the present procedure unchanged except to provide that a President should have the right, during the pendency of charges for removal, to suspend the staff members without pay for a period of up to thirty days.

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issue during negotiations. Similarly, it was not presented in any detail or depth to this Panel. So far as the expertise of arbitrators to determine questions of incompetence, negligence, physical or mental incapacity, or misconduct is concerned, however, we note that these issues are grist to the mill of professional arbitrators in both the private and public sectors as counsel for the BHE and the PSC presumably are aware. On the other hand, we recognize that judgments on these issues may involve closely related substantive questions of academic standards and performance, which we have elsewhere recommended be excluded from the reviewing power of the contract arbitrators. We recommend that this issue involving the procedures to be used in cases of suspension and removal be remanded to the parties for their further discussion and negotiation.

14e. REAPPOINTMENT

(PANEL) The parties have left a number of procedural issues concerning aspects of reappointment still unresolved, such as the notification dates for various classifications. Because of limitations of time and lack of evidence, we make no recommendations on these issues, but return them to the parties for further negotiations. One of these procedural issues, however, merits comment. This is the BHE's proposal that "failure to receive notice of appointment on or before the dates fixed therein shall constitute notice of non-reappointment." This proposal arises out of an arbitration award in the Queensborough College case where eleven employees were reinstated because the arbitrator found that the giving of a notice of non-reappointment on a ground held to be improper was not a valid notice of non-reappointment at all.

Although we understand the Board's concern with the results of this one case, its proposal to remedy this situation strikes us as an instance of "overkill." Quite apart from the vagaries of the mail, which could cause a notice of appointment to go astray, we think it is poor personnel practice to

deny employees specific knowledge that they are not to be retained by providing that a failure to receive a notice of reappointment constitutes notice of non-reappointment.

On balance, therefore, we prefer the remand and appellate system contemplated by the BHE's proposal.

What strikes us as the fairest method for assuring an impartial review is No. 4 - the select committee. The parties might want to consider, additionally, whether the Chairman of such a committee might be mutually selected by the representative members and only failing this agreement, would be designated by either the Faculty Executive Officer of the CUNY Graduate Program in the grievant's discipline or the President of the University Faculty Senate. Another method might be to establish panels for each discipline, made up of Department Chairmen in the various colleges, from which the parties could mutually choose the Chairman of a select committee by a process of striking names.

Therefore, we recommend that the definition of grievance be retained as it appears in the expired contracts and that the parties use the Board's proposal as a basis for reaching agreement on the arbitration system.

making in the field of higher education, we have very little experience with which to test this proposition.

Granted that the system of peer judgment is not infallible or perfect, subject as it is to political pressures or personal whim or dislike. Nevertheless, we must recognize that with all its imperfections it is still the traditional method employed in all major colleges and universities in this country and that the alternative of unilateral judgment by Presidents and Boards of Trustees has been rejected and condemned by the University world.

At this point in the evolution of college bargaining and in a situation where the University is bargaining for the first time with a single, comprehensive faculty unit, itself not completely free from factional divisions, we are unwilling to recommend that outside arbitrators be permitted to review the substance of academic decisions.

This brings us then to a consideration of the two proposals for internal review. Here we find greater merit in the BHE's proposal. Although it may be cumbersome and time consuming to have two arbitrations of the same dispute, as the PSC contends, nonetheless the arbitrations under the prior contracts could scarcely be considered as models of speed or simplicity. For what seemed to trouble the arbitrators and the Courts as well as the parties was the question of remedy, especially the seeming futility of the remand procedure. We note further that although the definition of grievance was limited to procedural violations, a number of arbitrators found instances of unfair and discriminatory exercise of academic judgment. We see no need therefore to broaden the definition of a grievance, especially if the contract contains the No Discrimination clause which we are elsewhere recommending.

We find persuasive the BHE's argument that University ad hoc arbitration committees are not well suited by virtue of experience or training to determine contractual or procedural violations of the agreement, By-Laws, or Board policies. Hence, we

do not recommend the PSC's special arbitration procedures for dealing solely with academic judgment cases. Such procedures also pose the further threat, as the Board notes, of generating disputes "as to which procedure for selection is applicable, before any arbitrator has been selected."

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14d. SUSPENSION AND REMOVAL Substantive Standards

Article XIX, 19.1 of the expired LC contract provided that:

Members of the Instructional Staff may be removed or suspended for one or more of the following reasons:

- (a) Incompetent or inefficient service
- (b) Neglect of duty
- (c) Physical or mental incapacity
- (d) Conduct unbecoming a member of the staff. This provision shall not be interpreted as to constitute interference with academic freedom.

The PSC proposes to remove inefficient service and physical incapacity as substantive grounds for removal and suspension. The BHE argues that these standards are specified in the State Education Law, Section 6206, and that to modify them would require an amendment to the statute.

(PANEL) The PSC concedes that its proposed eliminations probably would require a change in the statute. Apart from this, however, we were not persuaded by its arguments at the hearing, or in its brief, that such changes were either necessary or desirable.

Procedures

The thrust of the PSC's proposals for changes in the procedures used under the expired contract for determining "just cause" for suspensions and removals, is to substitute arbitration as the final step in the procedure for the former use of faculty review panels. In two instances arising out of the prior contracts the PSC complains that the findings and recommendations of the faculty panels were ignored by the BHE.

The BHE does not agree that the hearing and investigation should be conducted by an arbitrator, who, in their judgment, cannot possess the expertise necessary to decide the issues involved in removal proceedings. The BHE proposes to leave the present procedure unchanged except to provide that a President should have the right, during the pendency of charges for removal, to suspend the staff members without pay for a period of up to thirty days.

(PANEL) The PSC concedes that there was only minimal discussion of this

issue during negotiations. Similarly, it was not presented in any detail or depth to this Panel. So far as the expertise of arbitrators to determine questions of incompetence, negligence, physical or mental incapacity, or misconduct is concerned, however, we note that these issues are grist to the mill of professional arbitrators in both the private and public sectors as counsel for the BHE and the PSC presumably are aware. On the other hand, we recognize that judgments on these issues may involve closely related substantive questions of academic standards and performance, which we have elsewhere recommended be excluded from the reviewing power of the contract arbitrators. We recommend that this issue involving the procedures to be used in cases of suspension and removal be remanded to the parties for their further discussion and negotiation.

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