The meeting was called to order at 6:09 p.m.

There were present:

**Committee Members:**
Hon. Valerie L. Beal, Chair
Hon. Carol A. Robles-Roman
Prof. Michael Barnhart, alternate faculty member
President Carolyn G. Williams, COP liaison

**Ex-officio:**
Hon. 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
Ms. Towanda Lewis

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The agenda items were considered in the following order:

I. **ACTION ITEMS:**

A. **APPROVAL OF THE MINUTES OF THE MEETING OF APRIL 7, 2010.** The minutes were approved as submitted.

B. **POLICY CALENDAR**

1. **Revisions to the Governance Plan of the University Center, CUNY School of Public Health at Hunter College (Attachment I-B-1).** Senior Vice Chancellor and General Counsel Frederick Schaffer stated that the planning for the new CUNY School of Public Health at Hunter College has been in the works for several years and a great deal of academic planning has gone into it, but one of the things that it needed for accreditation was a governance plan which is before you today for approval. It has been rewritten on a number of occasions. There have been extensive consultations with public health faculty across the University, most or all of whom expect to be part of the new CUNY School of Public Health, and this is the final product. It is a complex structure because it is a complex school and we think this governance plan captures the necessary elements. Somewhat late in the process some comments were received from the University Faculty which will be discussed following this meeting. If there are any changes that come as a result of this meeting the committee will be notified before this document is brought to the Board at its June meeting.
Following discussion this item was approved for submission to the Board.

2. Amendments to the Non-Discrimination Policy of The City University of New York (Attachment I-B-2). Vice Chancellor Gloriana Waters stated that this item makes two amendments to the non-discrimination policy of The City University of New York. The first change reflects a settlement of a lawsuit and adds specific language prohibiting discrimination on the basis of citizenship or immigration status and prohibits unfair documentary practices under I-9 verification. The second change authorizes the affirmative action compliance diversity officer at each campus to investigate discrimination complaints that have been brought by students. Previously students would bring their complaints to the Vice President or Chief Student Affairs Officer.

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

3. Naming of the Joel Zelnick Class of 1954 and Barbara Zelnick Conference Room at The City College of New York (Attachment I-B-3). City College Acting Provost Daniel Lemons gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

4. Naming of the Patricia Phelps de Cisneros Professor of Latin American Art at Hunter College (Attachment I-B-4). Hunter College President Jennifer Raab gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

5. Appointment of Uday Singh Mehta as Distinguished Professor at the Graduate School and University Center (Attachment I-B-5).

6. Appointment of Alva Noë as Distinguished Professor at the Graduate School and University Center (Attachment I-B-6).

7. Appointment of Paul Julian Smith as Distinguished Professor at the Graduate School and University Center (Attachment I-B-7).

8. Appointment of Mac Wellman as Distinguished Professor at Brooklyn College (Attachment I-B-8).

9. Appointment of Thomas Sleigh as Distinguished Professor at Hunter College (Attachment I-B-9).

Executive Vice Chancellor and University Provost Alexandra Logue gave oral presentations on items I-B-5 to I-B-9. Following discussion these items were approved for submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT

1. Appointment of Milga Morales as Vice President for Student Affairs at Brooklyn College, effective July 1, 2010. (Attachment I-C-1). Vice President for Finance and Administration Steven Little gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.
2. Appointment of Ronald M. Bergmann as Vice President and Chief Information Officer at Lehman College, effective July 1, 2010. (Attachment I-C-2). President Ricardo Fernandez gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

3. Appointment of Vincent W. Clark as Vice President for Administration and Finance at Lehman College, effective July 6, 2010. (Attachment I-C-3). President Ricardo Fernandez gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

4. Appointment of Howard C. Johnson as Senior Vice President and Provost at Medgar Evers College, effective June 8, 2010. (Attachment I-C-4). Senior Vice President and Chief Operating Officer Lloyd A. Blanchard gave an oral presentation on this item. Following discussion this item was approved for submission to the Board.

6. Appointment of Benjamin Steinberg as Associate Professor with Tenure at The City College of New York, with Waiver of §6.2.d.(2) of the Bylaws, effective September 1, 2010. (Attachment I-C-6).

7. Appointment of Christian Wolf as Associate Professor with Tenure at The City College of New York, with Waiver of §6.2.d.(2) of the Bylaws, effective September 1, 2010. (Attachment I-C-7).

Mr. Kenneth Norz of the Office of Academic Affairs gave an oral presentation on Items I.C.6 and I.C.7. Following discussion Items I.C.6 and I.C.7 were approved for submission to the Board.

II. INFORMATION ITEMS:

A-U. Appointment with Immediate Tenure pursuant to §6.2.c. of the ByLaws.

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G. John Jay Silvia Dapia Foreign Languages & Literature Professor Purdue North Central September 1, 2010

H. John Jay Jonathan Jacobs Philosophy Professor Colgate University February 1, 2011

I. John Jay Michael Maxfield Criminal Justice Professor Rutgers University September 1, 2010

J. Lehman Stefan Becker Environmental, Geographic & Geological Sciences Professor University of Wisconsin at Oshkosh September 1, 2010

K. Lehman Gustavo Lopez Chemistry Professor University of Puerto Rico at Mayagüez September 1, 2010

L. Lehman Timothy Paget Chemistry Professor Medway School of Pharmacy September 1, 2010

M. Queens Francine Paula Peterman Secondary Education & Youth Services Professor Cleveland State University September 1, 2010

N. Staten Island Arthur Leigh Binford Sociology, Anthropology & Social Work Professor Universidad Autónoma de Puebla, Mexico September 1, 2010

O. Graduate Center Juliette Blevins Linguistics Professor University of Western Australia September 1, 2010

P. Graduate Center Susan Buck-Morss Political Science Professor Cornell University September 1, 2010

Q. Graduate Center Kandice Chuh English Professor University of Maryland September 1, 2010

R. Graduate Center Alexander Gamburd Mathematics Professor University of California, Santa Barbara September 1, 2010

S. Graduate Center Joan M. Lucariello Educational Psychology Professor Boston College September 1, 2010

T. Graduate Center Bryan S. Turner Sociology Professor University of Cambridge September 1, 2010
III. Report of the Vice Chancellor

Vice Chancellor Waters stated that there are seven appointments in the ECP below the level of Vice President that will appear on the Chancellor’s University Report: one at Baruch, two at City College, one at Staten Island, one at the Graduate School and University Center and two at Medgar Evers. Also, there are six appointments that have been given with search waivers. She noted that Vice President Milga Morales was granted a search waiver for her appointment at Brooklyn College, since she had been doing the job as Dean and there was no other vice president there. There are two Vice Presidents at City College, one at the School of Law, one at Hostos, and two at John Jay.

Vice Chancellor Waters introduced the new University Dean for the Office of Recruitment and Diversity, Jennifer Rubain, Esq. She stated that after an extensive nationwide search she is pleased to be able to appoint Ms. Rubain to the position, as she comes with a distinguished history of public service in the area of diversity and equal employment opportunity, and she has also served as the Director of Compliance and Diversity at Brooklyn College since 2000. One of Dean Rubain’s first initiatives will be to do a comprehensive study of the University’s diversity programs, including those focusing on recruitment and retention of faculty and staff. She will also identify efforts to increase the pipeline of diverse candidates for positions at CUNY. The study that she will undertake will be based upon the data that the University has already collected, as well as a review of best practices with the intent of identify programs, policies and practices that can be adopted to increase CUNY’s success rate in growing a diverse workforce. Vice Chancellor Waters added that she had already sent out the diversity statistics data for the University to committee members.

Dean Rubain referred to copies of the PowerPoint slides distributed around the table and stated that as of fall 2009 the total CUNY instructional and classified full-time staff workforce was 17,683 strong. The total minority population, i.e., the federally protected groups—Asian, black, Hispanic and Native American—is 8,683 or 49.1 percent of the total population. Broken out by ethnicity, Asians make up 9.3 percent of the total workforce, blacks make up 23.5 percent, Hispanics 10 percent, Native Americans .2 percent, Puerto Ricans 6 percent, Italian Americans make up 6.5 percent of the population, and lastly females are 50.2 percent of the population. She noted that looking at the three-year comparison report from fall 2007 to fall 2009, there are increases in all of the ECP title totals. The total population is up to 455 positions or a 7.7 percent change. The total for minorities has also increased, up 5.6 percent over the three year period, and Italian Americans are up 4.4 percent over that period.
Dean Rubain stated that blacks made up 17.9 percent of the ECP in 2007, but by 2009 they made up 18.4 percent. Puerto Ricans made up 5.8% of the ECP in 2007, but by 2009 they had decreased to 4.5 percent. She noted that the colleges with the highest percentage of each of the protected groups in the ECP were: Medgar Evers with 77.8 percent black, the Law School with 25 percent Puerto Rican, Hostos with 50 percent Hispanic, BMCC with 4.3 percent Asian, Kingsborough with 35.3 percent Italian American, and women making up 75 percent of the Law School’s ECP. Looking at full-time faculty, the total is up to 7,186 as of fall 2009, or a 9.6 percent increase. Total minorities are up to 2,274, which is a 14.6 percent increase, and Italian Americans are up to 456 incumbents and that is a 7.8 percent increase. If you look at the full-time in the Asian category in 2007 it is 9.8 percent, but by 2009 it has risen to 10.5 percent. All of the other groups remain pretty stable.

Dean Rubain stated that colleges with the highest percentage of protected groups among the faculty are: Medgar Evers at 70.8 percent black; Hostos at 16.2 percent Puerto Rican and 15.6 percent of its faculty identified as Hispanic; Baruch at 16.3 percent Asian; Kingsborough at 13.6 percent Italian American, and woman making up 62.2 percent of the faculty at the Law School. Looking at the HEO series, just like the ECP and faculty, all of the numbers are up. By fall 2009 the total for faculty is 3,451, which is a 15.8 percent increase, total minorities are 1,881, or a 17.9 percent increase, and Italian Americans are 263 at 4% increase. The most interesting characteristics among the HEO series is that, if you look at Hispanics, in 2007 they were 9.3 percent, but by 2009 they are 10.5 percent. If you look at Italian Americans in 2007 they were 8.5 percent, but by 2009 they have dropped to 7.6%. Colleges with the highest percentage of protected groups among the HEO series are: Medgar Evers at 90.5 percent black; Hostos at 27.1 percent Puerto Rican, and also 28.8 percent Hispanic; BMCC at 12.7 percent Asian; Queens at 17.1 percent Italian American, and women making up 80 percent of the HEO series at the Law School.

Dean Rubain stated that classified staff is also up in all categories. In fall 2009 there are 5,904 incumbents, a 5.8 percent increase. Total minorities were 4,058 and that is a 7 percent increase, and Italian Americans are 342 or 2.1 percent increase. Looking at changes in the classified staff: Hispanics in 2007 are at 14.8 percent but by 2009 have increased to 15.3 percent; Asians in 2007 are at 7.4 percent and by 2009 they have increased to 8.2 percent. All of the other groups remain fairly stable.

Dean Rubain talked about the challenges and the opportunities that CUNY faces when it comes to diversifying faculty and staff. The conversation is that there are not enough underrepresented students getting doctorates in the pipeline, and so CUNY has a very difficult time recruiting minorities into the faculty ranks. Looking at the numbers from 1996-1997 to 2006-2007, the total number of doctoral graduates—including PhDs, SciDs, EdDs, MDs, DDSs and all other comparable degrees—there were 1,865 blacks who received these degrees, and by 2006 there were 3,727, but that is still a very small number. Their percentage in 2006 was 6.1% of the total degree recipients. If you look at Hispanics in 2006, they represent 3.6 percent of total degree recipients, Asian Pacific Islanders are at 5.8 percent, and non-resident aliens—those are international students—are at 28 percent. But when surveys are done of underrepresented minorities who are in the job market looking for faculty positions, they all report that they are really not being recruited the way they think they should be recruited given their very small numbers. Some researchers say that perhaps this indicates a pipeline problem, but this issue might be overstated. Dean Rubain added that research has shown that when minorities self-report in terms of being in the job market looking for academic positions, they refute this argument by saying that maybe their numbers are small, but those who are out there are not really being courted and recruited as hard as some might suspect. So there are two sides to this issue.
Dean Rubain stated that some of the other challenges to increasing faculty diversity are matters that can be addressed by CUNY. The pipeline is really a national issue, but one of the things that CUNY can address is its reliance on traditional methods of recruitment. Many department chairs, particularly when it comes to faculty searches, believe that they can just place an ad in a journal and then sit back and wait for people to apply for the positions. The administration should encourage them, and show them why it is important to be proactive when they are doing recruitment. Looking at discipline-focused recruitment, typically a department is looking for one person in one particular area. So if they come across someone else who is outside the area, the University is often not nimble enough to be able to take advantage of such an opportunity. Also, there is a lack of hiring in disciplines with relatively large numbers of underrepresented groups. In this Decade of Science the University needs to work really hard to find people in STEM fields because those numbers are really low.

Dean Rubain stated that CUNY has to begin addressing some of the myths about affirmative action, one of the myths being that by increasing diversity, standards are somehow lowered. The administration has to do a better job of communicating the goal of increasing diversity to provosts, deans and college search committees. She added that last year there was an issue about how accurately Italian Americans were counted. There are many Italian Americans currently working for CUNY who do not self-identify as Italian American. She noted that she would like to work with some of the outreach groups to do a better job of dealing with such counts. Lastly, Dean Rubain stated that the diversity study is going to give the University a wonderful opportunity to look at what it is doing, what it can do better, and how to focus its resources.

Committee Chair Valerie Beal thanked Dean Rubain for her presentation and added that she had asked Vice Chancellor Waters to exclude Medgar Evers and Hostos from the numbers, because they seem to be able to find minority talent and when they are excluded from the University’s total minority recruitment, the numbers actually go down in terms of the percentage of total minorities. She noted that when she looks back at some of the earlier reports, the campuses that have been successful in minority recruiting continue to be successful, and the campuses that were not successful when this conversation was first started, continue not to be successful. She stated that both she and Vice Chairperson of the Board Philip Berry think that CUNY needs to really get to the bottom of why it is that some campuses are more successful than others.

Committee Chair Beal noted that it is very troubling to her that the total minority participation, when those two campuses are excluded, has gone down or stayed constant. She asked Chancellor Matthew Goldstein to continue looking into what the administration can do for campuses to begin to share what some campuses are learning with others that are not doing so, and added that she looks forward to working with the administration next year on solutions to the numbers.

Vice Chancellor Waters clarified that Medgar Evers and Hostos had not been taken out from previous years’ numbers, so that there may not be an absolute decline in numbers. She added that based on the raw numbers, Medgar Evers and Hostos have large numbers of protected minority faculty and administrators, and other campuses could learn from their success in recruiting and retaining such faculty and staff.

In response to a suggestion from Trustee Carol Robles-Roman that the administration should expedite looking into effective solutions, Committee Chair Beal stated that she, together with University Dean Rubain, planned to continue working with the administration over the summer, so that a workable action plan could be presented to the committee in September that addresses some of the issues discussed. Committee Chair Beal invited the University Faculty Senate (UFS) to be an intrinsic partner in these conversations.
Trustee Manfred Philipp stated that the UFS would be happy to participate in this process and that they are certainly supportive of the stated goals.

The meeting was adjourned at 6:52 p.m.