The meeting was called to order by Committee Vice Chair Judah Gribetz at 4:09 p.m.

The following people were present:

**Committee Members:**
- Hon. Fernando Ferrer, Chair (arrived @ 4:47 p.m.)
- Hon. Judah Gribetz, Vice Chair
- Hon. Rita DiMartino
- Hon. Jill O'Donnell-Tormey
- Hon. Ken Sunshine
- Prof. Kathleen Barker, faculty member
- Ms. Rachelle Antoine, student member
- President Marcia Keizs, COP member

**University Staff:**
- Chancellor James B. Milliken
- Executive Vice Chancellor & University Provost Vita Rabinowitz
- Vice Chancellor Gloriana Waters
- University Dean for Recruitment and Diversity Arlene Torres

**Trustee Observer:**
- Hon. Chika Onyejiukwu

**Trustee Staff:**
- Senior Advisor to the Chancellor and Secretary Gayle M. Horwitz
- Interim General Counsel and Vice Chancellor Jane Sovern
- Deputy to the Secretary Hourig Messerlian
- Ms. Towanda Lewis

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

### I. ACTION ITEMS:

A. **APPROVAL OF THE MINUTES OF THE MEETING OF OCTOBER 5, 2016.** The minutes were approved as submitted upon motion made by President Marcia Keizs and seconded by Prof. Kathleen Barker.

B. **POLICY CALENDAR**

1. **Continuation of Military Leave and Employer-Paid Health and Welfare Benefits Coverage for University Employees Recalled from the Reserves to Active Military Service.** Vice Chancellor Gloriana Waters asked the Committee to approve the continuation of Military Leave and Employer-Paid Health and Welfare benefits. In October 2001, in response to the events of September 11th, the Board of Trustees passed a resolution extending military leave and employer-paid health and welfare benefits coverage for CUNY employees recalled from the Reserves to active military service. Each year since, the Board has renewed its support. Accordingly, this resolution authorizes the continuation of military leave and benefits for affected employees including dependent healthcare coverage, where applicable, through December 31, 2017.

   Following discussion, the item was approved for submission to the Board as moved by Trustee Rita DiMartino and seconded by Trustee Ken Sunshine.

2. **Amendment to the Governance Plan of Medgar Evers College.** Interim General Counsel and Vice Chancellor Jane Sovern asked the Committee to approve the proposed amendment to
the Governance Plan of Medgar Evers College, to add the Department of Student Affairs and Services to the list of departments recognized as academic units. This was inadvertently excluded from the 2013 amendments. Following discussion, the item was approved for submission to the Board as moved by Prof. Barker and seconded by Trustee Jill O’Donnell-Tormey.

3. Amendment to the Governance Plan of CUNY Law School. Interim General Counsel and Vice Chancellor Sovern asked the Committee to approve the proposed amendment to the Governance Plan of the CUNY Law School. It is a technical amendment that extends the existing power of the Faculty Curriculum Committee to consider changes to the curriculum affecting part-time students, whose program encompasses four years of study rather than the traditional three years. Following discussion, the item was approved for submission to the Board as moved by Trustee O’Donnell-Tormey and seconded by Trustee Sunshine.

4. Amendment to the Governance Plan of the CUNY School of Medicine. Interim General Counsel and Vice Chancellor Sovern asked the Committee to approve the proposed amendment to the Governance Plan of the CUNY School of Medicine, which has two changes. The first change would revise the composition of the Admissions Committee from four members of the various constituencies to a minimum of three, which would make the requirements in the Governance Plan consistent with accreditation requirements. The second change is to ensure that allegations of medical student misconduct would be addressed by the full Student Academic Progress Committee (SAPC) rather than a subcommittee. In response to a question from University Student Senate (USS) Chair and Trustee Chika Onyejiukwa on why the change from subcommittee to full committee: Interim General Counsel and Vice Chancellor Sovern stated that it is more appropriate to have allegations of medical student misconduct heard by the full committee (SAPC) rather than a subcommittee on Ethics and Professionalism. Following discussion, the item was approved for submission to the Board as moved by Prof. Barker and seconded by Trustee O’Donnell-Tormey.

5. Amendments to the Governance Plan of Bronx Community College. Interim General Counsel and Vice Chancellor Sovern asked the Committee to approve the proposed amendments to the Governance Plan of Bronx Community College as many will codify a number of existing practices at the College. The amendments include removing members of the College administrators (President, Vice President, and a Dean) from the Faculty Council. To be clear, the overall body of the Bronx Community College Senate includes the Faculty Council and the Student Government Association. The administrators will still be members of the full Senate and many committees but they will not be members of the Faculty Council body. The amendments also eliminate divisional coordinators from membership in the Senate, effectively eliminating divisions as part of the Personnel and Budget process, which have never been codified. The use of divisions in the process is the subject of a grievance by the Professional Staff Congress (PSC) that it was not proper to be part of the personnel budget process when it was not in the Governance Plan. Currently, the divisional coordinators serve without vote and this would eliminate that service, and eliminating their seats would allow for three additional at-large seats in the Senate. There was vague language that was cleaned up that could have been interpreted to limit the maximum number of council meetings in a semester. The amendments also specified the function of the
Council to pass recommendations expressing the views of the faculty and staff at Bronx Community College, and to elect faculty and staff to college and University bodies. The representation of Higher Education Officers (HEOs) and College Laboratory Technicians (CLTs) in the Senate will increase. HEO membership would increase from one to three, reflecting the greater number of HEOs and their greater role at the College, and CLTs will be granted full voting rights instead of fractional voting rights. There will be a new standing committee on the Council, the Committee on Academic Freedom, that will make recommendations to the Senate on conditions that might impact academic freedom. There will be a member chosen by the President, and there will also be faculty and student representation. There will be a new function added to the Committee on Governance and Elections that will address and resolve complaints regarding any breach of the Governance Plan. The Committee on Community Relations and Special Events will have an expanded role, serving as an advisory body for college events. There will be a procedure for filling vacancies, allowing for special elections by the Senate for at-large seat vacancies, and special departmental elections for departmental seat vacancies. The naming process in the Governance Plan would be revised to include the process for recommending naming of chairs, deanships, departments, parts of buildings, or other college subdivisions. As noted in the resolution, these procedures are subject to the Bylaws of the Board of Trustees, pursuant to which the Board has final authorization of namings but there is a procedure at the College that encourages recommendations. There will also be amendments to establish timelines for the Governance Plan, to ensure that they may not be held indefinitely in committee and must be assigned responsibly for adopting rules of order to the Faculty Council.

In response to a question from Prof. Barker on the inadequate process of the amendments at Bronx Community College:

Interim General Counsel and Vice Chancellor Sovern stated that it is her understanding that there has been an extensive process going on back to the 2014-2015 academic year on these amendments, and that there has been extensive opportunity for everyone involved at the College to ask questions, get answers, and be heard at meetings. With respect to the role of then General Counsel and Senior Vice Chancellor Frederick Schaffer, he reviewed the concerns that were raised about inadequate process and the claim that there was not sufficient information disseminated to students, but found those claims to be without merit. He also visited the college in November 2016 to discuss some of the concerns and other issues with faculty, staff, and students, and his recommendation was that the amendments be done in stages with the first stage being the items that needed to be addressed through the Board of Trustees as well as clearing up some issues, leaving the overall structure of the actual plan for the second stage, which makes the structure of the plan a little bit more rational. She added that it is also her understanding that there was information disseminated to students, giving them an opportunity to vote and have a referendum on the matter.

President Thomas Isekenegbe stated that he would like to assure the Board and this Committee that the claims that have just been laid out are not correct. It is not correct that questions were asked at the Senate meeting and people refused to answer the questions. As to the bonding of the amendment on March 24th, the Senate voted to put all of the ten amendments together in one packet. There were students in the room who were part of the University Student Senate Elections Review Committee (USSERC) that certified the election to go on with the ten amendments bonded together. As to the dissemination of the information to the students for voting the students got the information. In fact, the past election had the highest number of students voting in the history of the college. He added that he has investigated this. There was a petition that was written and there was a memo which he sent out to the complainants on June the 23rd, clarifying all of these issues that have been raised. Nobody takes elections lightly. But the results thereby remaining are
affected by the processes that one can reference to. At the end of the day one may not like the outcome but it is what it is. The faculty and students voted overwhelmingly to make these changes to the governance process. And it has my full recommendation for approval.

In response to a question from USS Chair and Trustee Onyejiukwa on whether any students who participated in the referendum are available today:

President Isekenegbe stated that there are no students present at this meeting who participated in the referendum.

In response to a question from Prof. Barker on whether President Isekenegbe disagrees that the Chair of Governance and Elections stated that there was no obligation to answer questions from members of the Senate:

President Isekenegbe stated that he attended the Senate meeting on April 26th, during which there was extensive debate and he does not recall anyone making any such comment. Also, on March 24th, there was a debate on whether to separate the amendments or to package the amendments together. There were a lot of questions during the debate but the motion carried that instead of voting individually on each of the items they were going to be bonded together.

In response to a question from Committee Vice Chair Gribetz on whether Prof. Barker is aware of the substance of these recommendations:

Prof. Barker stated that she is aware of the substance of the recommendations but will abstain from voting due to the inadequate process of these amendments.

Prof. Barker noted that divisional leadership provides a process of order and function for faculty, and although the PSC has an opinion, the faculty does not have to agree with it.

USS Chair and Trustee Onyejiukwa stated that she usually does not review charters in advance of a meeting but after hearing the concerns of the faculty she would like to state for the record that going forward, student representatives always be present at the Senate meetings, in regards to governance, especially with restructuring of student government, because that will help to avoid misunderstandings. She added that when these amendments are approved, the students should also be provided with a copy to mitigate any issues.

President Isekenegbe noted that for clarification purposes, the elimination of divisional chairs is not an administration proposal; it was proposed by the PSC.

Following discussion, the item was approved for submission to the Board as moved by Trustee Sunshine and seconded by President Keizs. Prof. Barker abstained.

6. **Naming of The Patty and Jay Baker Theatre Chair at Hunter College.** President Jennifer Raab asked the Committee to approve this naming resolution. Patty and Jay Baker supported Hunter College’s acquisition of a building on 67th Street which is now Baker Hall, the new home of the Department of Theatre. With this additional gift, the College is recruiting a marquee name from the theatre community to join Hunter College as the Chair. This was a gift that was necessary to be able to match the salaries of the private colleges in New York and the College is deeply grateful. Patty Baker, a 1982 graduate, and Jay Baker, a former CEO and then Chair of the Kohl's Department Stores, have in total contributed almost $16 million to Hunter College over the last few years.
Following discussion, the item was approved for submission to the Board as moved by President Keizs and seconded by Trustee O'Donnell-Tormey.

7. Naming of The Frankfort Education Library at Hunter College. President Raab asked the Committee to approve this naming resolution, "The Frankfort Education Library," which is being completed as part of the library renovation. Lewis Frankfort attended Hunter College and graduated in 1967, went on to a career first in government, attended Columbia Business School, and then was the genius CEO that relaunched the Coach brand and led it to incredible success as a national leather goods company. Mr. Frankfort has been a loyal and committed alumnus, and he and his wife are very committed to the School of Education at Hunter College. They provided an initial $1 million grant to help move the College forward with its videotaping project which has been called out as one of the most innovative contributions to improving pedagogy in the School of Education. With this gift, the School of Education is able for the first time to have its own library.

Following discussion, the item was approved for submission to the Board as moved by President Keizs and seconded by Prof. Barker.

8. Naming of The Dave Fields Lecture Hall at Queens College. Vice Chancellor Waters asked the Committee to approve this naming resolution. Dave Fields has made a bequest in his will in the amount of $1 million to Queens College to be used expressly for student scholarships, including scholarships for undocumented students, and for faculty and staff. In recognition of his service and generosity, the College requests approval to name "The Dave Fields Lecture Hall" in Room 170 of Kiely Hall which has been a longstanding meeting place of the College’s Academic Senate, dating back to the early 1970’s.

Following discussion, the item was approved for submission to the Board as moved by Trustee O'Donnell-Tormey and seconded by Prof. Barker.

9. Naming of The World War II Dominican Veterans Monument at Bronx Community College. President Isekenegbe asked the Committee to approve this naming resolution, the "World War II Dominican Veterans Monument," at the request of New York City Councilman Fernando Cabrera’s office. Bronx Community College would like to honor the Dominicans who fought in World War II. This arrangement was made to erect the monument on the campus in honor of these veterans.

Following discussion, the item was approved for submission to the Board as moved by Trustee Sunshine and seconded by Trustee O'Donnell-Tormey.

10. Appointment of Beth Baron as Distinguished Professor of History at The City College of New York. Executive Vice Chancellor & University Provost (EVC&UP) Vita Rabinowitz asked the Committee to approve the appointment of Dr. Beth Baron as Distinguished Professor. Dr. Baron is a leading historian of the modern Middle East and an expert on the study of women and gender in the Middle East. Among other things, she is the longtime editor (2009-2014) of the premier journal of the International Journal of Middle East Studies, and she was recently elected President of the Middle East Studies Association, an organization with a global reach. In addition, Dr. Baron has written some of the most seminal books in the area of the plight of women in the Middle East. Her presentation went supremely well and she was strongly endorsed.

11. Appointment of Sos Agaian as Distinguished Professor of Computer Science at the College of Staten Island. EVC&UP Vita Rabinowitz asked the Committee to approve the appointment of Dr. Sos Agaian as Distinguished Professor, the new Professor of Computer Science at the College of Staten Island. The College is using this direction-setting appointment to invigorate...
its Computer Science programs. Dr. Agaian has published 10 books, 18 book chapters, 133 journal articles, and he holds 15 patents. He is an expert in signal detection and processing, cybersecurity, and imaging.

12. Appointment of David Himmelstein as Distinguished Professor of Urban Public Health at Hunter College.

13. Appointment of Stephanie Woolhandler as Distinguished Professor of Urban Public Health at Hunter College.

EVC&UP Rabinowitz asked the Committee to approve two Distinguished Professor appointments at Hunter College. Professors David Himmelstein and Stephanie Woolhandler, two physicians who are also Professors of Public Health, are among the most prominent, public intellectuals in public health in the country. They have changed the debate on health insurance in the United States. They are proponents of the single payer system and their work on the effects of lack of insurance among the poor, and the Affordable Care Act. They were consultants to President Barack Obama, and Prof. Woolhandler was a health consultant for Senator Bernie Sanders.

Following discussion, items I.B.10 through I.B.13 were approved for submission to the Board as moved by Prof. Barker and seconded by Trustee DiMartino.

Committee Chair Fernando Ferrer joined the meeting at 4:47 p.m.

C. CHANCELLOR’S UNIVERSITY REPORT

1. Appointment of Barbara Dwyer Gunn as Interim Vice President of Development at Hunter College.

2. Appointment of Shereitte Charles Stokes III as Vice President for Institutional Advancement at York College.

3. Appointment of Irene R. Delgado as Vice President of Student Success at Bronx Community College.

4. Appointment of Ana Martínez as Vice President for Institutional Advancement at Hostos Community College.

5. Appointment of Lori Duggan Gold as Vice President for Communications and Public Affairs at The Graduate Center.

6. Appointment of Jay Hershenson as Vice President for Communications and Marketing and Senior Advisor to the President at Queens College.

7. Appointment of Martin Lucas as Associate Professor at Hunter College with Waiver of §6.2.b. of the Bylaws.

Vice Chancellor Waters gave a brief presentation on each item. Following discussion, items I.C.1 through I.C.7 were approved for submission to the Board as moved by Trustee DiMartino and seconded by Prof. Barker.
II. INFORMATION ITEMS

Reappointments with Early Tenure pursuant to §6.2.b.(2) of the Bylaws.

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III. FACULTY DIVERSITY REPORT

Vice Chancellor Waters stated that as a subsequent piece of the report from the Office of Recruitment and Diversity (ORD) on staff diversity that was received by this Committee in the fall, ORD will now give a report on faculty diversity prepared by University Dean for Recruitment and Diversity Arlene Torres.

Chancellor James Milliken noted that he would like to commend Committee Chair Fernando Ferrer for making it a high priority to provide additional information for the Committee. He stated that he would like to thank Vice Chancellor Waters and University Dean Torres for their work to prepare this new report for the University that will be periodically provided to the Board, and will begin the development of a new plan. Last week Vice Chancellor Waters met with the presidents over elements of a proposed plan to improve faculty diversity across the University. This is an issue that universities across the country struggle with. CUNY is in a better position than most but the administration is not satisfied with where the University stands. He added that with the interest of the Board and this Committee, and with the chancellery, presidents and faculty focused on this, he has personally met with the University Faculty Senate leadership and agreed to continue to enlist their help in overall strategies to improve CUNY’s position. The elements of the plan provide opportunities for the University to increase faculty diversity at all levels, providing accountability for CUNY in achieving the goals that were set, and the chancellery looks forward to working with this Committee on this initiative.

See attached presentation on the Quarterly Report on Faculty Diversity by University Dean Arlene Torres.

In response to questions from Prof. Barker on whether a) there will be a pilot program for this initiative, and b) how the colleges will achieve support for faculty:

University Dean Torres stated that ORD has had a preliminary discussion with the presidents so the plan of action will be developed with respect to that preliminary proposal, focusing first on those departments where there is zero representation or where underutilization is very high. In fact, the number of departments or programs where that is the case is quite small—about 30-35—across the entire CUNY system, so that would be the pilot group to focus on, refining it for improvement, deciding whether or not it is necessary to expand it, or to focus on those units where there is no representation.
Prof. Barker stated that accountability has to be not just at the departmental level but at every level throughout the University, and that she has been discouraged by the lack of investments in the recruitment of faculty. Funds are just not available for recruitment, for example, for campus visits so faculty struggle. The colleges cannot achieve their diversity goals without a full commitment of funds.

President Marcia Keizs stated that she would like to speak about the diversity strategies. There are about three presidents, who are ahead of the game on identifying a faculty member, who they have engaged as their senior advisor on diversity, and that person is critical to searches and planning committees. As this is being worked through, and if a president is already working on this, they may not need advocates. Clearly there are departmental resources so funding is where it is needed. Additional resource efforts are in fact being made. This is an important effort and should be focused on as a high needs area. Everyone involved should do all they can to recruit, as it is easier to retain than to recruit new faculty. Some presidents, for instance, are engaged actively in the finalization of the process so that gives a little collaboration. Some presidents have professors one on one going across the institution, which is an opportunity for the cohorts to connect with their peers. In addition, some presidents also spend time monitoring the cohorts at the colleges. What is missing now is a systematic way to see how things are working, and if some of the resources, new or old, help the effort. She added that the presidents would like to continue their efforts with ORD as they will be of a great assistance to the colleges.

In response to a question from USS Chair and Trustee Onyejiukwa on whether there will be measures in place to monitor accountability:

Chancellor Milliken stated that one avenue of accountability the University has had for some years is the Performance Management system that measures, on an annual basis, the progress the University makes toward certain goals. The issue with that is which one will be highlighted because there will be fifty things to measure, and it is tough to say that one is a priority over another. He added that his goal is to reduce the number, and still produce the annual reports on all of the areas where progress has been difficult, but it would be reduced to a relatively smaller set of items to measure during the presidents’ annual review.

University Dean Torres added that at the most basic level these quarterly reports are new. It is not that the University has not had affirmative action plans and reports or faculty diversity strategic plans. Actually, in 2012, ORD developed an extremely strong University-wide diversity action plan but CUNY is now at a point where it needs to move to the next step by looking at the data that is available, interpret it carefully, and tease out what are the challenges, bringing them to the campuses and the administration, and not just at the level of the president but the provost, the deans, the chairs, the search committees, the chief diversity officers, and the recruiters to show how they measure up. Furthermore, to think strategically together about how to develop improvements so that everyone is accountable. It does not become a Performance Management Process (PMP) assessment but rather an assessment all the way through so that everyone is engaged in the conversation about how to do it better.

EVC&UP Rabinowitz stated that she wanted to make it clear to the Trustees and to the community that this initiative is a shared responsibility. While presidents may indeed be the group that is evaluated by the Chancellor on their performance, the community needs to hear that the University Provost needs to speak to the campus provosts about this responsibility because the fact is provosts play an outsized role in the hiring of faculty. They set a tone and have more direct observation and supervision of the process. Provosts also are responsible for speaking about why this is important. Not simply because it is a PMP item, as important as that is to presidents, but it is important for academic reasons, for the students who need to see more role models, leaders, and intellectuals who if they do not look exactly like them are different enough, diverse enough, that the students can imagine themselves some day being in those ranks. She added that she would also like to announce her partnership with Chancellor Milliken and ORD to suggest that this will be done as a team by pooling resources across areas: academic affairs, human resources, and recruitment and diversity, to address the issues that have been brought to this Committee’s attention.
In response to a question from Prof. Barker on whether there will be a smaller set of initiatives in the first year:

Chancellor Milliken stated that it is not a smaller set of initiatives, it is a smaller set of issues in the PMP that he is elevating in the annual module.

Prof. Barker stated that she would like to encourage the provosts and the presidents to engage the faculty, especially the chairs, around the issue of the twenty-four hours that are assigned to new faculty in their second through sixth year. One of the most important things that happened to her in terms of production of scholarship was a junior sabbatical. If CUNY can advertise that, the University will be ahead of many other universities and colleges, especially in the public realm, who do not provide such junior sabbaticals. Presidents and provosts may support it but the chairs do not. It would be extremely appealing in CUNY’s recruitment and retention efforts to use those hours differently and to get chairs to buy in.

Committee Chair Fernando Ferrer stated he would like to thank Vice Chancellor Waters and University Dean Torres for a very thorough report. This is a tremendous accomplishment, and something that is important, not merely to the Chancellor, the Executive Vice Chancellor and University Provost, the presidents, and the campus provosts but to the Trustees. As the Committee guides policies at the University, it is important to discuss it. There is absolutely no excuse for a department to have zero diversity. Everybody has to be on board but this is also about leadership. Chancellor Milliken has spoken very forcefully about this initiative as well as others, and will continue to monitor and review the progress on this report. He added that he would like to stress again that accountability goes in a lot of different directions but the Trustees should be held accountable as well, and noted that he looks forward to the next few quarters to see actual progress that will reflect well on all of CUNY’s efforts, commitment, and the entire University.

Committee Chair Ferrer stated that he would like to include two documents into the record of this meeting, that has been attached, as he received communication earlier from a faculty member at Bronx Community College, and has asked Chancellor Milliken and his staff to review and respond to it, and being satisfied that procedurally the University is fine, he sees no cause for anyone to have any doubts about passing the previously mentioned Governance Plans.

President Keizs stated that the cycle of hiring and resigning or non-reappointments is annual so some of the places where one may see zero, may continue to see zero because there is no movement but that is not to say that will be the case across all of the institutions and in all of the departments.

Committee Chair Ferrer stated that he is aware that there are some limitations with the faculty but the Committee will continue to examine it. He added that they also look at other appointments in the University, and that activity goes on all the time.

Trustee Ken Sunshine stated that he would like to echo what Committee Chair Ferrer mentioned. These issues have been around for many decades, and there is no excuse not to make progress. With all the limitations and the reality of how complicated much of this is—some of it may be funding and other issues—if there is a real commitment the University can make progress. He added that as a trustee, he has very few other priorities, than seeing progress on these issues.

Upon motion duly made by Trustee Sunshine, and seconded by Trustee O’Donnell-Tormey, the meeting was adjourned at 5:30 P.M.