The meeting was called to order at 6:11 p.m.

There were present:

**Committee Members:**
Hon. Valene L. Beal, Chair
Hon. Rita DiMartino, Vice Chair
Prof. Stefan Baumrin, faculty member
President Carolyn G. Williams, COP liaison

**University Staff:**
Executive Vice Chancellor and Chief Operating Officer Allan H. Dobrin
Vice Chancellor Gloriana Waters
Dr. Kenneth Norz

**Ex-officio:**
Hon. Philip A. Berry

**Trustee Observer:**
Hon. Sandi E. Cooper

**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

<table>
<thead>
<tr>
<th>Cal. No.</th>
<th>DISPOSITION</th>
</tr>
</thead>
</table>

The agenda items were considered in the following order:

**I. ACTION ITEMS:**

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

**B. POLICY CALENDAR**

1. **Proposed Amendments to the Governance Plan of Borough of Manhattan Community College.**

   BMCC Counsel and Vice President for Legal Affairs and Faculty and Staff Relations Robert E. Diaz stated that this item would make two relatively minor changes to BMCC's governance plan. The first is a proposal by the Academic Senate to add an administrative committee called the Regulation Compliance Committee. The purpose of this committee would be to review policy initiatives taken up by the Academic Senate's various committees and provide guidance where there are questions regarding compliance with state or federal law, Board of Trustees Bylaws, or the collective bargaining agreement. The BMCC administration supports this proposal.
The second proposal would create a new standing committee, the Academic Freedom Committee, which would advise and educate the faculty on issues of academic freedom. It would also receive any complaints individuals may have concerning potential academic freedom violations involving the faculty, review those complaints, and advise the Academic Senate. He noted that the BMCC administration supports this proposal.

Committee Member Shorter noted that, if one reads past the proposed amendment to the language additions to the governance plan itself, a page seems to be missing.

Upon review, BMCC Vice President Robert E. Diaz stated that the missing page is the definition of the duties of the Academic Freedom Committee.

Vice Chancellor Schaffer stated that, as committee members have all seen the complete language previously, when they vote on this it will be with the assumption that the omission will be corrected and what will go to the Board is the full document.

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

2. Naming of the Nancy K. Munson Fountain at The College of Staten Island.

College of Staten Island President Tomás Morales stated that the College of Staten Island sought in this item to name one of the fountains on campus, listed as an approved naming opportunity at the $100,000 level. It would be in memory of Nancy K. Munson with a line that reads: "The Brooklyn Home for Aged Men".

This organization has not only endowed in 2008 a $100,000 scholarship specifically to support nursing students, but over the years it has provided the largest single endowment of $500,000 within the CSI Foundation. The nursing faculty has been supportive of this opportunity to name one of our fountains after Nancy K. Munson and it will help the college in its continued cultivation of this relationship.

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

C. CHANCELLOR'S UNIVERSITY REPORT


Dr. Kenneth Norz of the Office of Academic Affairs gave an oral presentation on Items I.C.1. and I.C.2. Following discussion, Items I.C.1. and I.C.2. were approved for submission to the Board.
II. INFORMATION ITEMS:

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

<table>
<thead>
<tr>
<th>College</th>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Previous Tenure</th>
<th>Effective Tenure Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hunter</td>
<td>Stephanie Woolhandler</td>
<td>School of Public Health</td>
<td>Professor</td>
<td>Harvard University</td>
<td>September 1, 2010</td>
</tr>
</tbody>
</table>

III. REPORT OF THE VICE CHANCELLOR

Vice Chancellor Waters stated that there is a HEO appointment with Bylaws Waiver of an Assistant to Higher Education Officer in the Central Office. There are also three appointments to the ECP below the level of Vice President, three acting assistant VPs, two at Baruch College and one at the College of Staten Island.

Vice Chancellor Waters gave an update on the Early Retirement Incentive (ERI) that is currently underway at the University. The 2010 CUNY Early Retirement Incentive Program was approved by the Board in June 2010. It was amended later in July 2010, and is in the process of being implemented. The ERI is composed of two parts: Part A is for instructional and classified staff employees who are age 50 and above who have at least ten years of service. The open period for classified staff under Part A opened on August 31st and will close on November 24th. The open period for the instructional staff begins on December 29th and closes on January 27th. Open period refers to the period in which someone can actually retire. Someone can indicate their intention to retire before those dates. Part B is for employees in defined benefit plans who are at least age 55 and have at least twenty-five years of service. Enrollment under Part B closed on September 27, 2010. As of today, 217 employees have either indicated their intention to retire or have already left the University. Of that number thirty-two left under Part B—twenty-five classified staff employees and seven non-teaching instructional employees. So far 185 employees have indicated their intention to retire under Part A—150 classified employees and thirty-five instructional staff. Of the thirty-five instructional staff twenty are faculty and fifteen are non-teaching instructional staff. Because the open period for part A for instructional staff actually begins December 29th it is anticipated that there are many faculty and perhaps even non-teaching instructional staff who are waiting to make the decision at the end of the semester. These numbers are expected to go up as the period begins.

In response to a question, Vice Chancellor Waters stated that the percentage of eligible employees who have chosen to participate in the plan has not yet been calculated as new applications are coming in every day. It is estimated that about 500 employees will choose to participate in the end. It should be noted that individuals can actually withdraw their intent to retire up until the last day. So there is always an uncertainty about exactly where the numbers will land. So far, however, it looks promising.

In response to several questions, Vice Chancellor Waters stated that the 2010 CUNY Early Retirement Incentive Program is a good package, it is the same package that was offered in 2002. The one concern heard about it from those people who might consider taking the ERI is that if they are not age sixty-two, they are not eligible for health insurance. Many people who are between fifty-five and sixty-two and have the years of service in, might be hesitant to take the incentive unless they have other means of getting coverage for health insurance. It is a valid concern, and the University cannot just give health insurance to everyone who is eligible to retire under this program. There are people who will not take this incentive for that reason. On the other hand, the University is
running workshops and educational sessions on campuses to educate people about the opportunity that does exist. Some of this is psychological; it is difficult for people to say “I am ready to retire.”

In response to a question, Executive Vice Chancellor and Chief Operating Officer Dobrin stated that there are no budget expectations attached to the incentive program. When the Governor was unable to obtain $250 million in labor savings at the state level, the Division of Budget in consultation with the Governor decided to allocate the reductions to the agencies—the University's portion of which was $21 million. Whatever savings the University realizes through the Early Retirement Incentive Program will mitigate that amount.

Committee Member Baumrin noted that, in the case of faculty, a gain in money needs to be looked at in terms of the loss of teaching power. Under the earlier initiative, some of those who retired still teach for the University. It is a big difference when one takes somebody who has taught for thirty years and has retired, and pays them as an adjunct, and somebody who has taught for two years as a graduate student. If 100 or 200 full-time faculty members retire, the University loses some of the most distinguished people on the faculty and that hurts the educational experience of the students. On the other hand, if they return as adjuncts the University retains much of that experience.

Vice Chancellor Waters stated that the opportunity for retiring faculty to sign up to teach as adjuncts is certainly left open, but there are income limitations on how much money they can make when coming back after retiring.

EVC Dobrin noted that there are a lot of variables. These are all individual decisions.

The meeting was adjourned at 6:34 p.m.