The meeting was called to order by Committee Chair Fernando Ferrer at 5:03 p.m.

The following people were present:

**Committee Members:**
- Hon. Fernando Ferrer, Chair
- Hon. Judah Gribetz, Vice Chair
- Hon. Rita DiMartino
- Hon. Jill O'Donnell-Tormey
- Hon. Ken Sunshine
- Prof. Kathleen Barker, faculty member

**University Staff:**
- Chancellor James B. Milliken
- Executive Vice Chancellor & University Provost
  - Vita Rabinowitz
- Vice Chancellor Gloriana Waters

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

**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

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

The following agenda items were considered and acted upon:

**I. PROCESS FOR APPOINTMENT OF DISTINGUISHED PROFESSORS:**

Committee Vice Chair Fernando Ferrer stated that he would like to welcome everyone to this special meeting of the Committee on Faculty, Staff and Administration (CFSA), for the purposes of discussing the process for appointing Distinguished Professors at CUNY, a practice that goes back for decades and has not been reviewed for some time. The Committee is joined by Executive Vice Chancellor and University Provost (EVC&UP) Vita Rabinowitz, as well as Chancellor James Milliken, who will discuss in detail the history of the Distinguished Professor title, and the current process for nominating, vetting and approving these appointments.

EVC&UP Vita Rabinowitz stated that the title of Distinguished Professor is the highest academic honor that CUNY bestows at this University. It is conferred by the Board of Trustees in recognition of outstanding scholarly achievement. It enables CUNY to attract and retain outstanding faculty who bring great honor to the University, the colleges, and disciplines from which they come.

The history of Distinguished Professor, as Committee Chair Ferrer mentioned, is almost as old as the University. Distinguished Professorships started to be discussed as early as 1962. In 1967, the University formally defined the purpose of CUNY Distinguished Professorships as it is now know, and how they would enrich the academic environment of the University with outstanding professors.

Between 1968 and 1970, the Board of Trustees authorized the naming of up to twenty Distinguished Professors. In 1970, CUNY named nineteen of the twenty Distinguished Professors allowed, all of them men, but just a year later, the first woman was named Distinguished Professor. So clearly the University was ready to move, and individual colleges—Hunter College, Brooklyn College, and Queens Colleges among them—had bestowed Distinguished Professor-like titles on other individuals.
In 1972, the Board of Trustees discussed expanding the opportunity to the CUNY community colleges and indeed Distinguished Professors were named at three community colleges. The University has had a CUNY distinguished professor, including Alvin Ailey the famed choreographer and U.S. Poet Laureate Billy Collins, Historian Arthur Schlesinger, Jr., and many great University colleagues have held this honor as well. The University is indeed able to hire such luminaries as Nobel Laureate Paul Krugman and the John Hope Franklin Professor of Humanities and Interdisciplinary Studies from Duke University because of this honor.

So today 150 individuals hold this position, one of whom was appointed as early as 1983. The number of Distinguished Professors is currently capped at 250, rising from 175 in the most recent collective bargaining agreement. The title comes with a tax-levy baselined stipend of $28,594 and a reduced teaching workload of 2 and 2—two courses taught in each of the fall semesters. Even at that salary and workload level, CUNY Distinguished Professors earn $130,000, plus nearly $30,000, so that is nearly $160,000 a year. Even at that lofty level and reduced teaching workload, the University is not fully competitive for the most sought after professors. Full professors at private colleges in New York City make more than $160,000 a year in many cases and have similar workloads to CUNY Distinguished Professors.

Currently, the criteria for CUNY Distinguished Professor are very few and general, but they are relatively clear. The award is meant for faculty with records of exceptional academic excellence in their disciplines. Faculty should have national, and if relevant, international reputations. Distinguished Professors should show significant quantities of high quality work in areas of importance to the field. Their work should show impact on the discipline. Distinguished Professors are expected to participate in teaching and service roles but these considerations are not relevant to the appointment as Distinguished Professor. Distinguished Professors are also expected to continue to contribute in the future. This is not construed as a lifetime achievement award but as a recognition of a scholar with an ongoing research program.

It is required that the nominees are vetted through the organs of governance at their home colleges but all colleges must provide the following: an updated and full curriculum vitae (CV) with the full listing of degrees, positions held, and all relevant publications; letters of endorsement and nomination from the college president, and letter of support from the college provost; it is not required but it is recommended that there be a letter of endorsement from the department chair or in the case of The Graduate Center the program head; there must be a documentation of all votes by all committees in the college with dates, committee names, and vote total; candidate’s publications or a significant sample of these including all books and major articles; at least ten external letters from full professors or people of comparable standing from outside the academy who are recognized authorities in the nominee’s field—the letters in turn must specify prior contact or personal knowledge of the nominee; comparisons of the nominee to others in the field; and, the reviewers must provide a rationale for their assessment. Ordinarily, the University does not permit coauthors who have published with the nominee to provide a reference, and under normal circumstances do not accept letters of endorsement from CUNY professors of any rank. The University does require CVs from all of the recommenders so that the reviewers can judge the qualifications of the nominees.

The colleges have somewhat different internal processes, consistent with their bylaws. To give a quick sense of how the processes may differ, some colleges have special Distinguished Professor subcommittees who vet all candidates. Other colleges go through normal organs of governance: the department, the school or division, and the full college.

In some colleges, including Hunter College, every Distinguished Professor candidate is voted on by representatives of the entire college, from all the department chairs. In other colleges, like The Graduate Center, there is a very small committee that includes the President and Provost. But all nominees that reach the Office of the University Provost have the majority vote of their departments and programs, and the endorsements of their presidents and provosts. If the candidate succeeds at the college level their full dossiers, including the CV, the supporting letters, and the documentation of positive votes are sent to the Office of the University Provost.
Then what happens is that a scan of all current CUNY Distinguished Professors who are closest in academic area to the scholar at hand is conducted with a very small team from the Office of the University Provost, including most importantly the University Associate Dean of Faculty Affairs. The University has been fortunate in virtually all cases to find more Distinguished Professors than the three CUNY needs for the committees. In addition, the University Provost writes to them via email asking them to serve on the very important position of Distinguished Professor selection committee. Most of the time, the scholars agree to serve and do so graciously and promptly. There are times when they have turned the position down either because the scholar will be out of town, is on sabbatical, or in some cases, the CUNY Distinguished Professor knows the candidate being forwarded too well for comfort.

The CUNY reviewers and the Distinguished Professors agree to serve with the knowledge that they will do so anonymously, that their names will not be revealed, and that their deliberations will remain strictly confidential. Notes are taken at the meetings at which the Distinguished Professors deliberate and the University Provost uses those notes to summarize the tenor of the conversation to the Chancellor. The anonymity that CUNY promises the committee members and the confidentiality with which the notes are kept are a crucial part of the process.

The committee then begins the conversation about the candidates. The University Provost presides over the meeting but does not vote because she is not expert in the areas that the candidates have their expertise. The role of the University Provost is essentially to lay the groundwork for the conversation, remind the Distinguished Professors that CUNY is assessing the candidate's scholarship, and make sure that the conversation stays on course—that is on relevant matters—ensuring that the letters are discussed, the quantity and quality of work is discussed, and that all of the criteria are reviewed by the committee.

When the committee is ready to vote, they vote anonymously. There are written ballots that they fill out. The University Provost counts the ballots and announces the vote, and then reports to the Chancellor the vote, the general tenor of the conversation, and her own recommendations based on the vote of the Distinguished Professors. Of the six current candidates that have come before the University Provost, two have not been endorsed. So, this is not a rubber stamp of a committee. These are honest and tough conversations and the University Provost has followed the recommendation to the Chancellor.

The final aspect of the process is that the academic policy stipulates that the scholarly activity and quality of the Distinguished Professor's work is to be reviewed by the colleges every five years to determine whether the appointment as Distinguished Professor should be renewed. Once reappointments have gone through the college governance process, the college president or provost sends a memo to the University Provost indicating that the reappointment has been approved through college governance and is supported by the college president and provost. The Distinguished Professor is then reappointed for another five years.

In response to a question from Committee Chair Ferrer on whether there has ever been a case where the appointment has been declined:

EVC&UP Rabinowitz stated that the last part of the procedure has hardly been followed and to her knowledge she knows of no case of a rescinding of a reappointment. She added that she can only find about five or six letters from a president or provost reporting that there has even been a reexamination.

In response to another question from Committee Chair Ferrer on whether the title of Distinguished Professor is effectively a lifetime appointment:

EVC&UP Rabinowitz stated that in essence, the title of Distinguished Professor is a lifetime appointment.

In response to questions from Committee Vice Chair Judah Gribetz on a) whether the Distinguished Professors are expected to participate in teaching and service roles, b) does the process follow the business that discusses
their academic accomplishments, and c) how do their actions as professors mesh with the requirement to be a Distinguished Professor:

EVC&UP Rabinowitz stated that Distinguished Professors are expected to participate in teaching and service roles as part of their academic accomplishments. She added that she and Chancellor James Milliken have discussed different forms of a kind of distinguished professor that might encompass the entire set of roles of the professoriate. For many, the greatest professors CUNY has ever had were great teachers, great citizens of both the college community and their disciplines, and great scholars. EVC&UP Rabinowitz stated that she does not know why the Distinguished Professor was construed in this way but her sense from reading the early conversation in the history of the creation of Distinguished Professorships at CUNY—that is the Minutes of the Board of Trustees where whole discussions are presented—is that the purpose of this honor was to bring great scholars to CUNY. Some people are great scholars and not particularly great citizens though they are citizens and even full participants, but they would never be honored specifically for their service or teaching. This particular award is meant to honor scholarship in all its elements: quantity, quality, and impact. It is a rich interpretation of scholarship.

Chancellor Milliken stated that he would suggest that it would not be unusual, particularly in research universities in this country that a designation would be created almost exclusively focused on the quality of scholarship with the idea of recruiting and retaining the most productive.

In response to a question from Committee Vice Chair Gribetz on what harm would it do to change the criteria of the service and teaching roles:

EVC&UP Rabinowitz stated that she and Chancellor Milliken have discussed more opportunities to honor CUNY faculty than this admittedly narrow route without replacing this particular honor. Of all the roles of the professoriate, the rarest is scholarly talent. Great talent is rare in all categories but great scholars are rare in nature. They are very special, and they bestow the kind of greatness on the University that one would argue a great classroom teacher or even a great mentor—what those individuals do for a student's life. She added that CUNY clearly saw a need for this in the 1960's, and she would personally not change this award but would be interested in bestowing upon the University's best contributing faculty, a different kind of award with a different name and perhaps a different structure, faculty who contribute on all cylinders or who are exceptional teachers and citizens.

Committee Vice Chair Gribetz stated that he does not want to limit or diminish the criteria, he would just like to recognize equivalence in the academy, particularly with an institution that has community colleges. Great teachers are important.

Trustee Jill O'Donnell-Tormey stated that she would disagree that if service or teaching roles are changed as a criteria for Distinguished Professorship appointments, the University would not attract the same caliber of people that this was meant to attract. CUNY would lose some of the people that are probably Distinguished Professors now who are not the best teachers. If the point of this matter coming about, was to elevate the type of scholarly faculty that the University could attract that basically helps advance CUNY, unfortunately, many of those people may not be the best teachers; they are the best scholars. She added that this award should be used as a recruitment and retention tool to elevate the quality of scholarly faculty that the University is able to attract and keep. Not to say that there could be another way to honor people that are good scholars. But CUNY would see a different pool.

EVC&UP Rabinowitz stated that at CUNY great teachers are especially important.

Trustee Jill O'Donnell-Tormey stated that she would disagree that if service or teaching roles are changed as a criteria for Distinguished Professorship appointments, the University would not attract the same caliber of people that this was meant to attract. CUNY would lose some of the people that are probably Distinguished Professors now who are not the best teachers. If the point of this matter coming about, was to elevate the type of scholarly faculty that the University could attract that basically helps advance CUNY, unfortunately, many of those people may not be the best teachers; they are the best scholars. She added that this award should be used as a recruitment and retention tool to elevate the quality of scholarly faculty that the University is able to attract and keep. Not to say that there could be another way to honor people that are good scholars. But CUNY would see a different pool.

EVC&UP Rabinowitz stated that as Trustee O'Donnell-Tormey has mentioned, this award is meant to attract and retain exceptional faculty. The fact is that the University is not competitive on all levels. CUNY does not pay what private colleges pay. If the University were to increase the teaching and service requirements of this award it would dilute its attractiveness to great scholars. She added that CUNY is blessed with great teachers
and citizens who are attracted to its mission, which is incomparable. The fact is, CUNY is an exciting environment but a challenging one for someone who is a great scholar. For the University to attract great scholars such an award is most useful.

In response to a question from Trustee Ken Sunshine on whether improvements can be made to the appointment of Distinguished Professor:

Chancellor Milliken stated that this system works extraordinarily well to start with. CUNY was limited to 175 Distinguished Professors previously, and it was very important that with the size of the University, which has grown in the recent decade, that it be increased. As mentioned, it was part of CUNY’s bargaining strategy. If the University did not already have Distinguished Professors, they would be created today. CUNY has extraordinary scholars. It is in keeping with much of what the academy would do across the country in terms of how to elevate their reputation, statute, etc., in recruiting terrific scholars. He added that he does not recommend that this Committee change the criteria for the title of Distinguished Professor to include other elements, but agrees that the review process has been neglected and should be taken seriously. These are very valuable positions, and Distinguished Professors should continue to be active, engaged scholars contributing to CUNY, so that should be more robust and it should be a part of the process that is followed.

Committee Vice Chair Gribetz stated that he does not think it does harm to attracting candidates to have a sentence in the criteria, that Distinguished Professors are expected to participate in teaching and service roles. He made a motion to amend the Nomination Guidelines accordingly.

In response to a question from Committee Chair Ferrer on whether it would be a problem to include Committee Vice Chair Gribetz’ suggestion to the Nomination Guidelines:

EVC&UP Rabinowitz noted that it does appear in the Nomination Guidelines, under criteria for Distinguished Professorship appointments, it states, “In addition to superb scholarship, Distinguished Professors are expected to participate in appropriate teaching and service roles in their colleges. However, this honor is granted solely in recognition of the quality and impact of the nominee’s scholarship. “The last thing the University wants to do is hire somebody who holes up in a studio or laboratory and has no exposure to the students and the students no exposure to the scholar. That is not what CUNY is looking for.

Committee Chair Ferrer stated that his understanding of what Committee Vice Chair Gribetz is saying is that the Board of Trustees should codify this award.

Committee Vice Chair Gribetz stated that the Nomination Guidelines were revised on August 7, 2014, and it enhances the University in many ways. CUNY is a leading community college institution. The University is overwhelmed with adjunct teachers, and has a great group of Distinguished Professors. It all should mesh together, and it does not diminish in any way a candidate that wants to come to this University as a Distinguished Professor.

Trustee O’Donnell-Tormey stated that what if Paul Krugman, who is a Distinguished Professor based on his scholarship, was maybe not a great mentor or teacher, and were the teaching and service roles changed under the criteria for selection for a Distinguished Professorship appointment, it would have eliminated Paul Krugman on that basis. She added that she is not saying that once a scholar becomes a Distinguished Professor, the expectation is that they are involved in the CUNY life, and that they should mentor. That is fine, but from a selection point of view, if that is a criterion it may change the pool of scholars that CUNY receives.

Chancellor Milliken stated that the teaching and service roles are not a selection criteria, they are just an expectation.

Prof. Kathleen Barker stated that she supports Trustee O’Donnell-Tormey's point. Distinguished Professors are a fabulous recruiting tool for the University. They make CUNY look friendly to serious scholars, and help
the University retain faculty, which has been mentioned. CUNY needs this to reward people who are teaching four and three, doing service, and the nine points of the contract. They manage to emerge as some of the most serious scholars in the United States. Through the assistant, associate, and full ranks they have all these spots in place. They do not suddenly change into terrible teachers, terrible scholars, or into people who shun students for mentoring. She added that there is a history for those the University retains, and CUNY is not recruiting as far as she knows because anyone who is running away from their teaching responsibilities on another campus would be outted in many different ways. Prof. Kathleen Barker stated that she would like to point to the workload issue that is just enormous for faculty to overcome in order to reach the stage, as literally they are giving up their entire life for this.

Committee Vice Chair Gribetz stated that he is not trying to lower the barrier, he is trying to indicate that CUNY should not diminish a great teacher.

Prof. Barker stated that there is an implication that there has been great teaching going on for many of the candidates.

EVC&UP Rabinowitz stated that she has no evidence but tends to agree with Prof. Barker that the Distinguished Professors have all had demonstrably strong and positive impacts on their students’ lives. Not everyone is a great lecturer so again, they are not being judged primarily on their teaching.

Prof. Baker stated that according to the CUNY subway campaign a few years ago, students “Study with the Best” so the University also uses professors to recruit people.

EVC&UP Rabinowitz stated that one of the wonderful things about coming to CUNY is that students get to work directly with their professors, not simply with graduate students or teaching assistants.

In response to a question from Committee Chair Ferrer on where in the Nomination Guidelines that were revised in 2014, does it state that Distinguished Professors must be reviewed every five years:

Chancellor Milliken stated that the Nominations Guidelines do not state that Distinguished Professors must be reviewed every five years.

Committee Chair Ferrer stated that a candidate should know that he/she will be re-vetted in five years, and the colleges should know that they are required to conduct the 5-year review. He noted that in terms of codifying this document, it would be useful to have everything in one place.

Committee Vice Chair Gribetz stated that he wanted to amend his earlier motion by striking the word “solely” from the last sentence under the bullet for “Criteria for Distinguished Professorship Appointments.”

Committee Chair Ferrer called for a second to approve the amended motion. This was provided by Trustee Sunshine.

EVC&UP Rabinowitz stated that she is in favor of this change as the chancellery has been remiss in not insisting on this review and the colleges have been remiss in not conducting them.

In response to a question from Trustee O’Donnell-Tormey on whether the colleges, who currently have different internal procedures, should change their practice into a single process:

Chancellor Milliken stated that the change would be necessary if the process was being created over. At this point, the colleges have different processes, but they all submit the required documentation.

EVC&UP Rabinowitz stated that she would like to recommend that the University Provost become a member of this Committee or attend meetings in which Distinguished Professors are discussed because this is, after
Committee Chair Ferrer stated that whether this process is considered in this Committee or another, the University Provost should absolutely be a part of the deliberations.

In response to a question from Committee Vice Chair Gribetz on whether the renewal process ends after submission to the Chancellor and the University Provost:

Committee Chair Ferrer stated that the president would submit the renewal for review to the Chancellor and University Provost, consistent with the guidelines.

A motion to amend the Distinguished Professors Nomination Guidelines–Revised August 7, 2014, was called by Committee Vice Chair Gribetz and seconded by Trustee Sunshine. After discussion, Committee Chair Ferrer moved to approve the amended guidelines. After a second by Trustee Sunshine, the Guidelines were unanimously approved as follows:

**Nomination Guidelines**
Revised August 7, 2014

I. Goals, Criteria, and Required Evidence

- **Goals of the Policy on Distinguished Professors**

  The title of Distinguished Professor is conferred on an individual by the University Board of Trustees in recognition of exceptional scholarly achievement. The purpose of these appointments is to recruit new faculty or retain existing faculty whose appointments enrich the University, especially when candidates require special incentives to influence their decision to accept an offer or to remain within the University. These appointments are expected to contribute to CUNY’s commitment to recruit and retain an excellent faculty representing a rich diversity of gender and ethnicity.

- **Criteria for Distinguished Professorship Appointments**

  CUNY Distinguished Professors should comprise a small number of exceptional individuals. That number is currently limited to 250 under the terms of the collective bargaining agreement. The primary purpose of the awards is to recruit or retain outstanding faculty. Distinguished Professorships are reserved for faculty with records of exceptional performance by national and international standards of excellence in their profession. There must be substantial evidence of this exceptional performance, including significant quantities of high-quality work in areas of importance in their disciplines. In addition to superb scholarship, Distinguished Professors are expected to participate in appropriate teaching and service roles in their colleges. However, this honor is granted solely in recognition of the quality and impact of a nominee’s scholarship.

  Nominations from colleges are expected to represent a balance between the number of Distinguished Professors recruited from outside the University relative to those appointed from internal CUNY candidates. Since Distinguished Professor appointments are not provided solely to recognize past performance, there must be evidence that their quality of performance will continue. Colleges must review the performance of all Distinguished Professors at the end of every fifth year after initial appointment. The President will submit the review to the Executive Vice Chancellor and University Provost. In consultation with appropriate departmental and College persons, the President is expected to recommend to the Executive Vice Chancellor and University Provost that a Distinguished Professorship be discontinued if there is failure to perform at the scholarly levels.
expected of persons at that rank. 

In all but the most exceptional circumstances, candidates who have been rejected may be renominated only once after a minimum of three years from the action.

- **Review Process**

Colleges must review the performance of all Distinguished Professors at the end of every fifth year after initial appointment. The President will submit the review to the Executive Vice Chancellor and University Provost. In consultation with appropriate departmental and College persons, the President is expected to recommend to the Executive Vice Chancellor and University Provost that a Distinguished Professorship be discontinued if there is failure to perform at the scholarly levels expected of persons at that rank.

- **Required Evidence for Awards**

There must be evidence that the candidate is regarded nationally, and where appropriate, internationally, as a leading scholar in his/her academic field. There also must be evidence that the candidate, if named University Distinguished Professor, will continue to perform as a faculty member at levels appropriate for Distinguished Professors.

Campuses should seek at least ten (10) external letters of evaluation from full professors or people of comparable standing outside the academy who are widely recognized authorities in the nominee’s field and can provide objective analyses of the nominee’s qualifications. As part of the nomination materials sent to the University, the campuses should provide the evaluating committee with each reviewer’s vita. The review letters should include a comparison of the nominee to a specific list of other distinguished scholars in the field and provide a clearly articulated rationale for the assessment. Reviewers should acknowledge any prior contact with the nominee; they should not ordinarily be coauthors with the candidate, and they cannot be from any CUNY college.

II. Procedure

- **Overview**

The procedures which guide the appointment to Distinguished Professor are designed to enable the University to gauge the appropriateness of nominees for this award. Beginning in fall 2014, nominations for the appointments may be presented to the University Board of Trustees at any Board meeting. Prior to presentation to the Board the case must have: (1) college endorsement based on the approved policy and/or practices of the college, which must incorporate the goals, criteria, and evidence prescribed in Section 1 of these guidelines; (2) submission of the materials to the Executive Vice Chancellor and University Provost’s Office; (3) solicitation of evaluative letters by the Executive Vice Chancellor and University Provost when additional documentation is necessary; (4) review by the Distinguished Professor Selection Committee and recommendation to the Chancellor; (5) approval by the Chancellor and recommendation to the Board Committee on Faculty, Staff, and Administration; (6) approval by the Board Committee on Faculty, Staff, and Administration; and (7) approval by the Board of Trustees.

- **College Process**

The College President will forward to the Executive Vice Chancellor and University Provost (1) a
current c.v. checked for accuracy and completeness; (2) letters of recommendation from the College’s President and from the Chief Academic Officer; (3) at least ten (10) external evaluations, accompanied by vitas of the evaluators; (4) documentation of the processes used up to the point of submission of the case from the College, including an account of the process by which external evaluators’ letters were solicited; (5) representative samples of the candidate's scholarly and/or creative work, as appropriate, and any additional evidence of exceptional performance by national and international standards of excellence.

Note: The evaluations submitted by the College are critical. The evaluators must be among the most highly respected persons in the field, and they must be objective, without reason for bias; for example, as mentioned above, evaluators should not ordinarily be coauthors with the candidate. Again, reviewers also cannot be from any CUNY college.

University Process

After the College-level process is completed and the materials are forwarded to the Executive Vice Chancellor and University Provost’s Office, the Executive Vice Chancellor and University Provost will request additional supporting materials if the external evaluations are deemed insufficient.

The Executive Vice Chancellor and University Provost forwards each nomination to a Distinguished Professor Selection Committee. The Selection Committee will then meet and evaluate the candidates’ portfolios, making recommendations to the Executive Vice Chancellor and University Provost, who will send the final recommendations to the Chancellor for review and submission to the Board Committee on Faculty, Staff, and Administration, including the Executive Vice Chancellor and University Provost, with eventual approval required by the University Board of Trustees. Because every effort will be made to avoid conflicts of interest in the composition and conduct of each Selection Committee, members of a Selection Committee should disclose any ties to the nominee under discussion at the beginning of deliberations. The Executive Vice Chancellor and University Provost may ask members to recuse themselves if there is a reasonable concern that a member’s ties with a nominee would compromise the Committee’s deliberations.

Timetable

Beginning in fall 2014, the University Board of Trustees will act on nominations for Distinguished Professor at any Board meeting during which a nomination is presented. Submissions of nominating materials from the Colleges to the Executive Vice Chancellor and University Provost’s Office for appointment to University Distinguished Professor will be accepted on a rolling basis for consideration by the Board of Trustees at a subsequent meeting. Once an appointment has been approved by the Board, it will go into effect on the first day of the subsequent month.

In response to a request from Prof. Barker that the Committee be provided with a list of Distinguished Professors:

Chancellor Milliken stated that the Committee will be provided with a list of CUNY’s Distinguished Professors.

Prof. Barker stated that the issue of reviewing Distinguished Professors was noted by faculty, and she has received phone calls from faculty regarding the process for appointing University Professors with 5-year terms of appointment after serving as presidents. If there is concern about the transparency process for Distinguished Professors, there should also be a concern about the process for University Professors. She noted that the Committee should acknowledge these faculty questions and inquire about the Manual of General Policy, Article V: Faculty, Staff and Administration, Policy 5.23 University Professor, and the process of their appointment.
Specifically, the faculty have asked that the Committee ascertain just how many University Professors CUNY has, where they are, what are their salaries, which campuses are they appointed to, and what are the expectations for a University Professor. Prof. Barker added that if vetting of faculty is of such interest, the Committee should take an interest as well in these appointments of University Professors, and given the lack of specificity of their responsibilities and salaries and where they are would be of interest to many faculty, given the interest in faculty accomplishments for distinction.

Chancellor Milliken stated that University Professorship is a completely separate subject. It is more closely related to review of the Executive Compensation Plan (ECP) than it is to Distinguished Professorship. There is a Board policy on permitting the establishment of a University Professorship. There are quite a finite number of these because one has to have served as a president for at least eight years in exemplary fashion. It is discretionary with the Chancellor first to make a recommendation for an appointment as a University Professor and then the Board decides on it. In recent months, two appointments have been made: President Jeremy Travis and Dean Ann Kirschner. The salaries are set, they are the same once it is established going forward, and it is a 5-year term. In this case, they are reviewed, and to be fair most of them are not renewed. The University Provost is responsible because of the nature of this, regardless of where they are, of evaluating the contributions of University Professors and ensuring that they are adequate for this special appointment by the Board. He added that the list of University Professors will be distributed to the Committee.

Upon motion duly made by Committee Chair Ferrer and seconded by Trustee Jill O’Donnell-Tormey, the meeting was adjourned at 6:06 p.m.