The experiment is to be tried… whether the children of the people, the children of the whole people, can be educated; whether an institution of learning, of the highest grade, can be successfully controlled by the popular will, not by the privileged few, but by the privileged many.”

— Horace Webster
Founding Principal, The Free Academy

Recognizing Faculty Achievement

The University’s renowned faculty members continually win professional achievement awards from prestigious organizations as well as research grants from government agencies, forward-thinking foundations and leading corporations. Pictured are just a few of the recent honorees. Brief summaries of many ongoing research projects start here and continue inside.

David Kennedy of John Jay College has received $1,000,000 in grant support from the U.S. Department of Justice – Office of Justice Programs for a project entitled “National Center for Building Community Trust and Justice”; and $415,000 from the Mayor and City Council of Baltimore – Baltimore Police Department, for “Reducing Serious Violence in Baltimore, Maryland.”

Milton Santiago of Lehman College has been awarded a $257,475 grant from Perfect Choice Staffing for the “RN Completion/MSN Program,” and $124,172 from Bronx Lebanon Hospital for the “Master of Nursing Program.”

Bonne August of New York City College of Technology has received four grants from the NYS Department of Education: $1,073,743 for “Perkins”; $190,000 for “Smart Scholars: City Poly Cohort 3”; and two grants totaling $270,000 for “Smart Scholars: City Poly” and “Smart Scholars: P-Tech.” Stefan Bathe of Baruch College has been awarded a $134,000 grant from the DOE/Office of Science for “Partonic Energy Loss in Quark-Gluon Plas.”

Elizabeth Payamps of Bronx Community College has received three grants, of $100,000 apiece, from...

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GRANTS & HONORS
The Board of Trustees is considering the draft of “The Connected University: CUNY Master Plan 2016–2020” that Chancellor James B. Milliken prepared in an extensive consultative process with the University community. In the forward, the Chancellor provides the framework for the plan, which can be downloaded in full at www.cuny.edu/masterplan

EVERY FOUR YEARS, The City University of New York provides a Master Plan to the State to assess progress and map out directions for the future. The Plan we will submit this year, a roadmap for 2016 to 2020 now being reviewed by the Board of Trustees, comes at a particularly optimistic time for CUNY. The University is embarking on an ambitious and essential path that will set CUNY on a new course of leadership and achievement.

CUNY has always been the nation’s largest public urban university. It is now time for it to take steps to demonstrate clearly, and in ways that provide tangible returns to the City and State of New York, that it is the most important public urban university system in the country, with local, national and global impact.

Our Plan takes on the stubborn challenges of retention and graduation rates, which have plagued CUNY throughout its modern history. It will outline actions that will increase significantly the opportunities for our students to realize their ambitions after graduation, and it will capitalize on the investments made by the State and City by establishing CUNY as a global resource for modern history. It will outline actions that will increase significantly the opportunities for our students to realize their ambitions after graduation, and it will capitalize on the investments made by the State and City by establishing CUNY as a global resource for modern history. It will outline actions that will increase significantly the opportunities for our students to realize their ambitions after graduation, and it will capitalize on the investments made by the State and City by establishing CUNY as a global resource for modern history.

The City University of New York provides a special mission, accessibility, affordability, and exceptional quality. The Plan includes a foundation that emphasizes the qualities that have always defined CUNY and its stakeholders outside the University as well as faculty, students and our college presidents.

We have developed the Master Plan on a new level of collaboration with other institutions, locally and globally, to leverage our substantial capabilities and assets and deliver increased benefits to New York. The process of preparing our strategic vision was inclusive, as we sought the advice of many stakeholders outside the University as well as faculty, students and our college presidents.

The Master Plan was prepared through a consultative process and was greatly aided by the parallel work on the University’s first Strategic Framework. Together, these important new documents will detail our long-range goals and the actions that will help us achieve them. We will accomplish this by breaking down unnecessary barriers and reducing friction that inhibit effective collaboration within the University, and through a new level of collaboration with other institutions, locally and globally, to leverage our substantial capabilities and assets and deliver increased benefits to New York. The process of preparing our strategic vision was inclusive, as we sought the advice of many stakeholders outside the University as well as faculty, students and our college presidents.

The newly connected CUNY will extend and deepen the University’s links to New York City, including its schools, its communities, its many research institutions, its vibrant industries, its cultural institutions and to its adult learners, who will be offered an array of new opportunities to obtain skills to advance their careers. In addition, we will continue to enhance our curriculum so CUNY graduates are competitive with the best in the nation, including significant expansion of literacy in information technology, data analytics and software development.

Opportunities for experiential learning and internships will be expanded and given the emphasis they deserve. This marks an important new focus for CUNY in an area where we have underperformed. We also aim to make the University a hub in a global network of universities in major urban centers, providing new learning opportunities for our students, research collaborations for faculty.
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and a means for sharing knowledge on ways of improving conditions in a rapidly urbanizing world.

To ensure that CUNY remains one of the most cost-effective university systems in the country, we will continue to focus on creating efficiencies in our operations, allocating every dollar we can to the University’s priorities. In addition, CUNY will take ambitious steps to become a leader in attracting private support for our programs. Our plans include significant investments—of resources and talent—in our advancement operations. CUNY must be more successful in attracting greater funding from foundations, philanthropies and individuals who share our mission and understand our potential.

This new vision, and our efforts to implement it effectively, will enhance CUNY’s reach and impact in our rapidly changing world, benefiting our students today and the people of New York for generations to come.

Meet Your New Trustees

CUNY opens the 2016-2017 academic year with seven new members on its Board of Trustees, six appointed by Gov. Andrew Cuomo and one, Lorraine Cortés-Vázquez, by Mayor Bill de Blasio. “All of the new Trustees have solid records of leadership in the public and private sectors and are clearly committed to a successful, vibrant CUNY,” said Chancellor James B. Milliken, and four are proud alumni of the University. The new chairperson of the Board of Trustees, William G. Thompson Jr., served as Comptroller for the City of New York from 2002 until 2009. Before that he was Brooklyn Deputy Borough President and a five-term President of the New York City Board of Education. As Board of Education President, he worked closely with CUNY officials to expand the University’s College Now program, which enables public high school students to take college courses. Chairperson Thompson is a Trustee Emeritus at Tufts University and a graduate of Tufts.

Robert F. Mujica, Budget Director for the New York State Division of the Budget, Trustee Mujica develops and manages the state’s fiscal policy, including overseeing preparation of budget recommendations for state agencies, economic forecasting, tax policy, planning, capital financing and management of the state’s debt portfolio. He previously served as Chief of Staff to the Temporary President and Majority Leader of the U.S. Senate and as Secretary to the Senate Finance Committee. He received his B.A. from Brooklyn College, a master’s in government administration from the University of Pennsylvania and a J.D. from Albany Law School.

Ken Sunshine, Co-CEO and Founder of Sunshine Sachs, a leading PR agency with offices in New York, Los Angeles and Washington, D.C. A media and public relations consultant for almost 40 years, Trustee Sunshine is also a longtime human and civil rights activist and serves on the Board of Directors of the Metropolitan Museum of Art, the Community Service Society, the Mayor’s Fund to Advance NYC and the Foundation for Ethnic Understanding. He served as Mayor David Dinkins’ Chief of Staff from 1990 to 1993, and is an advisor to Gov. Andrew Cuomo. He is a graduate of Cornell University’s School of Industrial and Labor Relations.

Sandra Wilkin, founder and president of Bradford Cos., has built Bradford Construction Corp. into one of the leading woman-owned construction firms. She has been a passionate advocate for the advancement of women, minorities and small businesses in the industry. Ms. Wilkin was responsible for the “disparity study” funded by the New York City Council, which provided objective proof of the need to direct construction dollars, subcontracting opportunities and technical support to minority- and women-owned business firms. She is a graduate of Kingsborough Community College who went on to earn a bachelor of science in business and public administration from New York University, a bachelor of science in nursing from Hunter College and a construction management certificate from NYU.

Retroactive Pay, Raises by January

CUNY’S 45,000 faculty and staff begin the new academic year with the first new collective bargaining agreements between their unions and the University in six years. All covered employees will receive ratification bonuses in October, and the new salary rates due under the contracts will begin no later than January 2017, along with the total retroactive payments due.

The dates have been worked out in collaboration with the New York State Comptroller’s office, the New York City Office of Payroll Administration, and the University in consultation with the union leadership for the agreements with the PSC and with classified unions ratified over the summer.

The CUNY Board of Trustees in June approved contracts with the two largest unions—the Professional Staff Congress and District Council 37—and four smaller ones. The unions ratified the contracts over the summer.

Chancellor James B. Milliken expressed gratitude to Gov. Andrew Cuomo and Mayor Bill de Blasio for their commitment to CUNY. “We could not have concluded this agreement without their support,” he said. Faculty and staff went “far too long without contracts,” and the agreements provide “the stability that we need to move forward.”

The new contracts will pay employees 10.41 percent in retroactive, compound-wage increases. “This agreement provides a much-needed pay increase for the faculty and staff, but it also includes additional provisions important to CUNY’s competitiveness for talent at all levels,” Chancellor Milliken said.
**H A V E  Y O U  H E A R D ?** United Nations Secretary-General Ban Ki-moon delivered the 47th Annual Herbert H. Lehman lecture, “From Turmoil to Opportunity.” Registering to vote is easier than ever with personalized voting forms for students. More than 1,300 runners gathered for Bronx Community College’s 38th Annual Rescoe C. Brown Jr. “Run the Bronx” celebration.

**ELECTION 2016**

**Making Voting Registration Easier:** The City University of New York, in consultation with the New York City Board of Elections, is providing CUNY students with personalized voter registration forms, effective Sept. 5. All of the standard identifying fields – such as name, address and birthdate – will be automatically filled in from information students have already entered into the University’s database. This nonpartisan initiative lets students fill out the rest of the form online, including two required fields: if they wish to register in a political party and if they have voted before. The form also poses several optional questions. Then it’s a simple matter to print out, sign and mail the postage-paid form or leave it at a designated campus office. “From higher education and immigration to health care and more, your elected officials make decisions that impact your everyday life,” Jay Hershenson, Senior Vice Chancellor for University Relations and Secretary to the Board of Trustees, and Christopher rosa, interim Vice Chancellor for Student Affairs, write in an email to all students that urges them to enroll and to vote. “You will want to have the officials in place to represent what’s most important to you,” CUNY has taken this initiative ahead of the Nov. 8 general election, when voters will decide contests for President, Congress and all members of the New York State Legislature. The registration deadline is Friday, Oct. 14. Students can access the registration forms by logging into their individual CUNYfirst accounts, the online system they use to manage their academic careers. By clicking the “NYC Voter Registration Form” box, they will generate the almost-completed voter registration form. In advance of the 2015 off-year election, the University’s voter registration drive – one of the largest in New York – was a major factor in the first-time registration of 20,513 CUNY students. That fall, CUNY had some 274,600 students. Among them were almost 37,500 freshmen, many newly eligible to vote at age 18. Research conducted for the New York City Campaign Finance Board after the 2012 election found that voting rates tend to increase as the level of educational achievement rises. Of CUNY students registered to vote, more than two thirds cast their ballots in the last 2012 presidential election. Students who are not citizens or who need assistance with their immigration status can contact CUNY Citizenship Now for assistance at: www1.cuny.edu/sites/citizenship-now/

**Over 600 CUNY Students Apply For Poll Worker and Interpreter Positions:** Following the University’s promotion of online applications, over 600 CUNY students have applied to the New York City Board of Elections to be poll workers and interpreters for the state’s primary election day, Tuesday, Sept. 13, and on the presidential Election Day, Tuesday, Nov. 8. While the state’s primary election has passed, the BOE is still welcoming applicants to serve on Nov. 8. Students will function as poll workers – responsible for opening the poll sites, servers voting and closing the polls – and interpreters, who will help non-English-speaking voters by translating voting information as well as assisting them in voting booths. The interpreters will be fluent in Spanish, Chinese, Korean, Hindi and Bengali, among other languages.

CUNY Chancellor James B. Milliken stated, “As our city, state and nation approach the finale of this historic election season, The City University of New York is maintaining its longstanding and non-partisan commitment to voter registration and participation, and opportunities for student involvement in the electoral process.” Since July 25, accepted students have been attending mandatory, four-hour training classes at CUNY campuses on weekdays and weekends in all five boroughs. They will be paid $100 for attending the class, passing the exam and working one election event. On Election Day, the student poll workers and interpreters will report to their assigned polling places at 3 p.m. and work until the polls close.

Current CUNY students who are U.S. citizens and in good academic standing are eligible to serve. They will be assigned to polling places convenient to their homes, depending on the order in which their applications are received. Students may apply online to serve on November 8th at: nyc.electionsdayworker.com/cuny

**CUNY AMERICAN DREAM MACHINE**

Applications are still available online for Nov. 8

**poll worker shifts.**

A yearlong film project — written, produced and directed by CUNY students about the University — is online. CUNY faculty and Tony Award-winning and Oscar-nominated director Stephen Daldry helped the student filmmakers with the documentary short, “Pathways,” which follows the lives of three students. It was directed by City College MFA film student Thanh Hoang, who graduated in 2015. Hoang worked closely with Daldry and CUNY MFA co-director Antonio Tibaldi to see the project through. A pitch competition at New York City College of Technology produced a winning storyboard that Hoang used as the framework for the film. She then created a documentary that demonstrates CUNY’s strengths, such as faculty, ethnic diversity and tutoring centers. Despite scheduling challenges presented with working with one of the busiest film and theater directors, Tibaldi kept the project moving because it provided a unique mentorship opportunity. “At one point [Daldry] was directing two plays on Broadway. Sometimes we’d have a meeting in between rehearsals,” says Tibaldi, who along with his advisory role acted as project manager.

“This opportunity was priceless and I hope to replicate it,” says Tibaldi. This film was created in partnership with the New York City College of Technology Office of Assessment and Institutional Research. To watch this film search “Pathways Film” on cuny.edu
The threat of rain didn’t dampen the spirits of these two runners and the 1,300 others who tore along Grand Concourse during Bronx Community College’s 38th Annual Roscoe C. Brown Jr. Hall of Fame 10k and 5k Runs and 2-Mile Walk. Also known as “Run the Brorns,” the celebration of friendly competition, physical fitness and wellness was held, as always, on the first Saturday in May. Participants included BCC president Thomas A. Isekenegbe, U.S. Congressman José E. Serrano and his son New York State Senator José M. Serrano and a young man on a personal quest to run a marathon in each of the 50 states. Also present were representatives from local health care companies and institutions that administered free tests for blood pressure and other conditions. The event honored local police officers and the man for whom the race is now named — BCC President emeritus Roscoe C. Brown Jr., who co-founded the race during his tenure at the college. Dr. Brown was on hand to sign autographs for fans of his legendary World War II exploits as a fighter pilot with the Tuskegee Airmen. Sadly, this was his last “Run the Brorns” — Dr. Brown died in July at age 94.

Business Opportunities Conference Draws More Than 700 Participants

“Say Hello to Your Next Business Opportunity” was the perfect name for an August CUNY conference attended by more than 700 participants, including minority women, veterans, and veteran business owners. The goal of the event, held annually since 2008, is to help companies learn how to do business with the University, its construction fund — and with the business community at large. This annual conference, held at the John Jay College of Criminal Justice, featured several panel presentations, including one led by the purchasing directors from six CUNY colleges. They offered advice on marketing presentations, navigating the procurement process, billing and more. The conference also provided an exhibitor marketplace where attendees could obtain information on new business opportunities from the University’s procurement professionals, partnering and subcontracting opportunities on CUNY contracts, technical assistance from business resource organizations, and other government agencies and authorities. New for 2016 was an interactive and well-received “Say Hello — Business Meet Ups” sessions, where minority, women, and service-disabled veteran-owned businesses were able to pitch their companies directly to the University’s decision makers, and contractors in architecture, engineering, and construction management. CUNY Chancellor James B. Milliken welcomed the participants. He noted that since speaking at the 2014 conference, he recognized that the conference has become more expansive and impactful for companies looking to do business with the University. “The idea is that you bring help us to be more successful, and we hope we can do the same for you,” the Chancellor said. “When you do well and we do well, New York does well … when you do well and grow, you will hire more CUNY graduates. … Your businesses will look to us for the talent we all need to grow and prosper.” Included among others welcoming participants was William C. Thompson Jr., addressing his first University conference as CUNY’s newly appointed Chair of the Board of Trustees — and celebrating the “access to opportunity,” the conference would provide. According to William Choi, who directs the University’s Supplier Diversity program, the conference has grown each year by an additional one hundred attendees since 2014, which he feels is a positive signal from the community of minority, woman and service-disabled veteran business owners. “The University is committed to encouraging the growth and participation of minority, women, and service-disabled-veteran-owned businesses in its procurements. This conference marks the economic impact the University has in the communities that we serve.” For more information, please see www.cunybiz.com.

continued from previous page
Extena — In Disordered Systems

Harriet Payne of Lehman College has won $108,432 in grant support from the U.S. Department of Education for a “Teacher Quality Partnership Evaluation.” The National Science Foundation has awarded a $376,556 grant to Tony Ro of the CUNY Graduate Center for a project entitled “Cortical Dynamics in Visual Perceptions.” Carmel Outo of New York City College of Technology has won a $281,958 grant from the U.S. Department of Health & Human Services for “Evaluating Nursing and Human Services Students to Identify, Provide Intervention and Referral of Individuals at Risk of Substance Abuse Disorder.” Lorna Thorpe of Hunter College has received a $218,361 grant from The Centers for Disease Control and Prevention/National Center for Chronic Disease Prevention & Health Promotion for “New York University, City University of New York Health Promotion & Prevention.”

Panayiotis Meletios of York College has been awarded $600,000 from the U.S. Department of Education for the “PBII Program.” “Collaborations to Accelerate Research Translation (CART) and Innovative, Developmental or Exploratory Activities (IDEA) in Spinal Cord Injury Research,” under the direction of John Martin of City College, has been awarded a $330,000 grant from the NYSCFPD, Camford of Baruch College has received a $101,977 grant from PFO/ushard River Foundation for “Mechanisms of Nutrient Retention in Restored Marshes.”

“Attention Bias Modification for Anxiety: A Randomized Controlled Trial with Biomarkers,” a project under the direction of Tracy Dennis of Hunter College, has been awarded $349,125 in grant funding from NIH/National Institutes of Health/National Institute of Mental Health. Anthony Carpi of John Jay College has received a $254,849 grant from Savannah River Nuclear Solutions, LLC for “A Mechanistic Investigation of Reduction and Vitrification of Mercury Contaminants in Soil at the Oakridge Y-12 National Security Complex.”

Theresa Montini and Raquel Ryanotch of Hunter College’s Brookdale Center for Healthy Aging have received a $100,000 grant from the NYSCFPD to study how HIPAA (Health Insurance Portability and Accountability Act) affects the exchange of health information between healthcare providers and patients/caregivers. Access to this information is crucial for community-dwelling older adults who are more likely to be in a caretaking network, where health information exchange is essential for coordination and continuity of their healthcare.

New York City College of Technology has received two U.S. Department of Education

Grants & Honors

United Nations Secretary-General Ban Ki-moon delivered the 47th Annual Herbert B. Lehman Memorial Lecture on Thursday, March 17, at the Lovinger Theatre. The lecture was titled “From Turmoil to Opportunity: The United Nations in a Changing Global Landscape.” The Secretary-General discussed several critical global issues that he has prioritized during his tenure, including human rights, women’s rights and climate change. He also addressed questions from Lehman high school students on subjects ranging from the chances of electing a woman as the next Secretary-General to how to pursue a career as a United Nations diplomat. “We cannot make the world better if we exclude one-half of the population,” he told the packed audience. The Secretary-General has been committed to ending violence against women and girls. One of the highlights of his U.N. tenure has been the creation of UN Women, an agency dedicated to gender equality and the empowerment of women. “We must empower women,” he said. “Give them equal rights in the social, political, and economic sphere.” Lehman College has played a vital role in the history of the U.N., as its temporary headquarters in the Bronx. From March 1946 until August of that year, the United Nations Security Council was housed on Lehman’s historic campus. During that time, former first lady Eleanor Roosevelt, among others, drafted the Universal Declaration of Human Rights that later became a foundational document for the nascent United Nations.

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New Majors, More Courses, New Med School

Continued from Page 1

tals by the New York State Board of Regents, the CUNY Board of Trustees and Chancellor James B. Milliken of an amendment to the University’s Master Plan that will enable CUNY to expand its efforts to serve New York’s pressing health care needs.

The CUNY School of Medicine drew its first class of students from graduates of City College’s highly competitive Sophie Davis School of Biomedical Education, which was founded in 1973 as a five-year B.S.-M.D. program in conjunction with medical schools outside CUNY. The medical school will provide a unique pathway for aspiring physicians at Sophie Davis without requiring students to transfer to other medical schools. The school will partner with St. Barnabas Health System in York City to other medical schools. The school will provide a unique pathway for aspiring physicians at Sophie Davis without requiring students to transfer to other medical schools. The school will partner with St. Barnabas Health System in York City to other medical schools.

Among other advances in degree programs this year is Baruch College’s creation of three new majors in response to the explosive influence of big data in the worlds of business, technology and public affairs and the growing market of high-paying jobs. Baruch’s new degree programs include computer information systems, marketing and marketing analytics. The program can be taken either full time or part time.

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Other new programs include a bachelor’s degree in educational leadership, a master of arts in media studies and a master of arts in media production. A proposed dual-degree program in law and international relations from the Colin Powell School for Civic and Global Leadership will combine CUNY Law School’s nationally renowned expertise in public interest law and the Colin Powell School’s internationally recognized scholarship in addressing critical topics of societal concern from multiple intellectual perspectives.

A new study abroad program in India, in collaboration with the School of Education, will provide an interdisciplinary education within the context of urban India and examine the impact of globalization and education that inform national policy.

College of Staten Island

Bachelor’s degrees in earth and environmental science and earth science/adolescence education grades 7-12. Earth and environmental science represent employment growth areas both locally and nationally, and there is a shortage of earth science teachers, particularly in New York City. The programs will provide undergraduate students with the skills and expertise for jobs as geologists, geoscientists, environmental technicians and engineers, with many openings at the entry level for recent graduates with a bachelor’s degree.

Hunter College

Doctor of Education in Instructional Leadership. The first such program at CUNY, the new School of Education program prepares experienced educators to become effective practitioner leaders, able to translate current disciplinary and open to professionals specializing in children from birth to five including occupational and physical therapists, social workers, speech language pathologists, special educators, nutritionists and nurses. It emphasizes competencies endorsed by the New York State Association for Infant Mental Health. The New York City Department of Health supports the advanced certificate.

City College

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research into practice, driving better educational outcomes across larger K-12 systems.

Master’s in theatre education and visual arts: A collaboration with Lincoln Center and the School of Education will increase the number of creative arts educators in public schools and creates alternative certification tracks in the music and dance education masters programs.

Hunter’s new Department of Dance is the first freestanding dance department within CUNY. The Armold Graduate Dance Education Program allows students getting a master’s in education to concentrate in dance and dancers changing careers to earn a master’s in education.

John Jay College of Criminal Justice Bachelor of Science in Toxicology: A new bachelor’s degree program includes interdisciplinary studies to understand the effects of exposure to harmful substances found in food, the environment, licit and illicit drugs and other sources as well as that of publicizing information of relevance to the public. John Jay’s program is one of only a handful of toxicology bachelor’s degrees in the country.

Online Master of Arts in Criminal Justice and Master of Public Administration: Offered online for the first time, these programs will bring to five the number of John Jay online graduate programs for students, many of them working professionals who are unable to attend classes on campus. The Online Master of Arts in Criminal Justice is taught by faculty who are leading authorities in criminal justice, law enforcement and terrorism studies. The program is designed for students interested in careers in the criminal justice system at all levels, conducting research on criminal law, crime mapping, cyber-crime, information security and technology, as well as drug abuse and terrorism.

The Online Master of Arts in Public Policy and Administration is designed to prepare students for positions in government and nonprofit organizations committed to public service and social change. It offers specializations in management and operations, human resources management, law and public management, criminal justice policy and administration, emergency management, court administration, and urban affairs.

New York City College of Technology Bachelor of Science in Applied Chemistry: Designed to provide strong grounding in higher level laboratory skills to prepare students for college-to-career employment, as well as post-baccalaureate study and the health professions, the program also includes advanced technical writing and public speaking. Two semesters of internship courses will provide work experience that is essential when seeking employment.

Queens College Professional Science Master’s in Physics and Photonics: A new, accelerated Physics Department program leads to a B.S. degree in physics and an M.S. degree in photonics, reducing the time and cost required to earn both degrees.

Global Studies Minor: A new 18-credit minor offers a unique interdisciplinary program designed to develop global competency and integrates global courses, language acquisition, an intercultural experience and research into the traditional academic curriculum of the student’s degree program. It also includes experiential learning and a senior thesis.

Elementary and Early Childhood Education Certificate: Revised and shortened programs for MAT students to be certified for grades 1-6 and B-2 will allow them to obtain two initial certifications in four semesters, making them eligible for employment the following fall.

York College Bachelor of Pharmaceutical Science and Business: This program prepares students for responsible positions in pharmaceutical and biotechnology industry management as well as government and international agencies. These include drug discovery, biopharmaceuticals, design of clinical trials, national and international regulatory affairs, quality control and many other career possibilities.

Physician Assistant Master of Science: This program seeks to recruit students from the diverse surrounding communities to become highly competent, compassionate and culturally aware providers of excellent medical care to underserved urban areas. A goal is to increase access to medical professional education for racial and ethnic minorities, financially disadvantaged students and first-generation college graduates.

The CUNY Graduate Center Master of Arts in Women’s and Gender Studies: An interdisciplinary program that combines theory and practice, looking at gender and sexuality issues from an academic perspective and gives students a grounding in real world issues and problems. Students will be prepared to enter a wide range of government or private organizations, including social policy organizations and to go on to further study at the Ph.D. level.

Hostos Community College Associate Degree in Food Studies: This new interdisciplinary program includes political science (food policy), urban studies (social issues), health and nutrition, and environmental studies (environment and sustainability). It is designed to prepare students to transfer into related four-year degree programs.

Associate Degree in Police Science: Preparing students interested in professions in law enforcement and protective services in a technological, global and diverse society, this degree also provides the academic foundation for transferring into a four-year program in the discipline.

LaGuardia Community College Associate degrees in early childhood education, health care management, liberal arts-music, para-medical education and therapeutic recreation. The college, which offers 52 majors in a wide variety of fields, is adding five new degree offerings this fall as well as five new concentrations for new media technology majors; digital media, game design, mobile app development, e-business and digital journalism. The college partners with area employers to develop job-specific training programs for companies eagerly seeking qualified candidates to fill job openings. Through a partnership with Weill Cornell Medicine, for example, LaGuardia’s Division of Adult and Continuing Education offers a free six-month medical billing certificate program designed to establish a pipeline of candidates for positions at the academic medical center.

Queensborough Community College Associate in Public Health: A challenging program that offers courses in biology, statistics, epidemiology, nutrition, education and public health education and prepares students to pursue baccalaureate programs in public health fields or to become-level professionals in a variety of workplaces. The program has a transfer agreement with Hunter College’s B.S. degree program in community health. Students may also apply to Hunter’s other health-related degree programs for further studies.

CUNY School of Professional Studies Master of Arts in Youth Studies: The first stand-alone program of its kind in New York trains students to design, run, research, and work in youth settings. It provides a sound theoretical grounding and highly applicable skills by integrating crucial areas of study such as adolescent psychology, delinquency research and gang theory, social work, cross-cultural studies, and health and sexuality issues. It also teaches students to incorporate young people in shaping the policies that impact their lives.
The City University of New York released the results of a nearly six-month investigation by two highly regarded outside counsel into allegations of anti-Semitism incidents on CUNY campuses.

They found that almost all of the alleged offensive speech was protected under the First Amendment, and that a few incidents of alleged harassment, conduct that discriminates against perpetrator who could not be identified. In one case where individuals could be identified, the report notes, the college in question disciplined the students responsible for violating university policy.

The report also acknowledged that CUNY officials responded promptly and appropriately in condemning hateful speech and threatening conduct.

The findings by former federal prosecutor Paul Shechtman and former Manhattan Federal Judge Barbara Jones were outlined in a 24-page report (see cuny.edu/news/ for the full report) completed from interviews with more than 60 students, faculty, alumni and others as well as an exhaustive review of video footage; social media; university reports; and the Henderson Rules governing free speech and academic freedom, as well as other relevant documents. Shechtman, a prominent New York litigator who has also served as the state's criminal justice director and chair of the state ethics commission, and Jones, who served as a Manhattan federal judge for 16 years and a former assistant U.S. attorney in Manhattan, are partners in the black-collar practice of the law firm Brasewell LLC, where their specialties include internal investigations.

They were retained by Chancellor James B. Milliken in March 2016 in response to allegations of campus anti-Semitism that had been summarized in a letter to the University from the Zionist Organization of America (ZOA). The attorneys submitted their complex, detailed analysis to the chancellor this week.

While the investigation did not substantiate all of the allegations that had been reported on social media, the report documents details about several incidents at Brooklyn College, Hunter College, John Jay College and College of Staten Island.

The report found that much of the offensive speech – even if featured at die-ins, mock checkpoints and student signs and banners – was protected under the First Amendment. “As a public university, CUNY is limited in the ways that it can respond to hate speech, whether the words are anti-Semitic, racist, anti-Muslim, or anti-LGBT,” the report stated.

“CUNY cannot punish such speech unless it is part of a course of conduct so pervasive or severe that it denies a person’s ability to pursue an education or participate in University life. It cannot mandate civility or sanction isolated derogatory comments,” the attorneys wrote.

“While what CUNY cannot punish, it can still condemn,” they said. They noted that “as a general rule, CUNY’S Administrators and faculty members have no authority to penalize against anti-Semitic comments. That practice must continue; hate speech must be challenged promptly and forcefully lest it breed.

The report added, “What CUNY can sanction is threatening conduct that puts a community member in fear for his safety.” It said actions that go beyond offensive speech – like threatening violence or forcibly pulling signs off the hands of a demonstrator – are prohibited if the persons responsible are identified.

Shechtman and Jones said: “Undoubtedly, the CUNY Administration takes a moral responsibility and students that can pursue their educational goals without fear that their religious beliefs, race, ethnicity or sexual orientation will make them targets for threatening or harassing speech. It seeks to foster a culture in which robust debate is encouraged and respect for others is the norm.”

Chancellor Milliken said the report “contains a thorough analysis of the facts as well as observations and recommendations that will help guide our work going forward.”

“As the authors are careful to emphasize, preserving the right to free expression is at the core of every University’s mission,” the chancellor stated. “As they also note, CUNY leaders have promptly and strongly condemned speech—even when legally protected—when it is hateful, discriminatory, racist, and anti-Semitic. And in those cases where speech and conduct violate law or University policy, the University will continue to respond with appropriate action.”

Chairperson William C. Thompson Jr. stated: “I commend Chancellor Milliken for his prompt response and the appointment of independent outside counsel to investigate reports of anti-Semitism on some CUNY campuses. CUNY now has their report, a close examination of the issues raised, and the responses that followed. I strongly agree that CUNY must continue to take very seriously, with ongoing vigilance, its responsibility to provide a collegiate environment where discourse and dialogue are actively encouraged. At the same time, it is vitally important that students are assured that their religion, race, ethnicity, or sexual orientation does not subject them to behavior that threatens their education.”

CUNY must continue thoroughly and thoughtfully to assess the climate on our campuses, consider best practices at CUNY and elsewhere, and make recommendations for how colleges can take steps to ensure that students, faculty and staff are welcome and supported,” Thompson added.

The report did not make specific recommendations, but instead identified the moral responsibility of CUNY leaders to speak out and condemn hate speech and anti-Semitism even where it is protected. “We believe that you and several campus presidents have embraced this responsibility. We urge you to continue doing so in a forceful and timely way,” Alphan Foxman, a City College graduate and a longtime National Director and now National Director Emeritus of the Anti-Defamation League, and current head of the Center for the Study of Anti-Semitism at New York University and Jewish Heritage, said of CUNY. “The institution and its leadership are taking the issues seriously and responsibly. They are meeting the challenges and planning creatively to develop programs so that these things do not repeat themselves.”

The report by Shechtman and Jones lauded two John Jay programs entitled “Hateful Speech: Understanding what it is and all as a positive example of how students can be taught to distinguish between intolerable hate speech and harmful but “still protected” speech, and between “communications that make them uncomfortable from those that make them unsafe.” Open discussion of these issues “represents the best of college education,” they said of those Fall 2015 programs at John Jay.

The report indicated that ZOA, CUNY campus Hillhol organizations and SJP cooperated with the investigation and provided names of offenses and others willing to discuss the campus incidents. Other individuals who “heard that the investigation was being conducted fairly” also came forward.

Chancellor Milliken thanked Shechtman and Jones “for the obvious commitment they have brought to this assignment, the time and energy that went into the investigation, and the balance and perspective in their assessments.” He said that the investigation “interviewed ‘every person they were requested to interview by any interested party,’ and said he was “also grateful for their careful review of the reports that focused on the individual campuses to each incident and of CUNY’s policies.”
Jules Allen spent five years traveling the country photographing African-American marching bands. What he saw through his lens was “a precision art form,” as public spectacle and a culture that “breathes the soul and spirit of Africa within the modern world.” The result is the simply titled Marching Bands. It’s the fourth book by the long-time Queensborough Community College art and design professor, whose photographs are in the permanent collections of the Museum of Modern Art, the Smithsonian and the National Gallery.

In a recent interview with The New York Times you said that you’re trying to describe the culture photographically, in a way that “disputes a lot of photography about the lack of culture.” What did you mean by that? Look, it’s not only do I dispute it, I’m at war with it. I resent it. I think people just take the weakest component of our culture and exploit it because there’s an audience for it. I think Bruce Davidson — I’ll just be very frank about it — I think that some of the work I’ve seen from him is very offensive to a lot of people. I know, including me. I think that there are other photographers who have done work on cocaine. There’s a book of photographs that are just awful, but on any given day you can pick up a newspaper or pick up a magazine and see a story on poverty, tragedy, helplessness, victimization, crime, drug... And that’s just not the story. There’s a lot of different stories and there are other stories. My motivation is that I get to celebrate the beauty. There’s no reason for me to need to look at that more than in passing. I don’t have to live it. They seem to be photographers who dwell on [another] vantage point. But what that has actually done is left the beauty to me. I do dispute a lot of that work that really misrepresents so much of the culture, so I’m at war with it.

How does this touch on your teaching? People love hearing success stories. People love sharing in wealth and achievement. My students like hearing stories about places that they haven’t gone or been, that they can identify with through the victory of the circumstance. It’s just I particularly work from photography through an African-American sensibility, but the information that I gather to use comes from everywhere. The food I eat is from all over the world, the places I travel, the images I look at. And so I use that to teach that through who I am, through where I come from, I visit the whole world and you can, too.

Q & A is excerpted from a CUNY Book Beat podcast. To listen to the entire Allen interview, go to www.cuny.edu/bookbeat

INTERVIEW

One of your previous books was called Hats and Not Hats, and you’ve got some pretty tall hats in your new book, Marching Bands. Why marching bands? Were you always drawn to them for some reason?

No, I grew up in San Francisco. There were no marching bands. I had never seen a marching band until I moved to New York in 1978. In Harlem, I saw the African American Day parade, and it was the first time I had seen marching bands.

So how do you get to the point where you decided you’re going to spend five years photographing marching bands?

Well, the thing that attracted me first was that there were moments in looking at a band that I would get so emotionally suspended and charged while looking at the performance. I would be beside myself because the rhythm, the cadence, the intensity was building. I had tears in my eyes and my foot was broken at the time. I was just so undone by all of this pomp and circumstance that I was looking at... It was never so much the music as much as it was the music being a facility of the band, not the music being primarily the thing that I like. And then in photographing black culture and just rhythm in general it began to find a way into me. One day I saw the band — Morgan State University in Harlem. And I said I want to start thinking about doing this.

So I contacted a friend of mine, Gail Reed, who was an extraordinary researcher and historian, who said, “Yeah, Jules, you can do this. We can get the money and the PSC CUNY grants.”

I had numerous grants previous to this, but I applied for a grant to start the project outside of New York.

Where did you go to capture the photos?

I went to historically black colleges like Morgan State. I was in Atlanta for a battle of the bands, in which Bethune-Cookman, North Carolina Central... they were all there. It was the craziest thing I had ever seen in my life.

What did you discover about the marching bands?

I didn’t understand it as ritual and ceremony. I just thought it was just the band playing for parades. Well that was the furthest thing from understanding that this whole thing has a real historical context. I also didn’t understand the sequence of events of a marching band performance or a homecoming game. The students and the musicians hung out with their instruments before and after a performance. That’s where the most interesting photographs took place, before and after a performance, when people were gathering around and the intensity was building.

Do you have a favorite? Is there a photograph in this book that represents the five years you spent with the bands?

Maybe the cover photograph of all the instruments with the light glinting and reflecting off of those Sousaphones — all of these young brothers standing around on the street corner in Chicago. As somebody once said to me, “Man without those horns, they would look like criminals.” The person that said it was somebody that I’m down with and somebody who knows. I didn’t read it as a stereotypical kind of uninformed image and so we laughed about it.

Then there’s a photograph of Morgan State of the drum major wearing this tall top hat. The band comes out onto the field before him, and then everybody waits. And this drum major comes on and the whole goddamn stadium just went to pieces. I had tears in my eyes and my foot was broken at the time. I was just so undone by all of this pomp and circumstance and all of this activity around me.

These are students who practice and really commit themselves to learning and being a part of an activity — there is no reason for me to need to look at that more than in passing. I don’t have to live it. They seem to be photographers who dwell on [another] vantage point. But what that has actually done is left the beauty to me. I do dispute a lot of that work that really misrepresents so much of the culture, so I’m at war with it.

And in her latest, Black Ops Advertising: Native Ads, Content Marketing, and the Covert World of the Digital Sell, she studies the rise of new forms of clandestine selling that blur the lines between editorial content and marketing message, fueled by the imperative to share through social media.

Black Ops Advertising
Mara Einstein, founder of the media studies MA program at Queens College, has authored a number of books, and in her latest, Black Ops Advertising: Native Ads, Content Marketing, and the Covert World of the Digital Sell, she studies the rise of new forms of clandestine selling that blur the lines between editorial content and marketing message, fueled by the imperative to share through social media.
Making the CUNY Welcome More Welcoming

By Barbara Fischkin

Starting a new job can be demanding. The “orientation” part and accompanying paperwork should be simple. But in 2012, when Sheraine D. Gilliam was preparing to begin working at the University, she found herself faced with a PDF document she may never forget. “It was about 50 pages, not fillable and required both writing and printing. Employees were required to bring the completed package to their orientation,” she says. Much of it was not even geared to her particular position.

So Gilliam, now a University Human Resources Business Partner in the Office of Human Resources Management, (OHRM) was pleased to join an office team that was working to change this.

And now, thanks to her and an expanded team of about a dozen other staffers in several offices, CUNY has unveiled an efficient, focused website for new employees, as well as branded campus-specific mini-sites. In short, it is now far easier for all new employees, as well as branded campus-specific mini-sites.

In short, it is now far easier for all new employees, as well as newly hired employees to find out what documents they need to begin work – and to locate what information they may need as well. The site, called “The New Employee Resource Center,” also now has information for newcomers to the city on such topics as housing, schools, arts and culture and more. Officially, the site, according to an OHRM newsletter, was created “to improve the education of new employees by providing access to forms and benefits information weeks before they actually sit down at their desks.”

But all employees – not merely new hires – can use it to learn more about their benefits, their University and their city. Getting onto the site varies from campus to campus. Some new employees will receive welcome letters with links; others can merely visit their campus websites. The main site can be found at http://www1.cuny.edu/sites/onboard/campus/central-office/. (For information about the city, click on “Relocation Resources” on the main site.) And, as always, if you need assistance or more information, contact your campus Human Resources office.

Gilliam adds that the team worked on “role-based navigation” techniques so that employees could learn what would be required for specific positions. Before working at CUNY, she was an internal communications specialist at Time-Warner Cable.

Gilliam and others also considered how they could make benefit options more transparent for all employees. For example, sifting through the many health benefit plans offered by the University can be daunting, the requirements for part-time employees regarding these benefits can be confusing for both staffers and their supervisors.

There have been positive reports from new employees who have used the site, including Donald Webster, recently appointed as Adult and Continuing Education Communications Manager at LaGuardia Community College.

He says it “helped break down a fairly complicated process into a manageable 1-2-3 process. Supplemented by the Appointment Checklist, it helped me have my paperwork in order before my first day; including things I needed to obtain hard copies of, such as a replacement Social Security card and an official college transcript.”

Webster adds that this was particularly beneficial because it enabled him to spend his first day “meeting my colleagues and diving into the orientation with my department, which is a preferable way to start a new job.” He was able to do this because, thanks to the new site, he already was up to speed on what he would need and benefits.

Another new employee who used the site is Kenyetta Lovings. She is an expert on corporate social responsibility and environmental sustainability. She has also worked in development finance on tax policy in Africa. Now she is the University’s Solar Ombudsman. Lovings used the new center to learn more about saving for retirement.

She says: “I had intended to take an aggressive approach until I had a closer look at the site and discovered all of the options that were available to me. Those options provided me with the tools and products that would help spread the risk across my entire retirement portfolio. When it was time for me to make my retirement elections, I felt more informed than ever. The New Employee Resource Center took all of the work out of researching retirement planning and gave me the confidence that I needed to...”
make the right financial choices about my future.”

In June, CUNY’s Art Brown Award for Human Resources Technology and Leadership was awarded to the designers and developers of the online center, who began by launching successful pilots at the Central Office and York College.

Along with Gilliam the team included Stephanie Brown, John Conway, Eileen Hawkins, Sujata Malhotra, Lidia Sanchez and Gary Yip from the Office of Human Resources Management; Beethoven Bong, Mark Boutros, Annette Calderon and Laura Medli-Ferrigon from University Communications and Marketing; Daniel Shure, Joanna Wisniewski and Gerlando Termine from University Web Services and Barbara Manuel, York’s Executive Director of Human Resources. The award is named for Arthur E. Brown Jr., an innovative career human resources professional at the university who passed away in 2013. He served as University Director of Personnel and as Director of the HCM CUNYfirst Functional Team.

The site is particularly welcoming because it includes a warm and upbeat video from Gloriana B. Waters, known to all as Ginger, the University Vice Chancellor for Human Resources Management. The video is named for Arthur E. Brown Jr., an innovative career human resources professional at the university who passed away in 2013. He served as University Director of Personnel and as Director of the HCM CUNYfirst Functional Team.

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**Music in Midtown:**
- **Sept. 29**: Chamber Music on Fifth, Graduate Center, 1 p.m. – 2 p.m.
- **Oct. 6**: Bomplenazo, Hostos Community College, Time Varies, $40
- **Oct. 13**: Rolf Schulte, Violin, With Nicolas Namoradze, Piano, Graduate Center, 1 p.m. – 2 p.m.
- **Oct. 15**: Sonnambula, Baruch College, 7 p.m., $35, $30 Baruch Alumni; $15 Students
- **Oct. 21**: Echoes of Etta, Baruch College, 8 p.m., Premium $45, General Admission $35, Alumni $30, Students $15
- **Oct. 22**: Judy Collins With Special Guest Ari Hest, Queens College, 8 p.m. – 10 p.m., Tickets: $40, $50; Meet and Greet: $50, Tickets and Meet and Greet Sold Separately
- **Oct. 27**: Zephyros Winds, Graduate Center, 1 p.m. – 2 p.m.

**Special Music in Midtown Gala Evening**: Graduate Center, 7:30 p.m. – 10 p.m.

**LECTURES•PANELS**
- **Sept. 12 - Oct. 17**: The Art of the Latinidad, Bronx Community College, 8 a.m. – 6 p.m.
- **Through Sept. 29**: Daniel Buren site-specific skyways installation, Hunter College, Time Varies
- **Sept. 8 - Oct. 1**: Richard Hennessy: Free Hand Free Spirit, Queens College, 12 p.m. - 5 p.m.
- **Sept. 19 - Oct. 22**: Can a Line Define?, College of Staten Island, Time Varies
- **Through Oct. 29**: The House of Dust by Alison Knowles, Graduate Center, Time Varies

**ART•EXHIBITS**
- **Sept. 1, 2016 - July 1, 2017**: Medical Assistant Training for English Language Learners, LaGuardia Community College, Time varies
- **Sept. 30**: Campaign’16@Baruch for Election 2016 News, Baruch College, Time varies
- **Sept. 29**: Global Family Business Event, Baruch College, 12 p.m. – 3 p.m.
- **Oct. 21**: Symposium Event, Baruch College, 8:30 a.m. – 2:30 p.m.
- **Oct. 25**: Anne Barnhill and Jessica Martucci, Graduate Center, 4:30 p.m. – 6:30 p.m.
- **Nov. 10**: Al Dente: Food in Italy between the Local and the Global, Queens College – Calandra Institute, 6 p.m. - 7:30 p.m.

**THEATER•FILM**
- **Sept. 29**: Good Test-Taker? Bad Test-Taker?, Graduate Center, 6 p.m. - 7:30 p.m.
- **Oct. 27**: Andra Doria: Are the Passengers Saved?, Queens College – Calandra Institute, 6 p.m. – 7:30 p.m.

**Special Events**
- **Sept. 29**: #ThePeople Raise Their Voice, Search.cuny.edu/lectures
- **Sept. 30**: Why You Wanted Your MTV, Search.cuny.edu/lectures
- **Oct. 21**: Why You Thought Your First Job Was Going to be Your Last, Search.cuny.edu/lectures
- **Oct. 27**: What's a Bitcoin?, Search.cuny.edu/lectures