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

There were present:

**Committee Members:**
Hon. Valerie L. Beal, Chair  
Hon. Rita DiMartino, Vice Chair  
Hon. Carol A. Robles-Roman  
Hon. Jeffrey S. Wiesenfeld  
Prof. Kathleen Baker, faculty member  
Ms. Michelle Emokpae, student member  
President Marcia V. Keizs, COP liaison

**University Staff:**
Chancellor Matthew Goldstein  
Executive Vice Chancellor and Chief Operating Officer Allan H. Dobrin  
Vice Chancellor Gloriana Waters  
Academic Program Manager Kenneth Norz

**Trustee Observers:**
Hon. Kafui K. Kouakou

**Trustee Staff:**
Senior Vice Chancellor and Secretary of the Board Jay Hershenson  
Deputy General Counsel Jane Sovern  
Deputy to the Secretary Hourig Messerlian  
Mr. Steven Quinn  
Ms. Towanda Lewis

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The agenda items were considered and acted upon in the following order:

I. ACTION ITEMS:

A. APPROVAL OF THE MINUTES OF THE MEETING OF SEPTEMBER 5, 2012. The minutes were approved as submitted.

B. POLICY CALENDAR

1. Naming of the Frances L. Koltun Classroom at Brooklyn College.

2. Naming of the Dr. Stanley A. August Instrumentation Laboratory at Brooklyn College.

3. Naming of the Steven R. Belasco ’67 Classroom at Brooklyn College.

Provost and Senior Vice President William A. Tramontano asked for the committee’s approval for the three naming opportunities for classrooms at Brooklyn College. The college is very grateful for the efforts of Executive Director Andrew Sillen of the Brooklyn College Foundation for the estates of Frances L. Koltun, Stanley A. August, and Steven R. Belasco.

Following discussion, items I.B.1 through I.B.3 was approved for submission to the Board.

4. Naming of the Sam Bass Memorial Nursing Room at the College of Staten Island. Interim President William Fritz stated that the College of Staten Island is very excited to be
presenting a naming opportunity for the committee’s approval from the estate of Mrs. Bass—a 92 year old solid friend of the college, the Sam Bass Memorial Nursing Room. The room will be named in memory of her husband and it provides an ongoing scholarship for nursing students.

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

5. **Naming of Franklin Roosevelt’s Library and the Stairwell at Roosevelt House at Hunter College in honor of Ada, Assunta, Ignazio and Romano I. Peluso.** President Jennifer Raab asked for the committee’s approval for a gift from Dr. Ada Peluso and her brother Romano Peluso. This gift is for $1 million dollars to support activities at Roosevelt House and to specifically have the library at Franklin Roosevelt designated as a room named for their parents, Ignazio Peluso and Assunta Sommella Peluso. The Pelusos also gave the college another $100,000 to name the stairwell in honor of themselves and their parents. Dr. Peluso has also pledged a gift in the amount of a half a million dollars for the library and visiting professors at the college. Mrs. Peluso’s brother is a retired banker and together they have become greatly involved with the college. Her brother is on the college’s Roosevelt House Advisory Board and Dr. Peluso also sits on a number of advisory boards at Hunter College.

6. **Naming of the Dean Kristine Gebbie Classroom at the Hunter College School of Nursing.** President Raab asked for the committee’s approval for a gift from the Jonas Foundation to create the Kristine Gebbie Classroom. The Jonases made a $25,000 contribution that allowed the college to renovate and provide technological capacity in one of the nursing rooms and to have a space on campus named in her honor upon her retirement. This gift brings the total close to $300,000 from the Jonas Foundation in support of the Hunter College School of Nursing.

Following discussion, items I.B.5 and I.B.6 was approved for submission to the Board.

7. **Appointment of Judith Stein as Distinguished Professor of History at The City College of New York.** Associate University Provost Julia Wrigley asked for the committee’s approval for the appointment of Prof. Judith Stein of the History Department at The City College of New York as Distinguished Professor at The Graduate Center. Prof. Stein joined CUNY in 1966 and has produced several outstanding books. Her areas of skill are political economy, race relations, labor studies and the history of African Americans in the United States. Her books have been very notable and she has won awards, grants and fellowships from the National Endowment for the Humanities, the American Council of Women Societies and other very distinguished groups.

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

C. **CHANCELLOR’S UNIVERSITY REPORT**

1. **Appointment of Shahir M. Erfan As Vice President for Administration at LaGuardia Community College.** President Gail O. Mellow gave a brief presentation on this item. Following discussion, the item was approved for submission to the Board.

2. **Appointment of Daphne Halpern as Vice President of Development at Hunter College.** President Jennifer Raab gave a brief presentation on this item. Following discussion, the item was approved for submission to the Board.
3. Appointment of Wendy P. Guastaferro as Associate Professor of Public Management and Administration with Tenure at John Jay College of Criminal Justice, with Waiver of §6.2.b. of the Bylaws. Mr. Kenneth Norz gave a brief presentation on this item. Following discussion, the item was approved for submission to the Board.

II. INFORMATION ITEMS:

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

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B-F. Reappointment with Early Tenure pursuant to §6.2.b. of the Bylaws.

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III. REPORT OF THE VICE CHANCELLOR

Vice Chancellor Gloriana Waters stated that she would like to take this opportunity to update the Committee on activities in the Office of Human Resources Management (OHRM). The Office’s goals this year are focused on three primary areas. The first is to work in a centralized, standardized, and accessible environment and to work towards consolidating payroll services. Space has been assigned to the Office at 57th Street where centralization of payroll can be finished and enable a much more standardized approach to payroll.

OHRM is also working on a virtual on-boarding center, which will allow CUNY to have a one-stop shop online with access to HR forms, policies, benefits, payroll information and essential training. This is a pilot project that is currently being developed for Central Office and it will be launched in early Spring. The goal is to have a very interactive on-boarding process that will connect in time...
with CUNYfirst. The Office is creating the process now with the intention of making things much more integrated in the future.

Another goal of OHRM is to work more with data to allow for more informed decision-making and to that end it has been providing data to the campuses such as statistical information on their workforce. For example, 39% of the University’s ECP members are above the age of sixty; faculty percentage is 33%; for HEOs and professional staff it is 18%; for classified managerial it is 15%; and the same is true for our classified staff. This information shows that CUNY needs to prepare for the eventual retirement of some of the senior members. In any case, CUNY needs to focus more on development programs that give people the training necessary to move up in this environment. In addition, CUNY must also look into the kind of jobs that it is actually recruiting for so that its entry-level positions really meet the needs of the University going forward.

Vice Chancellor Waters noted that she would be remiss if she did not mention diversity. Last year, the Diversity Action Plan was established and the campuses are now in the process of doing their own diversity strategic plans. Each campus has been given a template; the University expects their plans to be submitted by this fall. In keeping with statistics, CUNY is also looking at affirmative action plans from each of the campuses. The analysis of the 2011 year is almost finished and it points to some good news: The CUNY Law School and Brooklyn College did not have any affirmative action units that lacked representation of females or total minorities; The CUNY Law School, The Graduate Center, and Medgar Evers College did not have any underutilization of African Americans; Borough of Manhattan Community College, Hostos Community College, and the CUNY Law School did not have any underutilization of Hispanics; and, neither the CUNY Law School nor The Graduate Center had a numeric disparity between the incumbency and availability of Asians.

One of the things that has become apparent as the University looks into the availability data, is the numbers of women and minorities in the labor force as compared to CUNY’s own workforce. It is interesting to know that more and more women and minorities are getting advanced degrees, so that the University’s availability data is growing, but its hiring has not kept up with that. Such disparities are going to continue because CUNY is not hiring at the same rate that these degrees are being produced.

CUNY is also focusing more on making sure that its climate is one that is welcoming and supportive of the University’s workforce. CUNY is going to have a faculty diversity conference scheduled for March 8, 2013, and has reached out to faculty to give proposals for panels or presentations, which are coming in at a rapid pace. There will be promotional materials distributed shortly that will provide more specifics. It will be driven by the collected statistics and what makes CUNY a better University.

The meeting was adjourned at 6:35 p.m.