The meeting was called to order at 6:03 p.m.

There were present:

**Committee Members:**
Hon. Valerie Beal, Chair  
Hon. Peter S. Pantaleo  
Prof. Philip Pecorino, faculty member  
Mr. Daniel Muchnick, student member  
President Carolyn G. Williams, COP liaison

**Ex-officio:**  
Chairman Benno Schmidt

**Trustee Observer:**  
Hon. Manfred Philipp

**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

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

The agenda items were considered in the following order:

**I. ACTION ITEMS:**

**A. APPROVAL OF THE MINUTES OF THE MEETING OF APRIL 6, 2009.** The minutes were approved as submitted.

**B. POLICY CALENDAR**

1. Proposed Amendments to the Governance Plan of LaGuardia Community College (Attachment I-B-2). President Gail Mellow stated that the proposed amendments had been approved by the college senate to revamp the 1978 LaGuardia governance plan in light of the Perez decision, and in order to create greater efficiencies.

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

2. Appointment of Laird Bergad as Distinguished Professor in the Department of Latin American and Puerto Rican Studies at Lehman College, effective September 1, 2009 (Attachment I-B-3).

3. Appointment of Stephen Steinberg as Distinguished Professor in the Department of Urban Studies at Queens College, effective September 1, 2009 (Attachment I-B-4).
4. Appointment of Graham Priest as Distinguished Professor in the Department of Philosophy at the Graduate Center, effective September 1, 2009 (Attachment I-B-5).

Executive Vice Chancellor and University Provost Alexandra Logue gave an oral presentation on items I.B.2 through I.B.4. Following discussion, these items were approved for submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT

1. Appointment of Jerald Posman as Chief Operating Officer and Senior Vice President at York College, effective June 2, 2009 (Attachment I-C-1). President Marcia Keizs gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

2. Appointment of Diane Bova Call as Senior Vice President for Finance and Administration and Acting Provost at Queensborough Community College, effective June 2, 2009 (Attachment I-C-2). President Eduardo Marti gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

3. Appointment of Barbara R. Eshoo as Vice President for Institutional Advancement and External Affairs at the College of Staten Island, effective June 15, 2009 (Attachment I-C-3). President Tomas Morales gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

4. Appointment of Glen R. Lewis as Professor in the Department of English at York College with Waiver of §11.7.B.4 of the Bylaws, effective September 1, 2009 (Attachment I-C-4).

5. Appointment of Stephen O’Brien as Associate Professor with Tenure in the Department of Chemistry at The City College, with Waiver of §6.2.d.(2) of the Bylaws, effective September 1, 2009 (Attachment I-C-5).

Dr. JoAnn Wein gave an oral presentation on items I-C-4 and I-C-5. Following discussion, these items were approved for submission to the Board.

II. INFORMATION ITEMS:

A-B. Appointments with Tenure, §6.2.c of the Bylaws, effective September 1, 2009.

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<thead>
<tr>
<th>College</th>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Basis for Action</th>
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</thead>
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<tr>
<td>Hunter</td>
<td>Felisa J. Vasquez-Abad</td>
<td>Computer Science</td>
<td>Professor</td>
<td>Previous Tenure – Université de Montréal</td>
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<tr>
<td>Hunter</td>
<td>Carol Gould</td>
<td>Philosophy</td>
<td>Professor</td>
<td>Previous Tenure – Temple University</td>
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C. Appointment with Early Tenure, §6.2.d(1) of the Bylaws, effective September 1, 2009.

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<th>Rank</th>
<th>Basis for Action</th>
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</thead>
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<tr>
<td>Hunter</td>
<td>Christopher Reed Stone</td>
<td>Classical and Oriental Studies</td>
<td>Professor</td>
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D-F. Appointment with Early Tenure, §6.2.d(2) of the Bylaws, effective September 1, 2009.

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<tr>
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<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Basis for Action</th>
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<tbody>
<tr>
<td>D</td>
<td>Hunter</td>
<td>Diana Reiss</td>
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<tr>
<td>E</td>
<td>Hunter</td>
<td>Tricia Striano</td>
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<td>Best Interests of the College</td>
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<tr>
<td>F</td>
<td>Medgar</td>
<td>Maria DeLongoria</td>
<td>Social &amp; Behavioral Science</td>
<td>Assistant Professor</td>
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<td>Evers</td>
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<td>Best Interests of the College</td>
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<tr>
<th>College</th>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Requirement Waived/Basis for Action</th>
</tr>
</thead>
<tbody>
<tr>
<td>G</td>
<td>City College</td>
<td>Michael Nyce</td>
<td>Research Associate</td>
<td>Ph.D./Best Interests of the College</td>
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III. REPORT OF THE VICE CHANCELLOR:

Vice Chancellor Waters stated that Committee members had already received a report on the ECP appointments below the level of Vice President, and reminded them that there may be additional appointments that come through on the Addendum Section of the June 2009 Chancellor's University Report. She added that there are two Bylaw Waivers for Assistant to HEO's, one at the Central Office and one at The City College, both for lack of a baccalaureate degree. Also, there is one Search Waiver at The City College for an Assistant to HEO.

Vice Chancellor Waters provided an update of a report that was first presented to the Committee in February 2009 on the diversity of CUNY’s faculty and the activities of the Office of Recruitment and Diversity. She stated that since 2007 the University had hired 271 faculty from federally protected groups into non-substitute or visiting faculty positions—about 36% of new faculty hires over this period.

With regards to the faculty recruitment initiative, Vice Chancellor Waters noted that the Office of Recruitment and Diversity was established in 2007 and soon afterwards Dean Davis began to collect resumes in a database and shift the vitae to appropriate searches throughout the university. This strategy was designed to address the idea that no qualified candidates of color were available to be recruited and to assess the experiences of these candidates. Candidates were included in searches in the academic years of 07-08 and 08-09 with no specific handling of the resumes requested.

Vice Chancellor Waters reported that the results of this initial strategy were instructive. Of the 118 candidates added to 133 faculty searches, two were hired, two offers were refused, 34 candidates were offered interviews, and of the 34, seven either declined the interview or withdrew from the search. She noted that while these numbers are small, CUNY's presence at conferences where recruitment took place has heightened awareness of CUNY as an institution committed to establishing a welcoming environment and may have impacted applications that came to CUNY but that did not necessarily come through the vitae bank.
Vice Chancellor Waters related anecdotes from two candidates who went through the process. One candidate was offered an interview that was cancelled, but was never offered a new date. He then received a letter stating that the inability to coordinate schedules of the search committee and the candidate was what prevented him from being interviewed. One search committee recommended a hire, but the offer was delayed so long that the candidate took another position. These anecdotes seem to hold true for recruitment taking place across the University, as many candidates have had similar experiences. Also, some salary packages were not acceptable to the candidates.

Vice Chancellor Waters stated that, based on this experience, her office will be working more closely with presidents when resumes are submitted for the searches, and will also explore ways that can make the process smoother for all faculty candidates.

In response to a question, Vice Chancellor Waters stated that going forward her office would look into, and advise the committee on, retention rates of hires from underrepresented groups as compared to other hires.

Committee Chair Valerie Beal stated that when she first became a member of the Committee seven years ago, the issue of minority recruitment was discussed and the Office of Recruitment and Diversity started as an outgrowth of these discussions. She added that the preliminary report just received by the Committee seemed to indicate that some of the problems with resistance, processing delays, and not replying to candidates remained.

Committee Chair Beal noted that she was troubled by the fact that the Committee is having similar conversations today about the roadblocks that some candidates are experiencing, despite commissions, investigations, and a task force. She asked for more information on what the University had done in the last five years and what it could do differently in the very foreseeable future.

Prof. Philip Pecorino suggested that when presidents are aware of any difficulties in the recruitment of candidates from underrepresented groups, they consult with the Office of Recruitment and Diversity on ways to overcome obstacles and secure appointments that might not otherwise seem possible at the college level.

Chancellor Matthew Goldstein stated that the University’s data are very compelling, and record how well this University has done overall in recruiting members of groups that have not historically felt connected with institutions of higher education. He added that looking at the data, there is always room for improvement but, relative to where it once was, the University has made substantial progress.

Committee Chair Beal noted that while the University’s overall numbers were compelling, the campuses that had that were successful in this regard five years ago appeared to remain successful, while the campuses that were unsuccessful appeared to remain so. She advocated a closer look at the pooling and sharing of information and successful practices CUNY-wide.

Vice Chancellor Waters stated that one of the strategies her office will be implementing is working more closely with the campuses to share best practices for improvement.
Prof. Manfred Philipp stated that CUNY had been quite successful in attracting minority candidates, but emphasized how important it is that minority hires be able to develop as scholars, and that there be a system for attracting doctoral students for them to mentor.

Chairman Benno Schmidt noted that the data at CUNY are extremely positive relative to the dismal national data set on minority candidates for faculty positions and doctoral degrees in many academic fields.

Chancellor Goldstein noted that CUNY’s Pipeline program is a serious effort at drawing in students from groups which have not traditionally been in Ph.D programs in large numbers.

Prof. Manfred Philipp commented that the UFS appreciates the discussions it has had with Vice Chancellor Waters and Executive Vice Chancellor and University Provost Logue on items that come up to the board committees.

The meeting was adjourned at 6:41 p.m.