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

There were present:

**Committee Members:**
- Hon. Valerie L. Beal, Chair
- Hon. Jeffrey W. Wiesenfeld
- Prof. Michael Barnhart, alternate faculty member
- President Carolyn G. Williams, COP liaison

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

**Trustee Observer:**
- Hon. Sandi E. Cooper
- Hon. Cory Provost

**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

**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

The agenda items were considered in the following order:

I. **ACTION ITEMS:**

A. **APPROVAL OF THE MINUTES OF THE MEETING JANUARY 3, 2011.** The minutes were approved as submitted.

B. **POLICY CALENDAR**

1. Naming of the Lawrence and Carol Zicklin Chair in Corporate Integrity and Governance at Baruch College.

2. Naming of the William F. Aldinger III Chair in Banking and Finance at Baruch College.


4. Naming of the Kathryn Garrity ('90) and John Grifonetti ('90) Classroom at Baruch College.

5. Naming of the Arlene ('50) and Bernard ('49) Richards Classroom at Baruch College.

7. Naming of the Warren Breslow ’65 Classroom at Baruch College.

8. Naming of the Pergolis Sustainable Classroom for Real Estate Education at Baruch College.

9. Naming of the Nathan Adler ’60 Classroom at Baruch College.


   Executive Director of Development at Baruch College David Shanton stated that these namings result from relatively recent gifts to the college.

   Following discussion item, I.B.1 to I.B.10 were unanimously approved for submission to the Board.

11. Naming of the Skadden, Arps, Slate, Meagher & Flom Honors Center in Legal Studies at The City College of New York.

   Dean of the Department of Social Science at City College Marilyn Hoskin stated the law firm of Skadden, Arps, Slate, Meagher & Flom has provided a gift for the development of an honors center in legal studies at the college, which will be renovated and completed during the current semester.

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


   Hunter College President Jennifer Raab stated that Julia Lathrop was a social work faculty member at the college and a social worker with groundbreaking work in the early 1900’s, and this chair is created to honor her consistent contributions to the advancement of the child welfare agenda. She added that the college has raised discretionary funds that will be allocated to support the expenses of this chair, and is proposing that Dr. Gary Mallon, a national expert in child welfare, who has been consistently called upon to work on national issues such as family reunification after Hurricane Katrina and LGTB adoption issues, be the first holder of the Julia Lathrop Chair.

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

13. Incorporation of CUNY School of Professional Studies Foundation, Inc.

   Senior University Dean for Academic Affairs and Dean of the School of Professional Studies John Mogulescu stated that the establishment of the CUNY School of Professional Studies Foundation is a natural and necessary result of its growth and success. The Foundation will encourage giving to the school as well as provide the structure and support required for gifts and contributions. Funds raised by the foundation will support and advance the educational research activities of the school and expand our capacity to offer scholarships to the students.
In response to a question from Vice Chairperson Philip Berry, Dean Mogulescu noted that the initial board consists of three people, one of whom is a distinguished alum, and that the board will be expanded going forward.

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

14. Pre-Tenure Year Review Policy at The City University of New York

General Counsel and Senior Vice Chancellor Frederick Schaffer stated that it has long been the policy of this university to mandate periodic review of our faculty and to provide them with guidance as to how they are doing along the path towards tenure. That policy and some of the procedures are embodied in resolutions passed by the Board of Trustees. Other procedures are set forth in the collective bargaining agreement with our faculty union. It sometimes happens, however, that faculty members either do not or feel that they do not get sufficiently detailed guidance, and when they come up for tenure, believe that they were not given sufficient warning as to what might come. He added that some campuses over the years have developed a very sound practice of somewhere around the middle of that process having a dean or other appropriate academic administrator look at faculty files and review them with the department chairs to see that the paper record that exists in the files reflects the reality of the situation. Department chairs being human sometimes it is a little hard to give a tough review to a colleague who they work with every day. For that and other reasons it occasionally happens that the file really does not reflect the reality.

General Counsel and Senior Vice Chancellor Schaffer noted that this resolution proposes to spread to all of the campuses the salutary practice of having this pre-tenure review somewhere about the middle of the tenure process so that another pair of eyes looks at the file, talks to the department chair and then in turn produces a written report to the individual faculty member, to make sure that that faculty member has a fair and clear understanding of where he or she is in the path towards tenure. He added that his office has talked to faculty representatives and everybody agrees that this is a good thing. It not only solves occasional problems, but more importantly, it provides an element of guidance and fairness to faculty members.

Professor Michael Barnhart stated that while he largely concurs with and commends General Counsel and Senior Vice Chancellor Schaffer’s remarks about this proposed policy, two concerns have surfaced and been communicated to him: one is that this will create an additional letter in the faculty member’s file, and generally the more the letters in a faculty member’s file the more nervous he or she tends to become; the other is the concern that a dean perhaps might misuse the process, because in the way the proposed policy is written, it is aimed at assessing the kind of guidance that is being given to the candidate. It is possible that one could end up with a dean who is not expert in the field of the particular candidate.

General Counsel and Senior Vice Chancellor Schaffer stated that while these are two very good points, in the vast majority of cases, the department chair has done a competent and adequate job. The paper record reflects what has gone on and that guidance has been adequate. In most instances, this really should add very little other than an acknowledgement just summarizing the process to date. With respect to the involvement of the deans, in all of our campuses the process for promotion and tenure eventually gets to levels beyond the department where faculty members who are involved
may not be as expert in that particular field and yet they do have a say and it is better for the faculty member to find out how someone outside his field might view the record before it is too late. He added that deans being experienced with this process would tend to rely on the department chair, and the questioning would not be so much about the faculty member’s scholarship, but on the department chair’s assessment of whether departmental perception is consistent with what the faculty member’s written record reflects to date.

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

15. Proposed Campus and Workplace Policy of The City University of New York.

Vice Chancellor Gloriana Waters stated that this is a resolution to adopt a new workplace violence policy in accordance with New York State's Workplace Violence Prevention Law and the Public Employee Safety and Health Agency's regulations. The proposed policy will supersede and replace the one adopted by the Board of Trustees in 2004. It defines workplace violence as any physical assault or act of aggressive behavior occurring where an employee performs any work related duty in the course of his or her employment. This revised policy requires each college to conduct a risk assessment and to develop a campus specific workplace violence prevention program. State regulations require that authorized employee representatives participate in various aspects of the program including the risk assessment. The revised policy also mandates annual training and workplace violence prevention for every university employee in compliance with the PESH regulations.

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

II. INFORMATION ITEMS:

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

<table>
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<tr>
<th>College</th>
<th>Name</th>
<th>Department</th>
<th>Rank</th>
<th>Basis for Action</th>
<th>Effective Date</th>
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<tr>
<td>A</td>
<td>Queens</td>
<td>Larry Liebovich</td>
<td>Physics</td>
<td>Professor Previous Tenure: Florida State University</td>
<td>September 1, 2010</td>
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B. Reappointment with Early Tenure pursuant to §6.2.d.(2) of the Bylaws.

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<th>Department</th>
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<tr>
<td>B</td>
<td>Hunter</td>
<td>Mark Hauber</td>
<td>Psychology</td>
<td>Associate Professor Best Interests of the College</td>
<td>September 1, 2010</td>
</tr>
<tr>
<td>C</td>
<td>Hunter</td>
<td>Jennifer Dowd</td>
<td>School of Health Sciences Associate Professor Best Interests of the College</td>
<td>September 1, 2010</td>
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<td>D</td>
<td>Hunter</td>
<td>Diana Romero</td>
<td>School of Health Sciences Associate Professor Best Interests of the College</td>
<td>September 1, 2011</td>
<td></td>
</tr>
<tr>
<td>E</td>
<td>Hunter</td>
<td>Bryan Lim</td>
<td>Library</td>
<td>Associate Professor Best Interests of the College</td>
<td>September 1, 2011</td>
</tr>
</tbody>
</table>
F. Graduate School of Journalism  
Peter Beinart  
Journalism Associate Professor  
September 1, 2011

G. John Jay Sociology  
Amy Adamczyk  
Sociology Associate Professor  
September 1, 2011

III. REPORT OF THE VICE CHANCELLOR

Vice Chancellor Waters noted that there is one Bylaw Waiver that will appear in the Chancellor's University Report for a Research Associate at City College, and another for an Assistant to HEO at Lehman College. There is also a Search Waiver for an Assistant to HEO at Lehman College.

Vice Chancellor Waters stated that she would also like to take this opportunity to update the committee on the efforts of her office and the University to become more efficient by centralizing payroll operations. In December CUNY opened its first centralized payroll operation at a satellite office at Metrotech, in space provided by Medgar Evers College. Currently this location handles full-time payroll operations for the Brooklyn senior colleges, and in March part-time payroll functions will also move to this location. This summer the University plans to proceed to the next phase of payroll centralization when it occupies newly leased space at 395 Hudson Street. The goal there is to centralize payroll operations for all of the Manhattan senior colleges. CUNY is currently seeking space for future phases that would include Queens and the Bronx as well as the community colleges.

Vice Chancellor Waters noted that her office had begun work on a comprehensive study of diversity in CUNY. At the Committee’s April 2011 meeting University Dean for Recruitment and Diversity Jennifer Rubain will make a presentation and a progress report on that study as it goes forward.

The meeting was adjourned at 6:21 p.m.