

taken every opportunity to remind us of who we are as a college. Hate I have said repeatedly, has no home here and by extension, let me be clear that all the gateway actions that often lead to discrimination and hate, like disrespect, intolerance, bullying, and intimidation also has no place here.

What does have a place here, is all the good I see and hear about on a daily basis. All of you, the teaching you do, the scholarship you engage in, the way you support students. And our students, you take my breath away when I see you deeply engaged in the pursuit of your dreams.

invite students who have registered and left before graduating to come back and readmit with the college, in order to continue/finish their degree. (Jan. 2nd)

invite non-degree students to change their status to degree, highlight the benefits of financial aid and acquiring a degree. (Jan. 6th)

C. Governance Review Update by V.P. Fox

On behalf of the full Steering Committee, Vice President Fox updated the College Council on the progress of the ongoing Governance Review Process.

The Steering Committee has been following up on recommendations for outside parties to consult on the upcoming review of governance at the College. Sources for recommendations included research by the committee members, suggestions from faculty and staff, and secondary recommendations from potential consultants.

In terms of those unavailable or not interested, these included individuals from Middle States, SUNY Central, the CUNY University Faculty Senate, and a particular faculty member from the University of Pennsylvania. Still under consideration are the following:

1. alternative to allow flexibility.
2. Academic Innovators (recommended by Prof. DelPrincipe), in particular Dr. Robert Scott, the President emeritus of Adelphi University and of Ramapo College. He can charge by the hour or by the overall project, and lives in Manhattan (no travel expenses).
3. Dr. Adrianna Kezar, Dean's Professor of Leadership at USC and Co-director Pullias Center (pullias.usc.edu), as well as the Director of the Delphi Project on Faculty and Students. She can do Heavy Touch or Light Touch levels of campus visitation, analysis, and of course expense.
4. Dr. Steven Bahls, the President of Augustana College (IL). He has been recommended by several others, and uses a questionnaire and workshop approach to assist us with crafting and conducting the review.

In response to questions, the Steering Committee hopes for a timeframe of choosing a consultant over the winter session and then implementing the consultancy for a single semester in Spring 2020. Any broader changes to governance would not yet take place that same spring, but would open the process to broad campus-wide input. The timing and shape of any governance changes would be flexible, but some time after that.

At this point, the members present adjourned at 4:00 PM.

Respectfully submitted,

Michael Sokolow, Secretary