The meeting was called to order at 6:35 p.m.

There were present:

**Committee Members:**
Hon. Valerie L. Beal, Chair  
Hon. Rita DiMartino, Vice Chair  
Hon. Carol A. Robles Roman  
Prof. Jay Weiser, faculty member  
Mr. Muhammad W. Arshad, student member  
President Marcia Keizs, COP liaison

**University Staff:**
Chancellor Matthew Goldstein  
Executive Vice Chancellor and University Provost  
Alexandra Logue  
Executive Vice Chancellor and Chief Operating Officer Allan H. Dobrin  
Vice Chancellor Gloriana Waters

**Ex Officio Member**
Vice Chairperson Philip A. Berry

**Trustee Observer:**
Hon. Sandi E. Cooper  
Hon. Kafui Kouakou  
Hon. Joseph J. Lhota  
Hon. Peter Pantaleo

**Trustee Staff:**
Senior Vice Chancellor and Secretary of the Board Jay Hershenson  
Senior Vice Chancellor and General Counsel Frederick Schaffer  
Deputy to the Secretary Hourig Messerlian  
Mr. Steven Quinn

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<th>Cal. No.</th>
<th>DISPOSITION</th>
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The agenda items were considered in the following order:

I. **ACTION ITEMS:**

A. **APPROVAL OF THE MINUTES OF THE MEETING APRIL 2, 2012.** The minutes were approved as submitted.

B. **POLICY CALENDAR**

2. **Adoption of a Salary Plan for Titles within the Executive Compensation Plan.**

Vice Chancellor Waters stated that the Executive Compensation Salary Plan requires that the University conduct a market analysis every five years. The University last did one in 2006. As in the past the University engaged the services of Mercer LLC to conduct the analysis. Mercer issued a report in April of this year which recommended new salary ranges for the ECP titles. The administration reviewed the recommendations and decided not to accept the range minimum of salaries because it would have resulted in raises for members whose salaries fell below the new minimums. Instead the administration froze...
the minimums at the level they are now and only raised the maximums. The Compensation Committee of the Board reviewed the plan and recommended that it be brought forward. There were some other changes to the plan beyond just salaries. There is the establishment of a new tier for CUNY-wide and professional schools that are headed by a dean instead of a president. There is the authority to set up a 457F Plan for deferred compensation, and there was a codification of titles that are currently in use, such as associate vice chancellor and senior university dean.

In response to several questions, Vice Chancellor Waters confirmed that this survey assesses whether or not the ranges of the positions are in line and competitive with the market. By not raising the minimum it does not force the University into giving raises. The administration has no plan to increase salaries at this time.

Trustee Peter Pantaleo noted that he had served on the Compensation Committee, and reiterated that the Mercer study indicated that the University's minimums are below where they need to be to keep the University competitive. The University overruled that section of Mercer's Executive Compensation Salary Plan recommendations in order not to get into a situation of automatic wage increases. While the Board can feel some degree of satisfaction in being fiscally prudent in difficult and uncertain times, the University is finding itself in a position where long standing employees in these particular job classifications are disadvantaged because new recruits are going to need to be hired at market salaries, and that creates a two-tier system. If you are new and have not worked at CUNY you will find your compensation will be higher. If you were here and lived through both turbulent and good times your compensation is being constrained. He urged the Committee in the future, on the issue of compensation, to do what has successfully been done with tuition—to adopt a rational compensation policy. If the University could come up with a plan that allows for reasonable market adjustments in appropriate times and in appropriate amounts, it should be done. In lieu of that, he urged the Committee on Faculty, Staff and Administration, and then ultimately the Board, to adopt this report.

In response to several questions, Chancellor Matthew Goldstein reiterated that there is no contemplation of using the proposed new range maximums to give raises at this particular time. He stated that new hires would conform to the existing ranges currently in place. The University has to go through a lengthy approval process that includes bringing the new plan to the attention of the New York State Controller. It will probably take several months to get this approved.

Following discussion the item was approved for submission to the Board.

1. Amendments to the University’s Policy on Acceptable Use of Computer Resources,

Senior Vice Chancellor Frederick Schaffer stated that this policy was originally adopted five years ago following the work of a task force of faculty, administrators, and college presidents from around the University, which has had, by and large, a smooth and uncontroversial experience with the existing policy. However, over time it became clear that a few matters needed to be clarified and other matters needed to be brought up to date, particularly in light of changing technology. These amendments have been discussed several times with representatives of the University Faculty Senate, and more recently with representatives of the Professional Staff Congress. They are now ready for consideration by this Committee. As a result of the most recent conversations with both the University Faculty Senate and Professional Staff Congress, a few additional changes
were made to the proposed amendments that were initially sent out and are highlighted in the final proposed document.

Following discussion the item was approved for submission to the Board.

3. 
Creation of the Titles Research Assistant Professor, Research Associate Professor, and Research Professor.

Vice Chancellor Waters stated that this resolution proposes to create a new title series which would bring the University's title structure for faculty in line with that of many research oriented institutions. There are three proposed titles: research assistant professor, research associate professor and research professor. This resolution creates the titles and incorporates them into Article 6.1 of the Bylaws; it outlines the duties of the titles and lists the qualifications for assuming the positions; and requests that the Board waive the requirement for notice. These new titles are distinct from the current faculty titles and the focus of the titles is on research. Regular teaching assignments are not a component of the job description. Appointments may be made either within or outside of academic departments. These are twelve month, non-tenure track positions with renewable term appointments of one to three years duration. The proposed title definitions of qualifications, if approved, will be incorporated into a code of practice established for instructional staff titles by the Office of Human Resources Management.

In response to several questions, Vice Chancellor Waters stated that a lot of work needs to be done over the summer, to think through the process by which these people will be sought, what department review will occur of their qualifications, and what kind of faculty input there will be. The administration hopes to have consultations with the University Faculty Senate and the Professional Staff Congress as well in order to work through some of these issues.

Chancellor Goldstein noted that this particular position is also developed to attract people who are not interested in a tenured position, and who are purely interested in doing research. They may do some teaching, but if you look at all of the major state universities and certainly the private research universities, they are dominated by faculty who have these kinds of titles. When they are hired they will go through similar practices as are used for faculty today. Departments will obviously need to recommend such people and depending on how many of these positions there are and the availability of resources these positions will be made by the campuses. Position applicants will be peer-reviewed.

Following discussion the item was approved for submission to the Board.

4. 
Adoption of Title Definition and Qualifications for the Title "Einstein Professor".

Vice Chancellor Waters stated that the title Einstein Professor has been in existence at CUNY since 1979. The proposed title definition of qualifications is presented to the Board for approval and it will be incorporated into the code of practice for instructional staff titles by the Office of Human Resources Management. The University reserves appointment as an Einstein professor to an elite cadre of outstanding scholars in scientific disciplines. The persons appointed as Einstein Professors will be engaged in teaching and research and Einstein Professors may be responsible for directing institutes or other collaborative initiatives.
Professor Jay Weiser suggested that as CUNY has about six or seven Nobel winners who received their undergraduate educations at the University, it is better off honoring them rather than Albert Einstein—whose major work was a century ago, whose U.S. affiliations were with Princeton, and who had no affiliations either with New York or with CUNY. Naming these positions after CUNY Nobel winners would be a much better way to start establishing CUNY as an institution that has a tradition of educating great scientists and also something that indicates confidence in the University.

Chancellor Goldstein stated that the purpose of the Einstein professor is to recruit the most outstanding scholars that this University can get, independent of any kind of structural constraint of where they were educated. The point is to really attract truly great scholars, the very best people the University can. CUNY does have positions named after its own, but if one looks at other major universities they use titles associated with eminent people, independent of where they were educated.

Following discussion the item was approved for submission to the Board.

5. Approval of an Interim Governance Plan for the New Community College. President Scott E. Evenbeck gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

6. Amendments to the Governance Plan of Queensborough Community College. Vice President for Academic Affairs Karen Steele gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

7. Amendment to the Governance Plan of The City College of New York. Senior Vice President and Provost Martin Moskovits gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

9. Naming of the Martin and Michele Cohen Dean of Science, the Cohen Professorships and the Cohen Fund for Science at The City College of New York. Senior Vice President and Provost Martin Moskovits gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT

5. Appointment of Dr. Debra Augustine as Associate Professor with Tenure at The City College of New York with Waiver of §6.2.b of the Bylaws. Senior Vice President and Provost Martin Moskovits gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

6. Appointment of Dr. Marco Castaldi as Associate Professor with Tenure at The City College of New York with Waiver of §6.2.b of the Bylaws. Senior Vice President and Provost Martin Moskovits gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

7. Appointment of Dr. David Jeruzalmi as Associate Professor with Tenure at The City College of New York with Waiver of §6.2.b of the Bylaws. Senior Vice President and Provost Martin Moskovits gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.
B. POLICY CALENDAR continued

8. Naming of the Dave Fields Auditorium at the CUNY School of Law.

Acting Director of Alumni Relations and Communications Development at the Law School Abbi Leman stated that Dave Fields is the Law School's greatest champion. As staff director of the Queens President's Advisory Commission for the Establishment of the University School of Law at Queens College, he was instrumental in making the Law School a reality. More than three decades later, he continues to play a critical role within the School as an advisor and parliamentarian. In 2012, Dave gave $1 million to the School to support student scholarships and faculty and staff development. This item recommends that the auditorium at the Law School's new building at 2 Court Square be named the Dave Fields Auditorium.

Board Vice Chairperson Philip Berry stated that he remembered, when he was a student at Queens College, the vision that Dave had regarding the Law School. He stated that the auditorium is a fitting legacy for an individual who has and continues to provide great counsel and advice, and is a role model for the ideals that the Law School stands for.

Chancellor Goldstein stated that David Fields is one of those unsung heroes that not too many people see. He cares deeply about the University and has done extraordinary work. This is a better University because of his involvement for all of these years and the University is deeply grateful to him.

Senior Vice Chancellor and Board Secretary Jay Hershenson remembered being in the President's office at Queens College when the Law School was just a folder on Dave Fields' desk. It was Dave who made sure that the Law School not only happened, but got a CUNY-wide JD from the Board of Regents.

Following discussion the item was approved for submission to the Board.

10. Naming of the William Newman Department of Real Estate in the Zicklin School of Business at Baruch College. President Mitchel B. Wallerstein gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

11. Naming of the William M. Newman Director of the Jewish Studies Center at Baruch College. President Mitchel B. Wallerstein gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

12. Naming of the Richard A. Sumber '63 Lecture Hall at Baruch College. President Mitchel B. Wallerstein gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

13. Naming of the Sandra and Lawrence Simon Conference Room at Baruch College. President Mitchel B. Wallerstein gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.

14. Naming of the Dina Axelrad Perry Professorship in Economics at Queens College. President James Muyskens gave a brief presentation on this item. Following discussion the item was approved for submission to the Board.
BOARD OF TRUSTEES
THE CITY UNIVERSITY OF NEW YORK

COMMITTEE ON                                MINUTES OF THE MEETING                         JUNE 4, 2012
FACULTY, STAFF AND ADMINISTRATION

15. Naming of the Florence and Bernard Friedman Endowment for the Social Sciences and
the Florence Friedman Room at Queens College. President James Muysskens gave a
brief presentation on this item. Following discussion the item was approved for
submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT continued

4. Appointment of Adam Rockman as Interim Vice President for Student Affairs at Queens
College. President James Muysskens gave a brief presentation on this item. Following
discussion the item was approved for submission to the Board.

B. POLICY CALENDAR continued

16. Appointment of Dagmar Herzog as Distinguished Professor of History at the Graduate
Center. Executive Vice Chancellor and University Provost Alexandra Logue gave a brief
presentation on this item.

17. Appointment of Jeffrey T. Parsons as Distinguished Professor of Psychology at Hunter
College. Executive Vice Chancellor and University Provost Alexandra Logue gave a brief
presentation on this item.

18. Appointment of John Matteson as Distinguished Professor of English at John Jay College
of Criminal Justice. Executive Vice Chancellor and University Provost Alexandra Logue
gave a brief presentation on this item.

Following discussion, Items I.B.16 through I.B.18 were approved for submission to the Board.

President Jeremy Travis gave a brief presentation on this item. Following discussion the
item was approved for submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT continued

1. Appointment of Linda E. Meriens as Vice President for Institutional Advancement at the
Graduate Center. President William Kelly gave a brief presentation on this item.
Following discussion the item was approved for submission to the Board.

2. Appointment of Mary Beth Reilly as Vice President for Enrollment management at the
College of Staten Island. Senior Vice President and Provost William J. Fritz gave a brief
presentation on this item. Following discussion the item was approved for submission to
the Board.

8. Appointment of Kenneth Boyd as Acting Vice President of Institutional Advancement
and External Affairs at the College of Staten Island. Senior Vice President and Provost
William J. Fritz gave a brief presentation on this item. Following discussion the item was
approved for submission to the Board.

3. Appointment of Anny Morrell-Sosa, Ph.D. as Provost and Senior Vice President for
Academic Affairs at Lehman College. President Ricardo Fernandez gave a brief
presentation on this item. Following discussion the item was approved for submission to the Board.

II INFORMATION ITEMS:

A-C. Appointment with Immediate Tenure pursuant to §6.2.b. of the Bylaws.

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<th>Name</th>
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<td>A.</td>
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<td>Leadership and Special Education</td>
<td>Professor</td>
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<td>B.</td>
<td>City</td>
<td>Rajan Menon</td>
<td>Political Science</td>
<td>Professor</td>
<td>Lehigh University</td>
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<td>C.</td>
<td>City</td>
<td>Eric Weitz</td>
<td>History</td>
<td>Professor</td>
<td>University of Minnesota</td>
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D-F. Reappointment with Early Tenure pursuant to §6.2.d.(2) of the Bylaws.

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<td>D.</td>
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<td>Seamus O'Scanlain</td>
<td>Library</td>
<td>Associate Professor</td>
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<td>E.</td>
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<td>Daniel McCloskey</td>
<td>Psychology</td>
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<td>9/1/2012</td>
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<td>F.</td>
<td>NYCCT</td>
<td>Patricia Cholewka</td>
<td>Nursing</td>
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III. Report of the Vice Chancellor

Vice Chancellor Gloriana Waters stated that, in the interest of time, she would forego her report.

The meeting was adjourned at 7:35 p.m.