

CUNY Matters

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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

FALL 2015

Coming Soon . . .

Sophie Davis School of Biomedical Education students make rounds at St. Barnabas Hospital in the Bronx.



CUNY School of Medicine

IN A BOLD MOVE expected to increase the number of primary care physicians in New York, Gov. Andrew Cuomo announced in July the accreditation for The CUNY School of Medicine, located on the City College campus in Harlem. The new medical school will expand access to an academically intensive medical education for more black and Latino students and train physicians for underserved communities across the state.

"This action increases employment, research and learning opportunities for students and faculty

members at CUNY School of Medicine in Harlem and will help our next generation of health care workers serve communities across New York State," Cuomo said. "This new school is another step toward making medical care more accessible for all New Yorkers."

The CUNY School of Medicine will launch its inaugural class in 2016 in partnership with St. Barnabas Health System in the South Bronx. The Liaison Committee on Medical Education (LCME), a U.S. Department of Education accreditor of medical education programs leading to an M.D. degree,

Continued on next page ➤

GRANTS & HONORS



Recognizing Faculty Achievement



Barabino

The University's reknowned faculty members continually win professional achievement awards from prestigious organizations as well as research grants from government agencies, farsighted 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.



Polle



Rothstein

Jesus Angulo

of Hunter College has received a \$2,704,400 grant from PHS/NIH/National Institute on Minority and Health Disparities for "Research Center in Minority Institutions: Center for Gene Structure and Function"; and \$105,331 from PHS/NIH/National Institute on Drug Abuse for a "Summer Program for Undergraduate Research at the Center for Gene Structure." **James Popp** and **Kevin Lynch** of York College have received a \$300,000 grant from the Air Force Office of Scientific Research for a project to "Develop a Portable All Weather Weapon Material Detection System."



Lopes



Simon



Savage-Dunn

David Kennedy

of John Jay College has received two grants:



Kennedy

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STRATEGIC PLAN 21ST CENTURY CUNY

In a recent University-wide email blast to faculty and staff, Chancellor Milliken announced 21st Century CUNY, a strategic planning initiative to envisage University priorities and goals for a new generation.

The Chancellor said the initiative would encourage a robust exchange of ideas from the many internal and external stakeholders who are committed to CUNY and its role in New York and the world.

"I expect this to be an exciting opportunity to think expansively and creatively about what it should mean to be the nation's -- if not the world's -- leading urban public university," he said.

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Coming Soon... CUNY School of Medicine



Sophie Davis School of Biomedical Education students at St. Barnabas Hospital.

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has approved the new school following an extensive review of its academic program, teaching facilities and clinical partnership.

According to the Association of American Medical Colleges, New York State and the nation face a critical shortage of doctors. By 2025, it is estimated that the demand for physicians will exceed supply by a range of 46,000 to 90,000. For primary care physicians, the shortfall is expected to be between 12,500 and 31,000 doctors. According to a 2013 Kaiser Family Foundation study, New York State is meeting only 40 percent of its primary care needs, one of the lowest rates in the country.

Chancellor James B. Milliken said, "We thank Governor Cuomo and state and city leaders for their support of CUNY's historic commitment of access to high-quality health care education for underrepresented constituencies in New York. The new medical school is a logical and necessary expansion of the college's prestigious 40-year old biomedical program that has gained recognition as a leader in educating underrepresented minorities for medical practice. CUNY and City College will award the M.D. degree for the first time in its nearly 170-year history."

Chancellor Milliken also expressed appreciation to City College President Lisa S. Coico, Dr. Maurizio Trevisan, Provost and Dean of the Sophie Davis School of Biomedical Education, and their team for "outstanding work toward making possible establishment of the CUNY School of Medicine at City College."

Coico said: "Since its founding in 1847, City College has provided a high-quality, affordable education for New Yorkers who might otherwise not attend college. The new CUNY School of Medicine at City College is a natural extension of our bold founding mission that will open doors to underrepresented students and train caring physicians for underserved communities across our city and state. Our unique academic program infuses an ethos of service and social justice. Whether our graduates serve as primary care physicians, pediatricians or plastic surgeons, all are expected to have a deep commitment to serving underserved communities."

The CUNY School of Medicine received "Accredited - Preliminary Status" designation from LCME on June 10. Preliminary status accreditation is a major milestone for the new medical school and is the outgrowth of an intensive, voluntary, peer-review process of quality assurance that determines whether the program meets established standards. This process also fosters institutional and program improvement.

The first CUNY School of Medicine class of 70 students will begin in the fall of 2016, and a campaign is underway to raise \$20 million in interest-free loans for those students.

The CUNY School of Medicine at City College builds on the strong record of achievement of the Sophie Davis School of Biomedical Education. Founded in 1973 with the generous support from college benefactors and alumni Leonard and Sophie Davis, the Sophie Davis School has placed

a special focus on patient/doctor relationships so that its graduates, regardless of specialty, treat their patients with a unique patient-centered, culturally sensitive approach.

Graduates of the program have gone on to complete their medical degrees and become primary care physicians, pediatricians, anesthesiologists, internists, geriatricians, family medicine doctors, OB-GYNs and neurosurgeons.

Prospective students for the new medical school will enroll as undergraduates at the Sophie Davis School. In year three of the seven-year program, following a review of their academic record, students will be able to apply for the medical school portion of the program.

Some Sophie Davis alumni have also risen to national prominence including Dr. Jonathan Woodson, (Class of 1977) who is Assistant Secretary of Defense for Health Affairs and Director of TRICARE Management Activity, overseeing the more than \$50 billion Military Health System budget and serving as principal adviser to the secretary of defense for health issues; Dr. Laurie Zephyrin, M.D., MPH, MBA (Class of 1997) first National Director for Reproductive Health in the U.S. Department of Veterans Affairs; and Dr. Helen Burstin, M.D., MPH (Class of 1984) Senior Vice President for Performance Measures of The National Quality Forum, a private, not-for-profit membership organization established in 1999 to develop and implement a national strategy for health care quality measurement and reporting.

Alumni, like Dr. Woodson, said that the patient-centered approach taught at the Sophie Davis School remains with students throughout their careers.

"I never lost that broad approach to taking care of patients, understanding them in a holistic way," said Dr. Woodson.

The Sophie Davis School has gained recognition as a leader in educating underrepresented minorities for medical practice. Over the past five years, about 43 percent of the students graduating from the Sophie Davis School have been black or Latino. In comparison, blacks comprise 6 percent of the nation's medical school graduates.

Latinos are 5 percent of the nation's medical school graduates, according to the Association of American Medical Colleges.

As part of the rigorous Sophie Davis program, students earned a Bachelor of Science and completed the first two years of medical school curriculum in five years, then transferred to a fully accredited medical school for the last two years of clinical education. But due to increased demand for transfer slots, CUNY was faced with the decision of either closing its medical education program or developing a full medical school. To continue to serve the population of students at CUNY and the communities that depend on its graduates, the choice was clear.

The transformation of the Sophie Davis School into a fully accredited CUNY School of Medicine will enable CUNY to expand its efforts to serve New York's pressing health care needs by providing a distinct medical education pathway for competent, caring physicians.

In its more than 40 years of educating students for medical practice, the Sophie Davis School developed the most unique physician training program in the nation, partnering with medical schools across New York and other states.

Moreover, the majority of Sophie Davis graduates are licensed to practice medicine in New York State, many in primary care, with most serving in areas short of physicians, or serving a patient base that is underserved.

Dr. Shamiza Ally, a Sophie Davis graduate who now works as pediatrician for Urban Health Plan in the Bronx, said she gains personal satisfaction in helping underserved communities.

"Why I'm a natural fit in the Bronx is because it mirrors the philosophy and mission of Sophie Davis," she said. "So it fits perfectly because our patients are underserved, they are underprivileged, and to provide health for that type of population, to help their outcomes, I couldn't think of a better place to work."

The CUNY School of Medicine is also expected to provide its students with earlier clinical experiences through a curriculum incorporating coursework and experiential learning alongside the medical training so they become leaders in community care across the nation.

In addition to the CUNY Medical School, two other medical schools received preliminary accreditation from the Liaison Committee on Medical Education. The nation now has a record 144 medical schools.

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STRATEGIC PLAN

A steering committee of college presidents joined by faculty, staff and student representatives will lead engagement of resources in specific areas and advance thinking. An interactive website, debuting for the new academic year, "21st Century CUNY: A Strategic Plan for the City University of New York" will include resource materials and serve as a go-to source for information. Topics the Chancellor has raised include increasing the academic success of students, more partnerships with academic, not-for-profit and business organizations, innovation and technology to advance teaching and learning, research and engagement and the importance of adopting a global perspective. To share ideas and follow initiative progress, visit:

www.cuny.edu/21stCenturyCUNY

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Articles in this and previous issues are available at cuny.edu/news. Letters or suggestions for future stories may be sent to the Editor by e-mail to cunycommunications@cuny.edu. Changes of address should be made through your campus personnel office.



Keeping NYC Healthy

From nurses and medical assistants to physician assistants and X-ray techs, CUNY graduates trained in the University's long-established health-related programs provide vital services in doctors' offices, clinics and hospitals throughout the city. With the launch of the CUNY School of Medicine, nurses from Hunter and BMCC, medical assistants from Queensborough and City Tech health records specialists will soon be joined by physicians educated at City College, extending the University's reach in training practitioners for every level and facet of the medical field.

Physician Assistants

426 Baccalaureate Degrees

City College
College of Staten Island
York College



Medical Radiologic Technology/Science

1,228 Associate and Baccalaureate Degrees

City Tech
Bronx Community College
Hostos Community College
LaGuardia Community College

Health Information/Medical Records Technology

186 Associate Degrees
Borough of Manhattan Community College

Medical/Clinical Assistants

312 Associate Degrees and Certificates

Bronx Community College
Queensborough Community College

Registered Nurses

13,740 Associate and Baccalaureate Degrees

City Tech
College of Staten Island
Hunter College
Lehman College
Medgar Evers College
York College
Borough of Manhattan Community College
Bronx Community College
Hostos Community College
Kingsborough Community College
LaGuardia Community College
Queensborough Community College



Licensed Practical/Vocational Nurses

1,318 Associate Degrees

Medgar Evers College
Bronx Community College
Hostos Community College
LaGuardia Community College



Hunter-Bellevue School of Nursing



Hostos Community College



Bronx Community College



LaGuardia Community College

Sophie Davis School of Biomedical Education

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\$240,120 from the City of Chattanooga for "Reducing Serious Violence in Chattanooga, Tennessee"; and \$150,000 from the John D. and Catherine T. MacArthur Foundation for "A National Strategy to Reduce Violence, Eliminate Drug Markets, and Promote Racial Reconciliation." The NYS Office of Temporary and Disability Assistance has awarded a \$117,750 grant to **Natalie Bredikhina** of Kingsborough Community College for the "Venture to Success FSET Program."

Ramona Brown of the College of Staten Island has been awarded two grants from the NYS Education Department: \$350,000 for the "Liberty Partnership Program" and \$220,742 for "CSTEP"; as well as \$109,000 from the NYC Council for the "Black Male Initiative." **Marzie Jafari** of Lehman College has received two grants: \$334,265 from Perfect Choice Staffing for the "RN Completion – MSN Program"; and \$307,290 from the NYC Economic Development Corporation for the "Low-Income Fast Track Program."

Queens College has received \$581,788 in grant funding from the Department of Commerce/National Oceanic and Atmospheric Administration for "Into the Woods," directed by **Peter Schmidt**. The U.S. Department of Energy has awarded \$156,989 to **Juergen Polle** of Brooklyn College for "A Systems Biology and Pond Culture-Based Understanding and Improvement of Metabolic Processes Related to Productivity in Diverse Microalgal Classes for Viable Biofuel Production."

"Strengthening Spinal Cord Injury Core Facilities at CCNY," under the direction of **John Martin** of City College, has been awarded \$544,158 in grant support



from the Alfred P. Sloan Foundation. **Denis Nash** of Hunter College has received two grants:



\$187,466 from Columbia University/National Institute of Mental Health for "Multi-Level Determinants of Late Art Initiation in Sub-Saharan Africa"; and \$115,000 from Health Research Incorporated for "HIV Care Coordination: Comparative Effectiveness, Outcome Determinants and Costs." The National Institute of Health & General Medical Sciences has awarded a \$102,602 grant to **Mary Ortiz** of Kingsborough Community College for the "Medgar Evers College-Kingsborough Community College Bridges to the Baccalaureate Program."

Olga Steinberg of Hostos Community College's Natural Sciences Department has been selected by the Board of the American Association of Microbiology to serve in the "Leaders Inspiring Networks and Knowledge" (LINK) Steering Committee.

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*Degree figures are for the 10-year period 2004-2005 to 2013-2014.



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LINK supports emerging scientists through an effective science mentoring community and by expanding minority participation in STEM research.

Karen Mackey Witherspoon, Vice President for Government, Community and Cultural Affairs at City College, was honored at The Network Journal's "25 Influential Black Women in Business" luncheon in March for her outstanding professionalism. Witherspoon has helped raise more than \$10 million for several community-focused CCNY organs.

Senior University Dean for Academic Affairs **John Mogulescu** announced that CUNY Start has received a four-year \$2.5 million grant from the Conrad N. Hilton Foundation to support Transition Age Youth (TAY) from foster care to earn an associate degree at CUNY. Strategic partnerships will be established with foster care agencies and the Administration for Children's Services to create a pipeline for 325 TAY into and through CUNY Start and the Accelerated Study in Associate Programs. The grant proposal team included: **Mia Simon, Zenobia Johnson, Gayle Cooper-Shpirt, Drew Allen, Gary Dine, and Donna Linderman.**

Vice Chancellor for Research

Gillian Small reported that three of 10 startup companies selected to present in the Company Showcase at the prestigious University Startups and Global 1000 conference in Washington, D.C., are CUNY startups: ARL Designs: faculty leader **Alan Lyons**, College of Staten Island; Infoshield: faculty leader **Delaram Kahrobaei**, New York City College of Technology; and Vista Wearables: faculty leader **Zhigang Zhu**, City College.



Lyons

at the prestigious University Startups and Global 1000 conference in Washington, D.C., are CUNY startups: ARL Designs: faculty leader **Alan Lyons**, College of Staten Island; Infoshield: faculty leader **Delaram Kahrobaei**, New



Coleman

Mary E. Coleman, Vice President for Administration and Finance at the Stella and Charles Guttman Community College, was honored by Congressman José E. Serrano and NYS Senator José M. Serrano at their Black (African-American) History Month celebration for her commitment to helping and strengthening the Bronx community.

Renowned classical violinist **Rolf Schulte** of the Graduate School and University Center (Music) received a lifetime achievement award from the Association for the Promotion of New Music at a tribute concert in Merkin Concert Hall that included a solo performance by Schulte. The association called him a "most extraordinary artist, who has devoted himself courageously to the cause of living American composers."

Jeffrey Parsons of Hunter College has received three grants from PHS/NIH/National Institute on Drug Abuse: \$692,704 for "Multi-component Intervention to Reduce Sexual Risk

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HAVE YOU HEARD? Two new Board of Trustees members, **Una S. T-Clarke** and **Jill O'Donnell-Tormey**, and two new presidents, **David Gomez** of **Hostos Community College** and **Dr. Thomas A. Isekenege** of **Bronx Community College** have been named ... **York College students, with \$50,000 in funding, survey residents in flood-prone areas of southeast Queens ...**



Merola and Mitchell

George Mitchell, former U.S. senator from Maine and lead negotiator in the 1998 Good Friday peace agreement in Northern Ireland, spoke at Hunter College's graduation in May. While in town, he caught up with **Ryan Merola**, who's from the 2011 class of Mitchell Scholars, named in honor the former senator. Merola graduated from Macaulay Honors College at Brooklyn College in 2007.



Photo by Jeannette Johnson

Pain Relief From Snail Venom. Snail venom may be the perfect antidote to severe pain ... if it can be administered with ease. Enter Hunter College chemical biology professor **Mandë Holford**. She is part of a team conducting research on a powerful painkiller called **Prialt** derived from the venom of marine snails. It is used on people when morphine no longer works. Prialt is a peptide found in snail venom that was FDA-approved in 2004. The problem with the drug is that it doesn't cross the blood-brain barrier, Holford tells NPR News. In order for it to ease pain Prialt has to be injected directly into the spinal column, which is risky business. Holford and the research team explain how they plan to administer the drug in a novel way in a study published in "Scientific Reports." "We're using what I call our 'Trojan horse strategy,' in which we put the peptide inside of a carrier — which is called a viral nanocontainer," she explains. The nanocontainer is a tiny receptacle made from proteins found in viruses. "Then we sort of shuttle it across the blood-brain barrier, using another peptide, which is a cell-penetrating peptide, which can cut through the blood-brain barrier," she says. If this delivery system stands up to further testing, it would be possible to administer the drug intravenously or as a pill. But the next step is to figure out if the drug will still work once it crosses the blood-brain barrier.



Flooding in southeast Queens

FUNDING

York Students Win \$50,000 Funding for Flood Survey. In southeast Queens, flooding is a fact of life. Some residents have even bought canoes so they can paddle to higher ground when the rains arrive, according to community leaders **Keisha Phillips-Kong** and **E. Thomas Oliver**. What's behind the flooding in southeast Queens? York College students, with a \$50,000 initiative from the Department of Environmental Protection, are working with the DEP on a survey to help find the answers.

"This is a great opportunity for our students to put into practice what they have been learning in the classroom and in their field research," says York College Earth and Environmental Sciences professor **Ratan Dhar**, who serves as the lead investigator. "They will be contributing to the resolution of a long-standing problem in the very communities surrounding our campus."

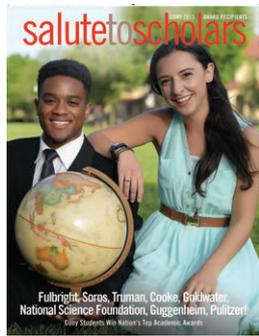
The York College 10-student team, along with DEP staff, will survey 200 homes in the area to identify those affected by persistent flooding. The survey, which is expected to be completed by October, will help the research team compile a database of the critical factors that contribute to flooding in neighborhoods like South Jamaica in southeast Queens. "Local topography, including lengthy river and ocean coastlines, dense urban development patterns, the capacity of our aging sewer system and increasingly extreme weather due to climate change are some of the biggest causes [of flooding]," says Dhar. Before conducting fieldwork, the students received training in Responsible Conduct of Research and canvassed neighborhoods such as Jamaica, St. Albans and Springfield Gardens.



Talia Torres and, at right, Herman Badillo's wife, Gail

First Badillo Scholar. **Talia Torres**, a third-year student in the B.S./M.D. program at the Sophie Davis School of Biomedical Education at City College, is the first recipient of a scholarship named after **Herman Badillo**, the nation's first Puerto Rican-born member of Congress and a former chairperson of CUNY's Board of Trustees. Badillo, who died last year, exemplified the power of public education to transform lives of hardship. Orphaned in Puerto Rico at a young age, he graduated from Haaren High School in Manhattan, from City College magna cum laude and first in his class from Brooklyn Law School. His public service career spanned four decades, much of it centered and celebrated in New York. In addition to his stint in Congress, he was Edward Koch's deputy mayor, Bronx borough president and counsel to Mayor Rudolph Giuliani. He served on CUNY's Board of Trustees for 13 years, including two as vice chairperson and two as chairperson. The Sophie Davis School was established to recruit underrepresented minorities into medicine and increase medical services in historically underserved areas. Torres will receive \$6,500, a full year's tuition. For information on the Herman Badillo Scholarship Fund: Search.cuny.edu "Badillo Scholarship"

Take a look at some of our outstanding University scholars who have won some of our country's most prestigious and competitive academic awards in 2015, including 17 Fulbright Fellowships for research and teaching abroad, 15 National



Science Foundation Graduate Research Fellowships, Goldwater and Truman Fellowships, as well as Paul & Daisy Soros Fellowships for New Americans. The graduating seniors and recent alumni are all featured in the publication, Salute to Scholars, a special edition that illustrates the value of a CUNY education and the academic opportunities it creates. For the full spectrum of success, with profiles of our 2015 scholars: Search.cuny.edu "Student Awards 2015"

Science Foundation Graduate Research Fellowships, Goldwater and Truman Fellowships, as well as Paul & Daisy Soros Fellowships for New Americans. The graduating seniors and



RESEARCH

Relics Surface in Bronx Project. An archeological team led by CUNY graduates unearthed more than 100 pieces of rare Native American artifacts dating back to 200 A.D. in a Bronx construction site. Fragments of ceramic bowls, pottery and

stone tools were discovered in the southeastern section of Pelham Bay Park by Chrysalis Archeology—an excavation firm led by CUNY Graduate Center Ph.D. candidate Alyssa Loorya. The artifacts were found during a \$2.98 million construction project that would repair a damaged seawall and add a walking path along the Pelham Bay Park shoreline. Loorya and her team worked alongside the New York City Department of Parks and Recreation and the construction company to excavate the area known for its "archeological significance." "This was a rare find because the Native Americans have less of a footprint than the Europeans, so there aren't many areas where you'll find their remains. But when we do they're mostly in coastal areas," says Loorya, owner and principal investigator of Chrysalis Archeology. For now, the location of the excavation site must remain top secret. "We're concerned about pot-hunters. People go looking to find interesting items, but they don't document where the artifacts come from and that destroys its historical context," says Loorya. The construction project was put on hold in June after the artifacts were found. The Parks Department must determine whether to move ahead with construction or redesign the project to avoid the excavation site. But first the city will contact the descendants, identified as the Delaware, Mohican and Shinnecock Nation tribes. "Generally, the tribes' preference is to leave these type of sites undisturbed, but it's the city that makes the final decision."



Native American artifacts were unearthed at a waterfront construction site at Bronx's Pelham Bay Park.



Photos by Chrysalis Archaeological Consultants, Inc.

DISABILITIES

It was the 25th anniversary of the signing of the Americans with Disabilities Act over the summer, and to recognize it John Jay College of Criminal Justice hosted "Lights! Camera! Access! 2.0: Achieving Disability-Inclusive Diversity Through a Brand New Lens." The conference focused on ways to develop strategies for improving the portrayal of disabled people in film and television. The Disability Rights Museum on Wheels, a mobile art exhibit that looks at the history of disability rights in the U.S., was parked outside.

New Trustees: Two new members were recently named to the City University of New York Board of Trustees. Gov.

Andrew M. Cuomo nominated **Jill O'Donnell-Tormey** to serve as a trustee, filling the vacancy for a resident of Staten Island, and Mayor Bill de Blasio appointed former City Council Member **Una S. T-Clarke** to succeed Joseph Lhota. Trustee O'Donnell-Tormey is CEO and director of scientific affairs of the Cancer Research Institute (CRI), a pioneer in cancer immunology and immunotherapy. Prior to joining the nonprofit, she served as a research associate at Cornell University Medical College and as a postdoctoral fellow in The Rockefeller University's laboratory of cellular physiology and immunology. Trustee Clarke, born in Jamaica, West Indies, is the first foreign-born woman elected to the Council, where she represented Brooklyn's 40th Council District for 10 years, sponsoring more than 300 pieces of legislation on issues including child welfare, education, health and mental health, economic development, public safety and transportation. An active member of the Council's Black and Hispanic Caucus and an educator by profession, she directed funding to upgrade schools, rebuild parks and playgrounds and increase quality child care programs, and led campaigns for citizenship for immigrants and voter registration.

Two College Presidents: The City University Board of Trustees appointed two new college presidents: **Dr. Thomas A. Isekenegebe**, who has been president of Cumberland County College for the past six years, as president of Bronx Community College, and **Dr. David Gomez**, a distinguished academic leader, as president of Hostos Community College. As president of Cumberland, a community college in Vineland, N.J., Isekenegebe has been a leader in developing high-quality academic programs that are data and employment driven. Gomez was a longtime

senior administrator at Kingsborough Community College before being named interim president of Hostos Community College last July. Previous to his years at Kingsborough, he spent more than a decade at Hostos in senior administrative positions. Chancellor James B. Milliken also announced the appointments of Judith Bergtraum as Vice Chancellor for Facilities Planning, Construction and Management, and Brian Cohen as Vice Chancellor for Technology and University Chief Information Officer. Both appointments were approved by the CUNY Board of Trustees. For the past year, Bergtraum has served in the position as the interim vice chancellor. Cohen is currently CUNY's Associate Vice Chancellor for Technology and University CIO.



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NEPAL QUAKE

LIKE many people around the world, Tarendra Lakhankar, an environmental engineer and assistant professor of research at City College, was horrified by the news of a devastating earthquake in Nepal in April that killed more than 8,800 people, leveling homes and irreplaceable antiquities in the capital of Katmandu and the mountain villages to its north.

Unlike most people, Lakhankar had research ties in the area that enabled him to marshal the first relief party to reach the quake's most isolated victims.

Coordinating efforts by phone and email from his City College office, Lakhankar helped raise more than \$10,000, contacted fellow researchers and family members in India and recruited volunteers who managed to truck blankets, food, batteries and tents to thousands of homeless villagers within six days of the April 25 quake.

Many villagers would be sustained for weeks by those supplies before international relief agencies could get through.

Vice Chancellor for Student Affairs Frank D. Sanchez says there were about 150 students from Nepal enrolled at CUNY, and about 1,000 more of Nepali heritage. While none of the 150 were known to have lost family members, many of their families lost their homes, and some of the students were concerned about being able to continue their studies.

Sanchez says that when the worst happens and a natural disaster strikes — at home or abroad — CUNY has a protocol that enables it to help in the most effective, coordinated way. The University strives to make sure that students, faculty and staff who have connections to the affected area are supported. It also works to ensure that the aid that is sent to help those there, be



they connected to CUNY or not, actually gets to those it is intended to help.

According to the protocol, the Chancellor will ask each college president to identify a liaison to represent the college on a Disaster Relief Coordinating Committee and help those on each campus to communicate with one another. A website is also created — and updated — to provide additional information.

Sanchez added that decisions also need to be made about whether it's better to collect funds or clothing, food and other necessities. "Generally, we find that the best way to use our time and energy is to raise money for a nonprofit working on the ground," Sanchez said. Usually, the University sets up a central account where colleges can send collected funds.

"Our office has been a part of several natural disasters," Sanchez said. "The

When the worst happens and a natural disaster strikes — at home or abroad — CUNY has a protocol that enables it to help in the most effective, "coordinated" way.

earthquakes in Japan and Turkey, the tsunami in the Philippines and certainly Hurricane Sandy...with Hurricane Sandy that was so local. We lost four students. We worked and raised money with the Robin Hood foundation, which gave CUNY \$350,000 in assistance for students."

"With Nepal what we learned is because

of the earthquake there were a lot of limitations," said Sanchez. "We were encouraged not to send food and clothing to the airport. They need the airport for critical supplies to bring back the infrastructure and sending goods and clothing would bog down the use of the airstrips." He added that the University student community responded quickly to aid Nepal, collecting more than \$20,000 within a couple of weeks.

The University also mobilizes to provide counseling for members of its community who may be worried about friends and relatives, or, in the case of Superstorm Sandy, themselves and their immediate families, as well.

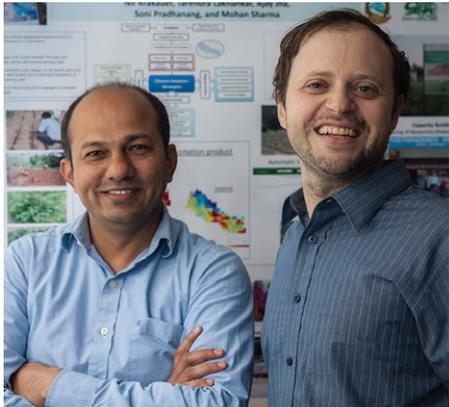
Cultural sensitivity is considered in this process. In the case of Nepal, for example, counselors needed to be aware that for those of the Hindu religion, the grieving



Photo by Kuhuoke Das, Queens College

How the University Responds To a Disaster

At left, village destruction in Nepal, above, Queens College students raise funds for quake victims while celebrating the Hindu Festival of Colors, and below, Tarendra Lakhankar, left, and Nir Krakauer, professors at City College.



“I suspected that the damage in my villages would be worse than in Katmandu. And I was correct.”

— Tarendra Lakhankar,
Environmental engineer and assistant professor of research at City College

process “can be very, very long.” For counseling and other support in these situations, CUNY often uses the services offered by the CUNY Work/Life program, as well as its own counselors, its human resources officers and professors who might have expertise in the country in question.

After the earthquake in Nepal, the

University consulted with Lehman biochemistry professor Manfred Philipp, the president of the CUNY Academy of the Humanities and Science who had had a Fulbright in Nepal. At Baruch, professor David Chang, director of the counseling center, conducted a presentation to help with grieving and other issues.

A number of campuses have obtained emergency grants — or are attempting to — from the Petrie Foundation and others, to help students who are struggling. Sanchez urged those students to contact the University’s International Student and Scholar Services office to find out about eligibility for reduced course loads, off-campus employment and other services.

Sanchez also participated in a White House teleconference on Nepal, which included representatives from the State Department, the Pentagon and the United States Agency for International Development.

In Nepal, Lakhankar heads a 15-member research group that has been working with farmers in remote mountain villages since 2012, developing agriculture technologies aimed at anticipating and adapting to climate change. Two of those villages, Dhading and Ghorka, were near the epicenter of the April 25 quake.

The team, which includes researchers from Colorado State University and Small Earth Nepal, a nongovernmental agency, is based at the Cooperative Remote Sensing Science and Technology Center at City College, a research arm of the National Oceanic and Atmospheric Administration established in 2001, and known by the acronym NOAA-CREST.

Building weather stations and developing irrigation techniques for farming in arid conditions, Lakhankar had come to know many of the local farmers and their families during his four visits to the area, often visiting them in their mud-brick houses on the mountain slopes around their fields.

When he heard news of the 7.8 magnitude earthquake, and saw the first images of devastation in Katmandu, Lakhankar pictured those mud-brick structures in his mind.

“I suspected that the damage in my villages would be worse than in Katmandu,” Lakhankar said recently. “And I was correct.”

Though the death toll in the villages was relatively low — the earthquake struck in the daytime, when most people were working in their fields — most of the people in Lakhankar’s villages, as he thinks of them, had no shelter.

He immediately set up a fundraising website, contacted family and friends in India who would purchase food, water and medical supplies; and kept in close contact with Panthi Jeeban, a researcher for Small Earth Nepal who coordinated efforts on the ground. Panthi rented a truck, and met volunteers from Nepal at the India-Nepal border crossing for the first of many six-hour drives into the hard-hit region.

The team also included Dr. Madan Lall Shrestha, another researcher for Small Earth Nepal, and Dr. Mohan Prasad Sharma, a professor at the Agriculture and Forestry University in Rampur, Nepal.

Three years ago, Lakhankar developed an automatic weather station to monitor climate change in three districts of Nepal: Dhading, Syangja and Kapilvastu. Lakhankar and his team also created demonstration farms in those villages.

“The village where we set up the weather station and climate adaptation demonstration farm was destroyed. “It could take six months before it is running again, he said. “But right now the priority is on helping the villagers.”

Continued from page 4

and Substance Abuse”; \$689,429 for “Syn-demics & Resilience for HIV Transmission in a National Sample of Vulnerable Men”; and \$536,806 for “Intervention Targeting



Govind

Substance-Using Older Adults with HIV”; as well as \$155,699 from Yale University/NIH for “Intervention Development for Social Stress, Mental Health and HIV Risk Among MSM.” The National Aeronautics

and Space Administration has awarded \$358,800 in grant funding to Shubha Govind of City College for a project entitled “Does Spaceflight Alter the Virulence of a Natural Parasite of *Drosophila*?”

The Robin Hood Foundation has awarded \$350,000 to Roger Sherwood of Hunter College for a “Project for Return & Opportunities in Veterans Education.” “Investigating the Effects of Trans-Spinal Direct Current Stimulation on Muscle Tone and Functional Recovery in Mice with Spinal Cord Injury,” a project directed by Zaghoul Ahmed of the College of Staten Island, has received \$238,041 in grant support from



Barnet

the NYS Department of Health. The U.S. Department of Education has awarded \$229,450 to David Barnett of John Jay College for “Title V – Enhancing Student Success in Criminal Justice with

Bronx Community College.” Yu Gao of Brooklyn College has received a \$152,604 grant from the National Institutes of Health for “Biomarkers for Conduct Problems: Abnormal Conditioning to Punishments and Rewards.”

Gilda Barabino of City College has received two grants from the National Science Foundation, totaling \$501,819, for “Collaborative: Academic Career Enhancement for Underrepresented Faculty in Engineering.” Lehman College has received two grants from the NYS Education Department: \$245,399 to Marcie Wolfe, for “EL CIVICS Workforce Investment Act”; and \$232,733 to Anne Rothstein, for the “Science and Technology Entry Program: Mathematics and Science Through Excellence and Research.”

Timothy Paglione of York College has been awarded \$484,745 from Cornell University for “Improving the Graduation and Transfer Rates of Community College and Technical School Science Technology Engineering Mathematics (STEM) Students from Underrepresented Groups.” John Jay College has received \$201,619 from the Department of Health and Mental Hygiene (DOHMH) for a project titled “From Punishment to Public Health (P2PH),” under the direction of Anne Lopes and Jeffrey Coots. New York City College of Technology has received a \$200,000 grant from the NYS Education Department for a “Teacher Leader Quality Partnership Program” directed by Ivonne Barreras.

Linda Ridley of Hostos Community College is one of only 16 professors worldwide

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Continued from previous page

to receive a 2015 Case Centre Writing Scholarship. The Case Centre's method, which is dedicated to sharing knowledge, wisdom and experience through "cases," was pioneered at Harvard and is the preferred teaching method at most of the world's leading business schools. Ridley has taught business at Hostos since 2012.



Azita Mayeli of Queensborough Community College's mathematics and computer science department has won the Feliks Gross Endowment Award — CUNY's highest award

for assistant professors, which is presented annually for outstanding research or potential in the humanities or sciences, including social and life sciences.

Vice Chancellor for Student Affairs **Frank D. Sanchez** reported that the NYS Commission for the Blind has awarded more than \$930,000 for a five-year NYC Summer Transition Program for Legally Blind Youth. The program will be facilitated by VISIONS/ Services for the Blind and Visually Impaired and Queens College and is aimed at improving mobility, promoting daily living and technology skills, and helping legally blind youth identify college and career opportunities. Central Office of Student Affairs staff **Chris Rosa, Roberta Adelman** and **Barbara Bookman** prepared the proposal in cooperation with VISIONS and VP **Adam Rockman** of Queens College.

Jun Liang of Borough of Manhattan Community College and **Cathy Savage-Dunn** of Queens College have received \$150,000 from the National Institutes of Health for research concerning public health and economic issues resulting from a projected increase in the number of people aged 65 and over, which is expected to nearly double to 83.7 million by 2050. It is the first NIH grant BMCC has received as the lead institution for active scientific research and the first time a major NIH research grant has been awarded to a community college as a lead institution in the U.S.

Jennifer Katona of City College is the recipient of the American Alliance for Theatre and Education's Lin Wright Special Recognition Award after having launched and developed the educational theater program in the college's School of Education from eight students in 2007 to more than 85 at present.

Matthew Caballero and **Rachel Chase** of Hunter College have received a \$1,197,141 grant from the NYS Education Department for the "2013-2016 21st Century Community Learning Centers Program"; and Caballero was also awarded \$186,800 from Teach for America for "Graduate Educational Services." The National Science Foundation has awarded \$331,682 to **Laura Rabin** of Brooklyn College for a project entitled "REU Site: Intensive Mentored Research Experience for Undergraduates in Clinical, Cognitive, and Behavioral Neuroscience at an Urban Public College."



Rabin



Gov. Andrew Cuomo signing into law the new campus sexual assault policy with, left to right, U.S. House Democratic leader Nancy Pelosi, New York Lt. Gov. Kathy Hochul and New York Assemblywoman Deborah Glick.

Enough is Enough
Combating Sexual Assault on NY's College Campuses

Campus Sexual Assault Policy Now Law in New York

A comprehensive New York State policy to combat sexual assault on college and university campuses has been signed into law by Gov. Andrew Cuomo, who praised state leaders for their bipartisan work on his "Enough is Enough" bill and said he saw it as a national model for legislation.

Chancellor James B. Milliken praised the governor's leadership in pressing for the new policy. "Gov. Andrew M. Cuomo has made safety on college campuses a matter of the highest priority and through legislation he championed, has set an example for the nation in addressing sexual violence on campus," the Chancellor said. "We commend the Governor and the New York State Legislature for reaching agreement on this important legislation. CUNY has been a strong supporter of these important reforms."

The new law, based on revised sexual assault policies developed last year by The City University of New York and the State University of New York, mandates tough and consistent on-campus sexual assault prevention and response policies and protections. It requires all colleges and universities in the state to adopt a set of procedures and guidelines for dealing with assault and assault allegations, including a uniform definition of affirmative consent and expanded access to law enforcement to ensure student safety.

"A day like today, you see the power of government actually change the way society lives and how we treat one another," Cuomo said at the July 7 bill signing at New York University School of Law, which was attended by U.S. House Democratic Leader Nancy Pelosi, New York State Senate Majority Leader John Flanagan, Assembly Speaker Carl Heastie, Assemblywoman Deborah Glick, Lt. Gov. Kathy Hochul, State Police Superintendent John D'Amico and other leaders.

Referring to the recently concluded legislative

session in Albany, Cuomo said, "We dealt with a lot of difficult issues, but at the end of the day it was actually an extraordinary session for getting things done for the State of New York. ... And we did. For that we owe thanks to both the Democratic Assembly and the Republican Senate because if those two don't say yes, then you have nothing. And they both did on this bill."

Noting that "When New York acts, people notice," Cuomo said he expected that it would prompt people in other states to ask for similar protections for their states' college students.

"And Leader Pelosi can now go back in Washington and say, 'This is a national issue,'" the governor added. "It should be addressed federally. It can be done. They did it in New York. Republican Senate. Democratic Assembly. They came together. They passed the bill. Use that as an example to protect women all across this nation."

Citing the statistic that one in five women is assaulted on college campuses, Cuomo continued, "How could it have that frequency and have nobody know about it? Because we cloaked it, we camouflaged it, and we didn't want to admit it.

"This law does the exact opposite," he said. "First, it says, 'We admit the problem. ... and that's the first step toward solving the problem.' And then we passed the law that is the most aggressive law in the United States of America. ...

"It says, number one: affirmative consent — the other person has to say 'yes' ... It's yes on both sides. Second, if there is a victim of a sexual assault or alleged sexual assault, that victim has rights ... Every school official is going to read a victim of a sexual assault a set of rights. They have a right to a counselor, they have a right to have it investigated by campus police, or they have the right to go to law enforcement right now."

The new law, based on the CUNY and SUNY policies adopted last year, adds requirements including:

- In addition to required training for all new students, annual training on sexual violence prevention and response policies will be required for leaders and officers of clubs, and student athletes involved in interscholastic competition. Colleges must also provide information to parents of incoming students.
- When campus no-contact orders and other interim measures are provided, colleges must provide upon request a reasonable process for prompt review of those measures to students affected by them.
- The student conduct process must allow both parties to be accompanied by an advisor of their choice who may assist and advise throughout the process. Colleges must include a standard notation on the transcript of a student found responsible by the student conduct process for violent offenses such as assault, sexual assault, dating/domestic violence, and stalking, and require that the notations remain for at least one year after conclusion of the suspension, and that expulsion notations remain unless such a finding is vacated.
- The law also requires colleges and universities to conduct an anonymous campus climate survey of all students at least every two years and publish the results and to report annually to the state Education Department the number of allegations, how many went through the student conduct process; how many students were found responsible and a description of the final sanctions; and how many cases were closed prior to final determination after the respondent or complainant withdrew. The agency will report the numbers to the governor and Legislature.
- Every institution must amend its policies and file by July 1, 2016, and then annually, a certificate of compliance with this law, and must file by July 1, 2016, and then every 10 years a copy of all policies adopted as required by the law. Institutions failing to file by Sept. 1, 2016, or any year thereafter will be ineligible to receive state aid until they file.

Bringing the War Back Home

INTERVIEW

Phil Klay, a former Marine who served in Iraq and earned a Master of Fine Arts in Creative Writing from Hunter College in 2011, discusses his acclaimed book, *Redeployment*, a poignant and powerful collection of short stories about war's deep impact on soldiers in combat and when they return home. Klay won the 2014 National Book Award for Fiction.

Why did you enlist in the Marines?

"I accepted my commission in the Marine Corps in 2005. I knew that we were a nation at war, and I wanted to do my part. My family had a strong respect for the idea of public service. Neither of my parents were in the military, but public service was something that was very much valued. One of my older brothers had joined the Marines already. It seemed like a way that I could put myself in a position where, hopefully, I could affect things for the better."

What was your role in the military?

"I ended up as a public affairs officer, and I had a group of Marines who worked for me. ... I was in Iraq from January 2007 to February 2008, through the surge. They would go out

through Anbar Province, write stories, take photographs. I handled media imbeds, I coordinated interviews, and I was an adviser to the general."

How soon after you returned did you start writing your book? Was that immediate or did it take time to process everything?

"I actually started writing fairly quickly. The first story [*Redeployment*] is the first one that I started writing, and that was a couple months after I got back from Iraq. Of course, I ended up rewriting that story, you know, 15 or 20 times before it was ultimately done. The book took me about four and a half years."

You enrolled in Hunter's MFA in Creative Writing program while working on your book. How did that help you focus your writing?

"It was tremendous because you're studying with really great writers. I studied with Peter Carey, Colum McCann, Nathan Englander, Patrick McGrath and Claire Messud. Being in an environment where you have a lot of serious writers who are doing something different;

they're not all doing the same thing that you are, but are very smartly reading your work. They help you expose the kind of blind spots that you can't see. The other thing is that you get inspired by the work that you're reading. You're reading really quality work and giving comments on it and that teaches you how to read your own work in a different way."

Were the characters based on real people, or were they just drawn from memories?

"No. In a strange way, I think that if I were writing about real people, I would have felt more constraint. It would have prevented me from being as honest as I wanted to be. Because I would have felt that I would have to do justice to those people or include elements of that experience that weren't really what I was trying to look at. So there are certainly plenty of details that are drawn from real life. I did a lot of research aside from the fact that I was in the Marine Corps and knew a lot of people who had had some of the experiences that I talk about in the book. I talked to a lot of Marines, I read a lot of books, I read a lot of journalism. And I also made things up that tell, or that allowed me to kind of put the experiences that I wanted to examine under a little bit more pressure."

A recurring theme in the book is the disconnect that the soldiers feel when they come back home. You write about that in the short story, 'Bodies.' Can you discuss that story?

"The narrator of 'Bodies' worked in

Mortuary Affairs. He was one of the Marines who prepared the bodies of the dead to be sent home. And he comes back and finds it's not the sort of job that provides the kind of war stories that maybe he expected he was going to get. These are not the sort of war stories that people that he meets expect to hear. And he doesn't know how to talk about some of the things that are really emotionally important to him. So, in some ways, the story is about him trying to find a way to talk about what he's been through and what matters to him about it."

Redeployment

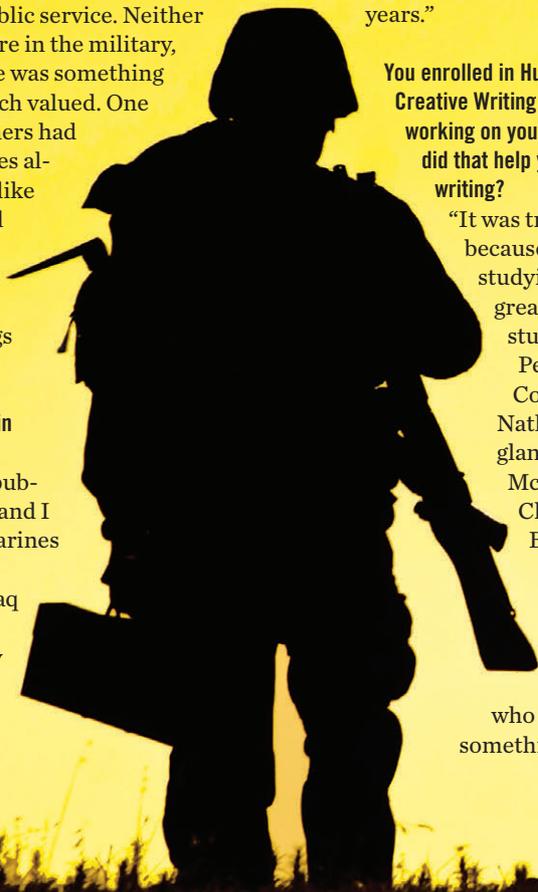
By Phil Klay

The Penguin Press/ (USA)

What were you hoping people will take away from your book?
 "Well, I wanted to invite readers into these [characters'] heads, and look at the experiences that these people had, the way that they interpret those experiences, and also the choices that they make. These characters are not deciding whether to go to war or not. They're making choices within that context of what do they do when they're back home, with spouses, girlfriends, people they meet in the bar. I also wanted the reader to compare the different narrators and join the conversation about war. And start thinking very deeply about what it means to go to war and what it means for us as a country."

What were you hoping people will take away from your book?

This Q & A is excerpted from a CUNY Book Beat podcast; to listen to the entire interview and hear Klay read from his book, go to www.cuny.edu/bookbeat.

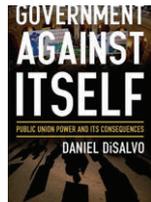


NEWTITLES / CUNYAUTHORS



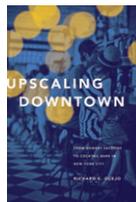
Pardlo Dissects Pulitzer-Winning Digest

Gregory Pardlo won the 2015 Pulitzer Prize for Poetry for his brilliant and complex collection, *Digest*, where he tackles an astounding range of issues from fatherhood and family to pimps and pop culture. In this podcast, Pardlo, a doctoral student at the CUNY Graduate Center, describes how he chose his subjects and his desire to provoke deep emotion through poetry.



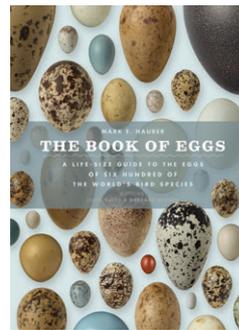
Public Unions, Politics, and Power

City College political science professor Daniel DiSalvo tackles the contentious issue of public unions, pensions, and political influence in his new book, *Government Against Itself: Public Union Power and Its Consequences*.



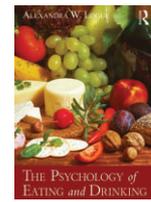
Nightcrawling in Gentrified New York

Sociologist Richard Oejo spent years exploring the changing face of the city through an unusual and revealing lens—the burgeoning bar scene of Lower Manhattan. The John Jay professor tells about it in *Upscaling Downtown: From Bowery Saloons to Cocktail Bars in New York City*.



Inside the World of Eggs

Hunter College bird expert and animal behaviorist Mark Hauber reveals unexpectedly glossy egg colors, fascinating facts and still unsolved mysteries of the bird world in the stunning volume, *The Book of Eggs*.



What We Eat and Why We Eat It

Alexandra Logue, a behavioral scientist and CUNY's former vice chancellor for academic affairs, discusses the newly released fourth edition of *The Psychology of Eating and Drinking*. Her book explores the scientific research of every aspect of food behaviors, disorders, nutrition and weight—and separates real science from pop science.

YOUR CO-WORKERS WITH AUTISM THANK YOU

By Barbara Fischkin

WHAT CAN YOU DO to support and work productively with a co-worker who discloses that he or she has autism?

These days that is an important question to ask. Here's why:

The number of people diagnosed with autism, a bio-neurological communication disability — also referred to as Autism Spectrum Disorder (ASD) — has skyrocketed in recent years. The federal Centers for Disease Control and Prevention (CDC) now estimates that one in 68 children has autism.

● In recent years there has also been a growing awareness of “neurodiversity” — the view that neurological differences are an important aspect of human diversity that should be respected. This, along with the work of disability rights movements, has contributed to the increasing numbers of individuals who have autism and are determined, encouraged and able to attend college and enter the workforce.

Last year at CUNY, 409 students disclosed that they had ASD, a 79 percent

increase over three years. It is estimated that the University's undisclosed ASD population may be three times higher than even the new figure and that this could be mirrored in the workplace.

So, if you work with someone who has autism, what should you do? Or not do?

First understand the basics of ASD — and the parameters of self-disclosure.

● ASD presents in different ways, which is why it is diagnosed on a spectrum. In some, it may not be evident unless a symptom is triggered. Other people who have autism cannot speak, or they may exhibit what co-workers consider unusual behaviors. Others speak too much or idiosyncratically. Some have sensory issues. Some need support to show what they know. Some may come to work with job coaches. There are also many people with autism who have achieved remarkable levels of success in their respective professions.

● According to many estimates, as late as the 1980s only one in 10,000 children had autism. The astounding increase has, in part, been attributed to better awareness and identification of this disability, which can only be diagnosed through symptoms.

But many believe that better diagnosis is not the only reason for the sharp rise and, according to the CDC, other factors “cannot be ruled out.”

Barbara Bookman, the director of the University's Project REACH, which since 2012 has offered support to students who have autism, emphasizes that individuals with ASD bring “many talents, unique skills, strengths and diversity to the workplace.” She adds that “Neurodiversity is basically another aspect of the overall diversity of the world in general.”

● “Many people on the spectrum will not disclose their diagnosis,” cautions College of Staten Island assistant professor of psychology Kristen Gillespie-Lynch. “It is totally up to them if they choose to or not,” says Gillespie-Lynch, who runs the college's Building Bridges Project REACH mentorship program for students with autism and other disabilities.

Before assuming someone has autism, it is best to speak to a supervisor or your college human resources office for general advice, CUNY experts say. But please note that a human resources office cannot disclose disability information, even if an employee has disclosed it to the office. Only the employee may disclose to his colleagues if he or she chooses to share that information.

Gillespie-Lynch, along with CSI associate professor of English Alyson Bardsley, presented a session on autism, “A Cross-Disciplinary Dialogue about Neurodiversity in the Academy” at CUNY's second biennial Faculty Diversity and Inclusion Conference in March. The workshop focused on supporting and accepting the “neurodiversity” of autistic students, and Gillespie-Lynch later offered this additional advice for the workplace.

● Recognize strengths: People on the spectrum are often exceptionally honest,

reliable, motivated to work well, respectful of rules and detail oriented.

● Be aware of potential sensory issues: For example, try to minimize things that beep or flash or otherwise make the workplace an uncomfortable sensory environment.

● Be aware of anxiety in autism: An employee may prefer not to look others in the eye.

● Discuss problems: If an employee is doing something that makes others uncomfortable, often sitting down with them to talk about why they are doing it and strategies for behaving differently can solve the issue. Some people on the spectrum will struggle with understanding social boundaries and will need help developing guidelines for themselves in order to recognize and respect boundaries.

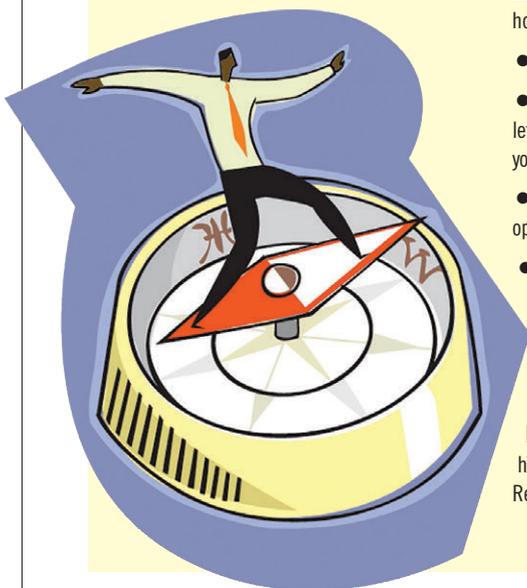
● Understand “difference” in social interactions: Many people on the spectrum would like to be friends with their colleagues but struggle to figure out how to interact. Their difficulties may be misinterpreted as disinterest in social interaction. To this Bookman adds, “Whether you are dealing with a supervisor or a fellow employee on the spectrum, it is important to be inclusive and understand that sometimes ‘small talk’ can be a challenge for someone on the spectrum.”

● Employees are also urged to take an hourlong online training session about autism developed by Gillespie-Lynch and colleagues. Participation in this training has been associated with increases in autism knowledge and decreases in autism stigma among college students in the United States and abroad. The training would likely provide similar knowledge for staff and others and can be found at: <http://www.autism-collegeeducation.com/training>.

If you work with someone who has autism, what

should you do? Or not do?

AT YOUR SERVICE



You Could Look It Up

Did you know that you can view and update your personal information on race, ethnicity, veteran and disability status through the CUNYfirst employee self-service portal? Here's how:

- Sign into CUNYfirst at: home.cunyfirst.cuny.edu
- Choose “Self Service,” which is the first menu option in the upper left-hand corner under the heading “Enterprise Menu.” Alternatively, you can select “Self Service” from the “HR/Campus Solutions” menu.
- Choose “Personal Information” from a menu of Self-Service options.
- Visit the pages “Ethnic Groups,” “Veteran Status” and “Disability” for detailed instructions for each area. You will see the information that currently exists on your employee record, and can make any changes or updates that are needed.
- Be sure to “Save/Submit” any change you make to record it.

If you cannot access CUNYfirst employee self-service or need help to update your records, please contact your Office of Human Resources for assistance.



New Help Line

The Deer Oaks Employee Assistance Program (EAP) is the new provider of CUNY's Work/Life program and you can participate in a morning or afternoon webinar on Tuesday, Sept. 15 to learn more about the services offered. The Work/Life program provides help for employees and their families as they strive to handle the challenges of their work and personal lives. Assistance is free and confidential with the toll-free number 1-888-993-7650 and online at www.deeroaks.com with login & password CUNY. Among other services, the EAP benefit includes eight confidential short-term counseling visits at no cost to employees or their dependents. Deer Oaks EAP has numerous convenient locations and its professional counselors have clinical expertise and experience in helping clients of all ages, from young children to the elderly. The program can assist in many areas including child care and elder care, financial and legal issues, substance

abuse and retiree assistance. The EAP can also help to create a legally binding simple state specific will at no cost through a step-by-step online “interview process.” To register for either one of the scheduled Sept. 15 webinars, go to Search.cuny.edu “Morning Webinar” for the 10 a.m.-10:30 a.m. session or Search.cuny.edu “Afternoon Webinar” for the 2 p.m.-2:30 p.m. session. If you aren't able to participate, search.cuny.edu “Recorded Webinar.”



Jennifer Rubain, the University dean for recruitment and diversity, whose office organized the March conference, compiled this additional advice:

- If you are managing someone with ASD, take time to learn about it. You could consult with the 504/ADA coordinator on your campus or read up on your own. There are many useful guides on the Internet from sources such as the CDC or the National Institute of Mental Health.
- To create a workplace in which employees with ASD can thrive may mean establishing formal, reasonable accommodations based on the employee's individual needs.
- Sound management practices can be especially helpful to those with ASD and may obviate establishing formal accommodations. These practices include: clarifying expectations of the job, including the unwritten rules of the workplace; making sure instructions are clear, preferably orally and in writing; providing direct, constructive feedback when something is done incorrectly; and reviewing performance regularly as more frequent, shorter reviews are more helpful to those with ASD than longer reviews delivered less often.
- It's important to note these practices

will help all employees reach their full potential, not just those with disabilities. (Universal Design, or an emphasis on proactive strategies to structure environments so they are accessible for diverse individuals, was also emphasized during the aforementioned neurodiversity workshop.)

- Managers and colleagues should understand that the autism spectrum is wide, and one size does not fit all. It's important to get to know the individual and work collectively to establish an environment of inclusion and acceptance.

Sometimes with ASD there are more questions than answers.

But here is one that can be resolved easily: Why is the color blue emphasized every April during Autism Awareness month? Even the Empire State Building lights up blue.

Answer: Traditionally, it's a "boy color" and boys and men are affected far more frequently by autism than girls and women. And it is the theme color of the organization "Autism Speaks," which was also honored by the Empire State lights.

But women have their advocates, as well. Temple Grandin, who is autistic, is a well-known author, lecturer and proponent of the rights of all with autism, conducting conferences nationwide.

(More)

On the Web at cuny.edu

COME AND GET IT

CUNY.EDU/CUNYSTORE

From iPad accessories to sweatshirts, your college online store is stocked with all the clothing, gear and supplies you'll need for fall. Check the site to see if your school is participating and for the latest discount offer.



PROTECT YOUR PRIVACY

CUNY.EDU/SECURITY/AWARENESS



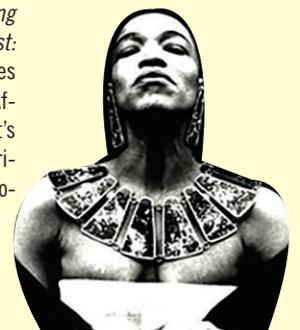
Privacy of personal and professional information requires good security precautions in the face of increasing threats. Guard against cyber thefts and security breaches with an updated 30-minute online course from CUNY's CIS, plus a new Cyber Dos and Don'ts list from New York State's Office of Information Technology.

LITTLE-KNOWN BLACK MIGRATION

CUNY.EDU/PODCASTS



Marta Effinger-Crichlow's book, *Staging Migrations Toward an American West: From Ida B. Wells to Rhodessa Jones*, delves into a century of westward migration by African-American women — migration that's both physical and symbolic. She chairs African-American Studies and is associate professor of theater and literature at New York City College of Technology.



Wells, left, and Jones

WE REMEMBER

CUNY.EDU/WEREMEMBER

Kalief Browder, 22, a Bronx Community College student who took his own life on June 6, will have a scholarship established this fall in his memory. During his teenage years, Browder had been unjustly incarcerated, enduring abuse at Rikers Island jail — including two years in solitary confinement — for a backpack robbery he insisted he did not commit. He was never tried. He had been succeeding personally and academically at the time of his death. The Kalief Browder Memorial Scholarship Fund, which already has received a \$10,000 donation from a Manhattan attorney, will go to those in the BCC Future Now program, supporting students who have been incarcerated or are otherwise at risk.



Dr. Derrick Griffith, 43, has been honored by the Board of Trustees with the renaming of CUNY Prep as the Dr. Derrick Griffith CUNY Preparatory School. Dr. Griffith, founding principal of CUNY Prep, was one of eight people killed when an Amtrak train derailed in Pennsylvania on May 12. The Bronx high school was founded to offer out-of-school youth pathways to high school equivalency diplomas and college. Dr. Griffith served as principal from 2003-2010. At Medgar Evers College he was Dean of Student Affairs and Enrollment Management.



Gertrude Schimmel, 96, was a Hunter College graduate and the first woman sergeant in the New York Police Department. She joined the NYPD in 1940 and in 1961 sued to allow women to become superior officers; she rose through the ranks to become a deputy inspector, inspector and chief.

Intelligence

In the World & on the Web

Austerity Is the Name of the Wolf

Andrew J. Polisky, professor of political science at Hunter College, sits down with Mark Blyth, author of *Austerity: The History of a Dangerous Idea*, for a conversation about some of today's most urgent economic policy questions. Calling austerity in the U.S., "a problem too big to fill," Blyth, an economics professor at Brown University, makes a strong case for why the turn to austerity, the policy of reducing domestic wages and prices to balance the budget, hasn't worked.

Search.cuny.edu
"Austerity's Wolf"



Knock on Wood

Hedge fund manager and activist investor Whitney Tison thought Lumber Liquidators' profit margins were too high. Tison tells an audience at Baruch College's Zicklin School of Business how his suspicions led him to accuse the company of using cheap Chinese lumber containing potentially unsafe levels of formaldehyde.

Search.cuny.edu
"Flooring Fumes"



ART EXHIBITS

Through Sept. 4
Missed Connections: A Group Exhibition
Baruch College

Through Sept. 8
Cartagena Umbrella House NY in Memoriam
Ricardo León Peña Villa
Queensborough C. C.
Time Varies



Through Sept. 30
"Otto Neals: an Artistic Legacy" 2015
Madigan Evers College
6:30 p.m. – 8:30 p.m.

Through Dec. 14
In the Land of the Shans: Jewish Lives in Persia/Iran
Queensborough C. C.
Time Varies

Through Dec. 23
The New York That Never Was
City College of New York
Time Varies

Opening Oct. 8
Sustainable Nature Solution II
Queensborough C. C.
Time Varies

LECTURES • PANELS

Sept. 30
The College of Staten Island Legal Studies Institute's Annual Lecture in Law, Philosophy and Public Policy
with Richard A. Epstein
College of Staten Island
5 p.m. – 7:30 p.m.



On the Selma March
Stephen Sommerstein covered the historic 1965 march for voting rights as a student photographer for the City College newspaper. Fifty years later, his evocative photographs are on exhibit at the New York Historical Society and those five days in Alabama are still vivid in his memory.

Search.cuny.edu
"Selma Photos"

National HIV/AIDS Strategy

Gregorio Millett, the vice president and director of public policy for amFAR, the Foundation for AIDS Research, talks about the use of epidemiology to create targeted public policy strategies that address the national HIV/AIDS epidemic. A widely recognized researcher, Millett has worked at the highest levels of federal HIV policy, including several years as a senior adviser in the White House Office of National AIDS Policy. He spoke at CUNY Graduate Center.

Search.cuny.edu
"AIDS Strategy"



THEATER • FILM

Sept. 8
Movements of the Soul
Baruch College
8 p.m. – 10 p.m.
\$35 general admission
\$17.50 student/senior



Bashing Back
The LGBT movement has won some battles, but "victory blindness" threatens these gains. Michelangelo Signorile argues in *It's Not Over: Getting Beyond Tolerance, Defeating Homophobia and Winning True Equality*. Signorile talks about his ideas for the movement to stay on the offensive — including bashing gay bashers — with journalist Dan Savage.

Search.cuny.edu
"LGBT Challenges"



Oct. 20
A Reading and Conversation with Harman
Writer-In-Residence
Eduardo Harfón
Baruch College
5 p.m. – 7:30 p.m.



Oct. 22
CSL Legal Studies Institute
Fall Lecture Series: Studies in Race, Crime and Public Policy — Lecture I
College of Staten Island
5 p.m.

Inner Workings of the Brain

Nobel Laureate and City College alum John O'Keefe traces historic findings on the hippocampus and human memory to his recent research on the brain's cognitive map. O'Keefe, along with two other scientists, won the 2014 Nobel Prize in Physiology or Medicine for discovering an inner GPS in the brain that helps navigate surroundings. His engaging, and often humorous, discussion marked the inaugural Professor Sharon Cosloy-Edward Blank Family Distinguished Scientist Lecture at City College.

Search.cuny.edu
"Brain Mapping"

Sept. 10 – Sept. 19
A Happy Ending
City College
7 p.m.
\$18, \$5 for City College Students

Sept. 16
Retracing a Nightmare
The Graduate Center
6:15 p.m.

Blood for Blood
A few years after the Armenian genocide of 1915-16, several ex-leaders of the former Ottoman Empire met sudden violent deaths at the hands of assassins. Armenian-American actor Eric Bogosian tells the real-life cloak-and-dagger story behind these little-known historical events.

Search.cuny.edu
"Assassin Deaths"



Eric Bogosian

Oct. 4
Joy Behar: Me, My Mouth and I
Queensborough Community College
3 p.m.
\$45, \$39



MUSIC • DANCE



Sept. 19
A Tribute to the Big Latin Bands
Lehman College
8 p.m.
\$60, \$55, \$45

Oct. 1
Music in Midtown
The Graduate Center
1 p.m. – 2 p.m.

Oct. 3
Ballet Folklorico de Mexico de Amalia Hernandez
Lehman College
8 p.m. – 10:30 p.m.
\$45, \$40, \$25

Oct. 11
Under the Streetlamp
Queensborough Community College
3 p.m.
\$42, \$35

Oct. 29
Music in Midtown
The Graduate Center
1 p.m. – 2 p.m.



SPECIAL EVENTS

Sept. 10
From Wearables to Shareables: Creating Consumer Connections
Baruch College
8 a.m. – 2 p.m.



Sept. 30
Annual Financial Markets Conference
40 Years after the 1975 Security Acts Amendments: Assessing Our National Markets System
Baruch College
7 a.m. – 6 p.m.



Oct. 16
Alumni Event: 50th Anniversary CUNY Graduate Center
10 a.m.

Oct. 30
Pedagogy Day 2015
The Graduate Center
9 a.m. – 6 p.m.

