

Governance Committee Report February 5th, 2025

1. Committee Nomination Solicitation & Election
 - a. Roughly Half of Faculty Committee Positions Expire 6/25
 - b. Three-Step Process
 - i. Nomination Round: March 3rd – March 17th
 - ii. Slate Prepared: April
 - iii. Elections: May Senate Meeting
 - c. See Attached Information, Memo, and Ballot (Links Not Active Yet)

2. Other Announcements
 - a. Senator At-Large Elections
 - b. Committee Blurbs Now Available
 - c. Subcommittee on Free Speech and the Right To Peaceful Protest Report

3. Next Governance Meeting is TBA

The Lehman College Senate Standing Committee Faculty/Staff Member Election Process 2025

Step 1: Nomination Solicitation

All Faculty and Staff are asked to contribute nominations to fill Senate Committee faculty member seats that will be vacant as of June 2025.

March 3rd – March 17th by Email



Step 2: Slate Prepared

The Senate Governance Committee prepares a slate of candidates to fill committee vacancies using the collected solicitations. The Governance Committee attempts to prepare a slate that balances school representation; it also verifies that those nominated are willing to serve.

March Governance Meeting

Step 3: The Senate Votes

The Governance Committee brings the prepared slate of candidates to the Senate floor. Additional nominations are called for and then the Senate votes.

May Senate Meeting

SHARED
Governance

LEHMAN COLLEGE SENATE GOVERNANCE COMMITTEE

March 3rd, 2025

To Members of the Lehman College Faculty and Staff:

The Lehman College Senate Governance Committee solicits nominations for the standing committees of the Senate for the 2025-2026 and 2026-2027 academic years.

Nominees **do not need to be members of the Senate**; they can be

- full-time faculty (including substitute faculty),
- adjunct faculty, or
- staff members in the CLT or HEO series.

The term of service is **two years**. Descriptions of the function of each committee are available online at: <https://www.lehman.edu/college-senate/documents/LC-SenateBylaws-March2024.pdf>

To submit nominations, please click [here](#). The linked page shows each committee's current faculty/staff members and specifies which of these members have expiring terms. You may nominate up to three candidates for each committee. You can nominate yourself, and current members can be renominated. **Please nominate only individuals who have agreed to serve if nominated and elected.**

We are also seeking nominees for the Lehman College Auxiliary Enterprise Corporation and for Ombudsperson. More information about these positions can be found on the last page of the ballot linked to above.

Please submit nominations by **Monday, March 17th**. Your cooperation is most appreciated; thank you.

Sincerely,
Joseph Fera
Chair, Governance Committee

**NOMINATION INFORMATION AND LINKS
FACULTY AND STAFF VACANCIES
STANDING SENATE COMMITTEES**

Academic Freedom Committee

Members With Continuing Terms

David Manier (PSY)
Mohan Vinjamuri (SWK)

Members With Expiring Terms

Diane Auslander (HIS)
Duran Fiack (POL)
Kevin Johnson (MAT)

To Submit Nominations For
This Committee Please Click

HERE

Assessment Committee

Members With Continuing Terms

Julissa Adames-Torres (SWK)
Martin Downing (PSY)
Devrim Yavuz (SOC)

Members With Expiring Terms

Gary Ford (AAS)
Yaswantie Persaud (SOE)
Sean Stein Smith (ACC)

To Submit Nominations For
This Committee Please Click

HERE

Admissions, Evaluations, and Academic Standards

Members With Continuing Terms

Sandra Campeanu (PSY)
Avery Forbes (ACAD ADV)
Brenda Hernandez-Acevedo (NUR)

Members With Expiring Terms

Monica Duncan (MMTD)
Tanja Haxhoviq (MAT)
Andrei Jitianu (CHE)

To Submit Nominations For
This Committee Please Click

HERE

Budget and Long-Range Planning

Members With Continuing Terms

Brian Murphy (CS)
Rafael Gonzalez (MAT)
Alexander Nune Torres (ECO BUS)

Members With Expiring Terms

Augustina Checa (MMTD)
Theresa Lundy (NUR)
Meagan Serrano (CLLSE)

To Submit Nominations For
This Committee Please Click

HERE

Campus Life and Facilities

Members With Continuing Terms

Kofi Benefo (SOC)
Danielle Magaldi Dopman (CLLSE)
Penny Prince (MMTD)

Members With Expiring Terms

Alex Bux (NUR)
Melissa Deri (CHE)
Di Wu (FISE)

To Submit Nominations For
This Committee Please Click

HERE

Equity, Inclusion, Accessibility, and Anti-Racism

Members With Continuing Terms

Matthew Frye-Castillo (ENG)
Gabriela Kohler (STUD DIS SERV)
Darcel Reyes (NUR)

Members With Expiring Terms

Takiyah Ali (GRAD STUD)
Diana Almodovar (SLHS)
Alyssa Lyons (SOC)

To Submit Nominations For
This Committee Please Click

HERE

Graduate Studies

Members With Continuing Terms

Edward Kennely (BIO)
Justine McGovern (SWK)
Rossen Petkov (ACC)

Members With Expiring Terms

Janet Desimone (CLLSE)
Liat Seiger (SLHS)
Smee Wang (MMTD)

To Submit Nominations For
This Committee Please Click

HERE

Library, Technology, and Telecommunications

Members With Continuing Terms

Stephen Castellano (IT)
Jennifer McCabe (MMTD)
Jennifer Van Allen (CLLSE)

Members With Expiring Terms

Sherry Deckman (MHSE)
Dana Fenton (SOC)
Joseph Mohorcich (POL)

To Submit Nominations For
This Committee Please Click

HERE

Undergraduate Curriculum Committee

Members With Continuing Terms

Amod Choudhary (MBI)
Douglas Oberlin (EXS SCI)
Daniel Stuckart (MHSE)

Members With Expiring Terms

Yuri Gorokhovich (EEGS)
Julie Maybee (PHI)
Lynn Rosenberg (SLHS)

To Submit Nominations For
This Committee Please Click

HERE

**NOMINATION INFORMATION AND LINKS
FACULTY AND STAFF VACANCIES
NON-SENATE STANDING COMMITTEES**

Lehman College Auxiliary Enterprise Corporation

Brief Position Description: *The Lehman College Auxiliary Enterprise Corporation oversees operations and budgets of the College as they pertain to operations outside of regular college activities. These include beverage/snack vending, parking, the motorcycle school, cafeteria commission, bookstore commission, and Lehman Stages/Studio. This is a 1-year term position.*

Member with Expiring Term

Bartholomew Bland (ART GALLERY)

To Submit Nominations For
This Committee Please Click

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Ombudsperson

Brief Position Description: *The Lehman College Ombudsperson shall serve as a confidential investigator in cases of alleged unfairness or maladministration. The Ombudsperson shall be the impartial spokesperson for all parties involved in such cases. The services of the Ombudsperson shall be available to all members of the Lehman College community. The Senate Ombudsperson must be a tenured member of the faculty and the term of service is 2 years.*

Member with Expiring Term

Penny Prince (MMTD)

To Submit Nominations For
This Committee Please Click

HERE

Governance Subcommittee on Free Speech and The Right to Peaceful Protest

Join us at our next meeting, to share your views regarding free speech and peaceful protest!

At this point, the subcommittee has offered considerations and suggested recommendations to the Governance Committee. The recommendations have not been reviewed or voted on as a committee. Until we vote on recommendations to the Senate, we would like to hear from you!

We invite the campus community to join us at the next subcommittee meeting to share input on these findings, on the considerations, and to offer input on recommendations.

The subcommittee will meet on Zoom, at a date and time to be announced. We will include the date, time, and Zoom information on the Governance Committee section of the Senate website as soon as it is available.

Charge:

1. To examine the roles of Standing Senate Committees and Shared Governance bodies regarding the assessment and implementation of current policies impacting free speech and peaceful protest on the Lehman campus;
2. To consider and recommend changes and/or new policies to the Governance Committee regarding the Senate's and Shared Governance role in formulating, making, and implementing policies impacting free speech and peaceful protest on the Lehman campus.

Summary of Governance Subcommittee Report

- No recommendations at this time, only a list of findings to share, in the hope to start a conversation and make information more readily available for the Senate and our campus community.
- Recommendations will be presented for review to Governance Committee at February or March meeting, if the agenda allows.
- This subcommittee's direction for findings was guided by recommendations and discussion that stemmed from Governance Committee meetings.
- Information below aims to outline the landscape of how and whether shared governance is involved in matters relating to free speech and peaceful protest on campus.
- It is unclear what avenues exist to report concerns regarding violations of free speech that are overseen by shared governance, outside of the Ombudsperson (see the role of Ombudsperson p. 3-4).
- The Lehman College Title IX form is possibly the only avenue to report concerns regarding violations of free speech and the right to protest peacefully, though how to

report that in the form is unclear, and it is not ruled by shared governance (see p. 5-7 on how to report a concern).

- Upon reviewing current Lehman channels of communication and how shared governance is involved in enforcement of policies regarding right to peaceful protest and free speech, and regarding possible violations of free speech, it remains unclear how policies are created, such as the addendum to the student code of conduct, which could be read as including language that is unconstitutional, which may not have included faculty in drafting the language for this document, the enforcement of which is unclear, and the public announcement of the addendum and its policies is unknown.

Subcommittee Findings

1. The roles of Standing Senate Committees and Shared Governance bodies regarding the assessment and implementation of current policies impacting free speech and peaceful protest on the Lehman campus.

- a. We are unsure of avenues to report concerns regarding violations of free speech that are overseen by shared governance, outside of the Ombudsperson.
- b. We highlight the Lehman College Title IX form as possibly the only avenue to report concerns regarding violations of free speech and the right to protest peacefully, though how to report that in the form is unclear (see below), and it is not ruled by shared governance (see p. 5-7 on how to report a concern).
- c. The mechanisms for members of the Lehman community to express concerns regarding violations of free speech and the right to protest peacefully are unclear. The Academic Freedom Committee (AFC) frequently reports on any developments that may affect faculty participation in governance and in teaching. We noticed that AFC does not feature a reporting tool or list of resources for faculty or students who experience violations of free speech. Academic Freedom Committee (or an ad hoc committee on free speech) could work closely with administration as necessary to discuss trends in governance dynamics related to free speech, as well as include a structure wherein students, faculty, staff could report violations of free speech. There could also be a list of resources available online, including definitions of discriminatory practices.
- d. We were not able to locate in Lehman College resources, student handbook, or event recommendations, a reminder that “A member of the academic community shall not intentionally obstruct and/or forcibly prevent others from the exercise of their rights.”
- e. It is unclear whether anonymous reports can be submitted anywhere at Lehman College, or CUNY-wide, wherein further action could be pursued.

f. **List of mechanisms for members of the Lehman community to express concerns.**

i. **Ombudsperson** (from Lehman College 2024 Senate Bylaws)

The Lehman College Ombudsperson shall serve as a confidential investigator in cases of alleged **unfairness or maladministration**. The Ombudsperson shall be the impartial spokesperson for all parties involved in such cases. The services of the Ombudsperson shall be **available to all members of the Lehman College community**.

The Ombudsperson shall be a tenured member of the faculty who shall serve as Ombudsperson for a term of two years, and who shall be eligible for re-election. The Ombudsperson shall be **elected by the Senate**.

Nominations shall take place in the Spring semester of odd-numbered years by procedures regularly used in Senate elections. In case of a vacancy, the same procedures shall be used in choosing a successor for the unexpired term. **The Ombudsperson shall report to the Senate during the Spring semester on their activities during the academic year.**

ii. CUNY - wide:

1. **Discrimination and Retaliation Report**: The City University of New York (“CUNY”) is committed to addressing discrimination and retaliation reports promptly, consistently, and fairly. The following publicly available form allows for the submission of a report of discrimination and/or retaliation, as prohibited by and defined in [CUNY’s Policy on Equal Opportunity and Non-Discrimination](#) (“EO Policy”). For reports of sexual harassment or sexual violence, including sexual assault, stalking, domestic and intimate violence, please follow the process outlined in [CUNY’s Policy on Sexual Misconduct](#). This report will be submitted to the Chief Diversity Officer of the CUNY College or school that is implicated. The Chief Diversity Officer will review this report thoroughly and take appropriate action, which may include reaching out to the reporting individual for more information or to explore next steps. A report may be made anonymously. An anonymous report will be taken seriously and reviewed thoroughly; however, **the ability to investigate an anonymous report and pursue further action may be limited.**
2. **Rules and Regulations for the Maintenance of Public Order**

<https://www.cuny.edu/about/administration/offices/ovsa/policies/rules-for-maintenance-of-public-order/>

“The tradition of the University as a sanctuary of academic freedom and center of informed discussion is an honored one, to be guarded vigilantly. The basic significance of that sanctuary lies in the protection of intellectual freedom: the rights of professors to teach, of scholars to engage in the advancement of knowledge, of students to learn and to express their views, free from external pressures or interference. These freedoms can flourish only in an atmosphere of mutual respect, civility, and trust among teachers and students, only when members of the University community are willing to accept self-restraint and reciprocity as the condition upon which they share in its intellectual autonomy.

Academic freedom and the sanctuary of the University campus extend to all who share these aims and responsibilities. They cannot be invoked by those who would subordinate intellectual freedom to political ends, or who violate the norms of conduct established to protect that freedom. Against such offenders the University has the right, and indeed the obligation, to defend itself.”

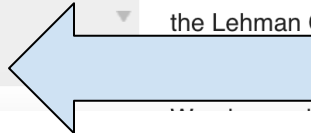
“A member of the academic community shall not intentionally obstruct and/or forcibly prevent others from the exercise of their rights. Nor shall he interfere with the institution’s educational processes or facilities, or the rights of those who wish to avail themselves of any of the institution’s instructional, personal, administrative, recreational, and community services.”

iii. Lehman College: Title IX form

The Office of Compliance and Diversity



- Home
- Messages from Lehman College President
- Employee Insights-Employee Newsletter
- Accessibility Guide to Lehman College
- Bias Related Incidents and Hate Crimes
- Campus Resources
- Diversity Resources
- File A Complaint



About Our Office

Welcome to Lehman College! I am Maritza Rivera, Director for the Office of Compliance and Diversity.

Compliance and Diversity is a unit within the Office of the President at Lehman College. We are a resource to the college community for diversity, equal opportunity and affirmative action.

We implement policies such as the CUNY Policy on Sexual Misconduct, the Policy on Non-Discrimination, and the Title IX protocols. You can learn more about these and other policies from the Lehman College website for example, the College Policies [peers at Lehman page](#) and the Title IX webpage.

substantiated.

- ▶ If the conduct of Respondent is substantiated and they are a member of the faculty or staff, the matter is referred for discipline in accordance with their collective bargaining agreement.

FILE A COMPLAINT →

Are you a:

Current Lehman Student

Former Lehman Student

Current Lehman Employee

Former Lehman Employee

Other

What type of unlawful discrimination/harassment are you reporting? * Check all that apply.

Note: at least one must be checked.

<input type="checkbox"/> ADA Accomodation Request	<input type="checkbox"/> Marital/Partnership Status	<input type="checkbox"/> Pregnancy
<input type="checkbox"/> Gender	<input type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Race/Color
<input type="checkbox"/> Sexual Harassment	<input type="checkbox"/> Arrest/Prior Conviction	<input type="checkbox"/> Victim of Domestic Violence
<input type="checkbox"/> Sexual Misconduct - Non-Tite IX	<input type="checkbox"/> Military Status	<input type="checkbox"/> Religion/Creed
<input type="checkbox"/> Title IX	<input type="checkbox"/> Stalking	<input type="checkbox"/> Workplace Violence
<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Retaliation
<input type="checkbox"/> Sexual Assault	<input type="checkbox"/> Predisposing Genetic Characteristic	<input type="checkbox"/> Other
<input type="checkbox"/> Alienage/Citizenship Status	<input type="checkbox"/> Ethnicity/National Origin	

ii. **Lehman Senate Committees.** There are Senate Committees such as EIAAR and Academic Freedom available to listen to grievances during open meetings; neither of them have charges that directly relate to free speech

iii. **Lehman Administrative offices.** There are several administrative offices that deal with Complaints and Grievances, those are not entities or processes with shared governance procedures (wherein people are elected through shared governance, and report to shared governance), and it is unclear whether any of their charges directly relate to free speech:

1. ***the Office of Compliance and Diversity / Title IX*** (policies such as the CUNY Policy on Sexual Misconduct, the Policy on Non-Discrimination, and the Title IX protocols) does not make mention of free speech or peaceful protest;
2. ***The Division of Student Affairs*** website presents the office as a space for support services for students. It does not make any mention of where students can go to express concerns regarding violations of free speech and the right to peaceful protest, other than: “We assist students with social, personal, and emotional development, and encourage their intellectual and ethical growth through clubs, leadership activities, and various community events. We’re also here to help students with academic and non-academic matters as well as navigating Lehman College and CUNY policies, guidelines, and procedures.” It is also unclear in that website where to find policies, guidelines and procedures related to free speech and peaceful protest.
3. ***Report Student Concern & General Community Concern From (students only)*** The Division of Student Affairs website includes a link to report Student Concern, and General Community Concern. It is unclear whether these concerns can relate to

free speech or peaceful protest. We list the language below until further analysis.



Lehman College > Division of Student Affairs > Student Handbook and Key Policies

SECTION MENU

MISSION

MEET THE STAFF

BLUEPRINT TO SUCCESS

COMMUNITY STANDARDS

DIVISIONAL SUBGROUPS

BASIC NEEDS SUPPORT GRANTS

MEDICAL EMERGENCY DELETION REQUEST

REPORT A CONCERN (STUDENTS ONLY)



“Please use the **General Community Concern** report form **in the dropdown menu below** in the rare instance where you encounter a scenario where the behavior exhibited by a student does not rise to any of the above defined scenarios. Examples of general community concern might be bystander reporting (e.g. **offensive or discriminatory language being used by unidentifiable student members of the Lehman community; loud or large gatherings in quiet spaces on campus**).

Where do these concerns go, beyond the Office of Student Affairs - could a process of shared governance be involved?

2. Preliminary considerations regarding the Senate’s and Shared Governance role in formulating, making, and implementing policies impacting free speech and peaceful protest on the Lehman campus.

- a. Consideration: When an issue of unfair bias regarding free speech and/or peaceful protest comes up in campus life, it is unclear whether there is an avenue for shared governance to discuss, tackle, or evaluate various issues. It is also unclear that the College protects campus members’ constitutional rights. For example:
 1. We could not find any mention of protection of constitutional rights.
 2. What student input, and what faculty input, go into the policy-making and updating of rules and procedures such as the student handbook (and addendum)?
 - a. For example, an addendum to the student code of conduct was drafted and published, yet the campus community was not publicly informed of the drafting process or the publication of the addendum.
 - b. For example, a student Demonstration and Other Expressive Activities Form [The "Request Form" they created - "Student Demonstrations and Other Expressive Activities"](#) was created to “review and approve requests in accordance with the Interim Guidance on Student Activities Related to Safe Demonstrations at CUNY Lehman College.”
 - i. It is unclear who provides "Interim Guidance on Student Activities Related to Safe Demonstrations at CUNY Lehman College," and when that entity was created.
 - ii. Who created this form? Who was consulted? Who is the oversight for the language in the form? Can it be revised via shared governance?
 - c. When it comes to student grades and enforcement of policies such as plagiarism, there are mechanisms of shared governance to review grade appeals, where anonymity of students can be protected.
 - i. Is there a shared governance body to review instances of student conduct that could lead to suspension or expulsion?
 - ii. Were specific policies disrespected on October 7 that could prompt a faculty member or campus official to presume that students participating in the protest could be suspended or expelled from Lehman College. If so, is there a protocol for students or faculty to file an appeal?
3. What mechanisms exist to ensure that students, student leaders, campus officials, faculty and staff, briefed, trained in, or made aware of the new restrictions/procedures for protests? What mechanisms are in place to disseminate information about peaceful political gatherings and intellectual forums on campus? What type of communication exists to notify the campus community of the aftermath of such gatherings? For example, a peaceful protest took place on

campus on October 7, and the timeline of events of that day, along with the retaliation that occurred afterwards, was not communicated to the campus-wide community.

4. When guidance is relayed from the Chancellor to campus leaders regarding rules, regulations, policies, and procedures in relation to free speech, protests and demonstrations, what mechanisms exist to ensure that this guidance is shared with the campus community? What mechanisms exist or can be put in place to ensure that shared governance has a role in the implementation of said rules, regulations, policies, and procedures?
5. It is unclear whether shared governance was involved in the drafting of the addendum to the Student Handbook, the General Community Concern online form, and the creation of the “Interim Guidance on Student Activities Related to Safe Demonstrations at CUNY Lehman College.” As a result, there is lack of clarity regarding the compatibility of the addendum, the Interim Guidance, and the online form, with protections articulated under the Henderson Rules and the First Amendment (for example, the number of days for advance notice, restrictions on time, place and manner, etc.)
6. It is unclear where students or faculty can turn to and whether there is a shared governance body to review instances of faculty, staff, administrators who verbally threaten students with suspension or expulsion. Is there a shared governance body that reviews and reports abuse of power on campus? Is there / can there be a shared governance body where students can report feeling unsafe around other students, faculty, campus officials? What is the due process once this has been reported? Does it involve shared governance?

In light of these and other concerns, we will propose recommendations to the Governance Committee during the February meeting. We are hopeful to share a report including recommendations to the Senate for the March meeting.

Respectfully submitted,

Sarah Ohmer and David Hyman