The meeting was called to order at 6:23 p.m.

There were present:

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

**Ex Officio Member**
Vice Chairperson 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
Mr. Steven Quinn
Mr. Anthony Vargas

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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 FEBRUARY 6, 2012.** The minutes were approved as submitted.

**B. POLICY CALENDAR**

1. **Naming of the Senator Frank Padavan Archives and Senator Frank Padavan Archives Annex at Queensborough Community College (QCC).** Rosemary Zins, Vice President for Institutional Advancement at QCC, stated that former Senator Frank Padavan had served this district for twenty-nine years. He had been instrumental in helping the college to obtain state matching funding for facilities, primarily for the Kupferberg Holocaust Resource Center and archives, and for the art gallery. He was also a key supporter in the senate for freeing up expense monies for cultural programs, including the college’s Performing Arts Center and its music department. Upon his retirement from the senate, Mr. Padavan gave his archives to QCC and at this time the college requests that these archives be named after Senator Frank Padavan.

Following discussion the item was approved for submission to the Board.
2. Naming of the Drs. Rubie and James Malone Student Government Conference Room at John Jay College of Criminal Justice. President Jeremy Travis stated that the college would like to request approval for the resolution to name the Drs. Rubie and James Malone Student Government Conference Room after Drs. Malone, and added that they were present at the meeting to witness this moment. Rubie and Jim Malone are preeminent citizens of John Jay and CUNY, as between them they have devoted over seventy years of their professional lives to this University, and influenced the trajectories of thousands of students who have been their charges.

President Travis noted that throughout their years at John Jay they have been particularly interested in issues of governance and student life on campus, and on their retirement they decided to make a major pledge to the college’s campaign. The Student Government Conference Room is a fitting place to honor their legacy to the college because they cared so much about governance, student life and the work of the student counsel in particular. President Travis noted that he has personal reasons in urging for the approval of this resolution because when he was appointed as president, Rubie Malone accepted his invitation to become the Assistant Vice President for Strategic Planning, and Jim Malone came to meet with him to talk about governance issues even before he moved to New York.

Vice Chairperson Philip Berry stated that the contribution that Rubie and Jim have made to student governments and student achievement is something that is unheralded within the University. This naming is extremely fitting. They have exhibited a partnership not only with each other but also with the college that has been insurmountable in enabling many hundreds of students to achieve their goals. It is important to cite their professionalism and the mentorship that both of them have exhibited separately and together. This naming will serve in perpetuity as an example to others about wanting to give back after they retire. It is important to note that the Malones are also endowing $100,000, which will help to support the continuing goals of John Jay College.

Drs. Rubie and Jim Malone thanked the members of the committee for this recognition.

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

Proposed Amendment to the Governance Plan of The City College of New York. Following a short presentation by Jerry Posman, Vice President for Finance and Administration at City College, the item was approved for submission to the Board.

C. CHANCELLOR'S UNIVERSITY REPORT

4. Appointment of Lawrence C. Bank as Vice President for Research and Sponsored Programs at The City College of New York. Following discussion the item was approved for submission to the Board.

1. Appointment of Michael A. Baston as Vice President for Student Affairs at LaGuardia Community College. Following discussion the item was approved for submission to the Board.

2. Appointment of Ira Persky as Vice President for Finance and Administration at The College of Staten Island. Following discussion the item was approved for submission to the Board.
3. This item was withdrawn.

6. Appointment of Katherine Cobb as Vice President for Administration and Finance at Baruch College. Following discussion the item was approved for submission to the Board.

5. Appointment of William A. Tramontano as Provost/Senior Vice President at Brooklyn College. Following discussion the item was approved for submission to the Board.

7. Appointment of Alan Gilbert as Acting Vice President for Finance and Administration at Brooklyn College. Following discussion the item was approved for submission to the Board.

II. INFORMATION ITEMS:

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

<table>
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<tr>
<th>College</th>
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<th>Rank</th>
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<tr>
<td>A. City</td>
<td>Marilyn Hoskin</td>
<td>Political Science</td>
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<td>University of New Hampshire</td>
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B-N. Reappointment with Early Tenure pursuant to §6.2.d.(2) of the Bylaws.

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<td>Robert Barron</td>
<td>Theatre &amp; Speech</td>
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<td>C. City</td>
<td>Tatyana Kleyn</td>
<td>Teaching Learning &amp; Culture</td>
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<td>Michael Piasecki</td>
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<td>Interdisciplinary Studies</td>
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<td>G. Hunter</td>
<td>Tanya Agathocleous</td>
<td>English</td>
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<td>H. Hunter</td>
<td>Jessie Daniels</td>
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<td>I. Hunter</td>
<td>Alexander Elinson</td>
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<td>J. Hunter</td>
<td>Owen Gutfreund</td>
<td>Urban Affairs &amp; Planning</td>
<td>Associate Professor</td>
<td>Best Interests of the College</td>
<td>9/1/2012</td>
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III. Report of the Vice Chancellor

Vice Chancellor Gloriana Waters stated that she was very pleased to announce the release of the Diversity Action Plan. In the fall of 2010 Chancellor Goldstein appointed a Diversity Study Committee to examine the effectiveness of the University's faculty recruitment and diversity activities over the past ten years. The study also assessed the experiences of underrepresented groups and identified the best recruitment and retention practices within CUNY and at peer institutions. The goal of the study was to develop a framework for improving the representation and experience of women and underrepresented faculty and to strengthen the climate for diversity and inclusion across the University. This past fall the Chancellor charged an Ad Hoc Committee on Strengthening Faculty Diversity with reviewing the diversity study report and developing a comprehensive University action plan based on the study's findings.

Vice Chancellor Waters added that she was deeply indebted to Vice Chairperson Berry, Trustees Beal, Chen and DiMartino, and President Keizs for their work on this committee, which also included students and faculty. The diversity action plan that it developed is designed to enhance the University's standing as a national leader in faculty diversity, encourage a system-wide climate of inclusiveness, and establish innovative programs to support faculty.

Dean Rubain stated that the diversity study revealed several areas where the University and its colleges could make impactful changes. The first is that leadership really matters. The University needs to think about its vision of diversity and articulate that to the campus communities at large. CUNY presidents and provosts who make faculty diversity a priority get results. Also, the University needs to create diversity structures and programs to better leverage the benefits of being in a large system, such as effectively sharing best practices within the system. The diversity study also revealed that CUNY has a compliance orientation as opposed to a diversity and inclusion orientation. There has been over-reliance on an affirmative action model focusing on the mechanics of compliance instead of the development of a deeper and broader understanding of why it is important to diversify the faculty. The study suggested that the University needs to have more discussions at all levels about the benefits of diversity. The study also showed that CUNY needs to have opportunities to share current research showing the positive benefits a diverse faculty brings to the classroom, department, college and university. The study showed that the University needs to debunk a lot of the myths that exist around the mechanics of the search process and to streamline search protocols. The diversity study also revealed that a top down approach does not work because many of these issues require local solution, so that the campuses need to develop their own strategic diversity plans tailored to their own institutions. Lastly, the diversity study suggested that mentoring is critical to the retention of underrepresented faculty, but that not all of the University’s departments have effective mentoring programs.
Dean Rubain noted that the first thing the ad hoc committee did was to develop a diversity vision statement, which will be included in CUNY’s upcoming Master plan. The ad hoc committee will be briefed periodically on progress towards the plan’s leadership and accountability goals. The presidents will submit strategic diversity plans for their campuses and progress will be tracked as part of the University's performance management process. CUNY will create two new programs to promote faculty diversity: a post-doctoral fellows program and a scholar-in-residence program. The University's affirmative action committee will be reconstituted and renamed the University Advisory Committee on Diversity, which will advise the Vice Chancellor for Human Resources Management and by extension the Chancellery on diversity strategies, creating synergy among CUNY institutions and sharing best practices. The diversity action plan looks at climate and retention issues, and there will be a biannual conference on diversity to foster dialogue about diversity and inclusion in the academy and also to provide a forum for faculty experts to share related research. The University will offer an inclusive and respectful workplace training program for campus diversity officers so that they may better recognize and address issues that emerge. The University will also create an exit interview program to better identify and understand barriers to retention. To support mentoring efforts, CUNY will sponsor a competition to recognize departments that create innovative mentoring programs for junior faculty.

Dean Rubain stated that CUNY’s faculty fellowship publications program, which has been very successful, will be revamped to strengthen its mentoring component. One of the most important issues in the diversity action plan is the recruitment of faculty and it provides some structures that will help enhance recruitment. More support has to be given to faculty search committees, and the University will provide more training to campus diversity officers so they may better assist such efforts. CUNY will identify and share best practices, and will also develop practical sensible guidelines for search committees and provide helpful tools that address the different aspects of the search process. Given the comprehensiveness of this plan it will be phased in over a few years beginning with increased training for campus diversity officers.

Committee Chair Valerie Beal thanked Dean Rubain for being incredibly hard-working and focused, and congratulated the administration for moving forward. She added that the vision statement is powerful in terms of its inclusiveness, its insistence on moving beyond compliance and understanding why diversity is important, and in addressing the fact that CUNY’s recruitment process may have some practices and policies that may work to the disadvantage of its other visions on diversity. She stated that she was committed to following this vision.

Vice Chairperson Berry wanted to underscore Chair Beal’s comment. He stated that with this plan, CUNY has moved to a point where it is looking at creating an inclusive type of a work environment. The way that Dean Rubain went about getting input from all parties is extremely important and noteworthy and it will result in the sustainability of the effort. It has been a very focused, thoughtful and deliberate process.

At this point, Executive Vice Chancellor and Chief Operating Officer Allan H. Dobrin thanked Vice Chancellor Waters for her leadership, while she in turn thanked Dean Jennifer Rubain for all her work, and Senior Vice Chancellor and Board Secretary Jay Hershenson for his contributions to the process.

The meeting was adjourned at 7:09 p.m.