

**Council of the Princeton University Community
Minutes, September 26, 2016**

Minutes of a meeting of the Council of the Princeton University Community held September 26, 2016 in 101 Friend Center. Present were Council members Ms. Calhoun, Ms. Cook, Prof. Cuff, Ms. Czulak, Mr. Datta, Mr. Davidescu, Mr. Durkee, President Eisgruber (chair), Professor Fore, Dean Gonzalez, Ms. Hastings, Ms. Keith, Dean Kulkarni, Prof. Laffan, Provost Lee, Ms. Lett, Professor McCarty, Mr. Nowak, Prof. Ostriker, Ms. Patel, Professor Priestley, Mr. Ramos, Ms. Romero, Ms. Rosen, Professor Rouse, Ms. Shannon, Prof. Watson, and Ms. Zhao. Ms. Halliday was secretary.

Order of Business; Committee Assignments

The President called the meeting to order at 4:30 p.m., and after the roll call he thanked the members of the Council for their service. He began by presenting a recommendation from the Council's Executive Committee of the annual Order of Business (Appendix A) and the current standing committee assignments (Appendix B) which were approved. He requested and received approval for the Council's Executive Committee to complete committee rosters which were not yet fully populated.

Questions

An undergraduate raised a question not previously submitted about lighting on campus and use of motion sensors. No one was in attendance at the meeting to respond about lighting and energy efficiency measures. As a follow up, the Office of Design and Construction pointed to two websites that describe the various steps the University is taking to make lighting energy efficient, including use of motion sensors: <https://facilities.princeton.edu/news/lighting-improvement-project-will-enhance-campus-sustainability-0> . On this website, there is a list of projects with Energy-efficient lighting and controls: <https://facilities.princeton.edu/sustainable-campus/sustainable-buildings> . There is additional information on the Office of Sustainability's website: <http://sustain.princeton.edu/search/site/lighting> .

Special Committee on Naming

Provost Lee then brought a proposal on behalf of the Council's Executive Committee to establish a special Committee on Naming, as referenced by the "Policy on Naming of Programs, Positions, and Spaces" that was adopted by the Trustees over the summer (the charge to the committee is attached as Appendix C; the Trustee policy is attached as Appendix D). The committee would be responsible for recommending to the Trustees names for any programs, spaces, or positions referred to it by the Board, and for providing advice to the Board about any proposed names that the Board may refer to it. The chair of the special committee would meet annually with the Trustee Committee on University Resources to report on the activities of the naming committee and to discuss any issues or concerns that may have arisen over the course of the past year.

Provost Lee noted that the CPUC charter provides for the creation of special committees, and in this case, the recommendation is that the committee be reviewed after three years and include 10 members. The final composition of the committee is as follows:

Professor Angela Creager (History), chair
Professor Stephen Macedo (Politics and Center for Human Values)
Professor Alejandro Rodriguez (Electrical Engineering)
Professor Stacey Sinclair (Psychology and African American Studies)
Jonathan Aguirre (GS Spanish and Portuguese, 3rd year)
Myesha Jemison '18 (Spanish concentration with certificates in African Studies,
Portuguese, African American Studies)
Devin Kilpatrick '19 (economics concentration)
Romy Riddick, Assistant Vice President for Human Resources
Osbourne A. Shaw, Jr. '97, Assistant Treasurer of the Alumni Council
Robert Durkee, Vice President and Secretary

(The Acting Vice President for Development Kevin Heaney sits with the committee.)

The Council approved the establishment of the special Committee. In response to a question, the President said that a question about a name already assigned to a space could be raised with the special committee or its chair. The President noted that the Trustees have referred two spaces to the Committee: West College and the atrium in Robertson Hall both of which are centrally located and of particular importance to the University community.

Diversity and Inclusion Updates

Vice Provost Michele Minter, speaking on behalf of colleagues who have worked on the Special task Force on Diversity, Equity and Inclusion and on the Trustee Wilson Legacy Committee, gave a progress report on work to increase diversity and inclusion. She began by welcoming LaTanya Buck, the new Dean for Diversity. The vice provost's powerpoint which she reviewed in the meeting is attached as Appendix E and details progress made in the past few months. She noted, however, that work is not yet finished.

Members of the council asked about steps to improve the doctoral pipeline. Dean of the Graduate School Sanj Kulkarni and the President described efforts to enhance the Mellon Mays Undergraduate Fellowship program that seeks ways to encourage qualified students across the country to think seriously about graduate school. Efforts to increase the yield on offers of graduate school admission (or faculty appointments) for underrepresented minorities are important, but much more difficult when the numbers in the pool are as small as they are currently. They invited suggestions from graduate students.

The presentation from Vice Provost Minter included references to the refurbishment of the Carl Fields Center and creation of affinity rooms. In response to a question, Vice President Calhoun explained that these rooms are assigned to student organizations which are open to all students. The four affinity groups now represented in the Fields Center are organizations already working with the center and were chosen with the advice of students (they are African American, Latino/a; Asian American and Muslim). The spaces are decorated with these groups in mind and

with the intent to make visible their heritages. Anyone can sign up to use the spaces, not just the affinity groups, and this is just one phase in the renovation of the center.

In response to a question about data on campus climate, Vice Provost Minter said that questions had been added to the enrolled undergraduate and graduate student surveys last year which are designed to elicit more information about interactions between people with differing identities. Survey results are being analyzed and are expected to be made public this fall.

Dale Trevino, the newly appointed Associate Dean for Diversity and Inclusion of the Graduate School spoke about efforts to develop more intentional programs for graduate students including plans for a diversity lecture series and a “food for thought” series on topical problems regarding diversity.

The President thanked all those working to promote diversity and inclusion.

There being no further business, the meeting was adjourned at 5:35 p.m.

Respectfully submitted,

Ann Halliday
Secretary

Resolution on the Order of Business for the CPUC, 2016-2017

- I. The Council of the Princeton University Community shall meet during the academic year at 4:30 p.m. on Mondays
- September 26, 2016.
 - November 14, 2016.
 - December 12, 2016.
 - February 20, 2017.
 - March 27, 2017.
 - May 1, 2017.

Special meetings may also be called for urgent business. The Executive Committee may decide to cancel a meeting if there is insufficient business.

- II. The Executive Committee (in accordance with Section 4.1) shall set an agenda for each meeting, stipulating the length of time which is to be allocated for each major item of business.
- III. The Executive Committee normally shall allot fifteen minutes of each regular meeting of the Council to a Question Period during which any member of the Council may question another member of the Council about any matter under the authority of the Council as specified in Section 1 of the Charter.

The Question Period shall be conducted in accordance with the following guidelines:

- (1) Questions which are submitted in writing by noon on the weekday preceding the Council meeting shall have priority over other questions. The author of a written question shall have the right at the meeting to ask a one-minute supplementary question which is germane to the original question.
- (2) No question shall exceed two minutes, and no answer shall exceed four minutes. If an adequate answer requires more than the allowed time, it should be submitted in writing to the Council at some future meeting.
- (3) Questions which refer to inappropriate matters shall be ruled out of order by the chair.

- IV. The business of the Council shall be conducted according to Robert's Rules Newly Revised as modified by Section 3.8 of the Charter. In addition, the Council shall be asked to observe the following guidelines:

- (1) Normally, no member may speak more than once on a particular issue at one meeting until all members who wish to speak have been able to do so.
- (2) Normally, no member may speak for more than three minutes, except Chairs of Committees when they are presenting reports of their Committee.
- (3) Reports of Committees requiring action by the Council, and other reports as appropriate, shall be in writing and distributed at least five days in advance to members of the Council, except in unusual or urgent circumstances.

* A call for the Orders of the Day which forces the Council to follow the agenda may be defeated by majority vote. (Section 3.8 as amended.)

CPUC Standing Committee Members, 2016-17

CPUC Executive Committee, Fall 2016

Prof. Emmanuel Abbe, Electrical Engineering
Ms. Aleksandra Czulak '17
Mr. Mircea Davidescu GS, EEB
Ms. Arlen Hastings '80
Prof. Michael Laffan, History
Provost David Lee (chair)
Dr. Greg Nowak, research specialist, Neuroscience
Prof. Eve Ostriker, Astrophysical Sciences
Ms. Pooja Patel '18
Prof. Rodney Priestley, Chem & Bio Engineering
Ms. Miranda Rosen '18
Prof. Carolyn Rouse, Anthropology
Prof. Esther Schor, English
Mr. Mohammad Shahradsad GS, Electrical Engineering
Sits with the committee
Rochelle Calhoun, Vice President for Campus Life
Ann Halliday, secretary to the CPUC

Priorities Committee

Provost David Lee, chair
Prof. Mitchell Duneier, Sociology
Prof. Maria Garlock, Civil & Environmental Engineering
Prof. Judith Hamera, Lewis Center for the Arts
Prof. Alexander Ploss, Mo Bio
Prof. Rodney Priestley, Chem & Bio Eng.
Prof. Nicholas Turk-Browne, Psychology
Katja Luxem, GS, Geosciences
Leah Reisman, GS, Sociology
Briana Christophers '17
Hillel Friedman '17
Margaret Li '19
Vojislav Mitrovic '18
Sal Rosario, OIT
Carolyn Ainslie, Treasurer and VP Finance
Deborah Prentice, Dean of the Faculty
Treby Williams, Executive VP
Sits with the committee: Steven Gill, Finance; Karen Haskin, Office of the Provost; Richard Meyers, Office of the Provost.

Governance Committee

President Christopher Eisgruber, chair
Kim Jackson, Director, Transportation & Parking Services
Prof. Naomi Leonard, Aerospace and Mechanical Engineering

Lavinia Liang '18
Prof. Nicole Shelton, Psychology and Head of Butler College
Daniel Vitek, GS Mathematics
Prof. David Wilcove, EEB and Public Affairs
[The committee is part of the Trustee Committee on Honorary Degrees]

Judicial Committee

Prof. David Bell, History, chair
Prof. Mark Braverman, Computer Science
Christopher Cross '18
Prof. Joan Girgus, Psychology
Prof. Joshua Katz, Classics
Jonathan LeBouef, Registrar's Office

Resources Committee

Ex officio member: Carolyn Ainslie, Vice President for Finance and Treasurer
Sits with the committee: Susan Ciniglio, PRINCO; Mark Dingfield, Executive Director,
Planning, Analysis and Technology, Office of the VP for Finance and Treasurer

Rights and Rules Committee

Prof. Charles Beitz, Politics & Center for Human Values
Prof. Margot Canaday, History
Prof. Diana Fuss, English
Paul Draper '18
Allison Fleming '18
Eli Schechner '18
Mircea Davidescu GS
Victoria Luu GS

Ex officio members: Dean of the Faculty Deborah Prentice, Dean of Undergraduate Students
Kathleen Deignan.

9/2016

The Council of the Princeton University Community's Committee on Naming provides advice to the Board of Trustees, when requested, with regard to the naming of programs, positions, and spaces at Princeton. It is charged with carrying out the responsibilities described in the "Policy on Naming of Programs, Positions, and Spaces" as adopted by the Board of Trustees on July 8, 2016. These responsibilities include:

- (1) recommending to the Board of Trustees names for any programs, spaces, or positions referred by the Board to the Committee on Naming; and
- (2) providing advice to the Board of Trustees about any proposed names that may be referred by the Board to the Committee on Naming.

In addition, the chair of the committee will meet annually with the University Resources Committee of the Board of Trustees to report on activities of the Committee on Naming and to discuss any issues or concerns that may have arisen over the course of the past year.

The Committee on Naming will exist initially as a special committee of the Council, with the expectation that its status will be reviewed after three years. It will have ten members: four faculty members (one of whom will serve as chair), two undergraduates, one graduate student, one staff person, one alumnus or alumna of the University, and the Board Secretary. The University's Vice President for Advancement (or, if that office is vacant, the University's Deputy Vice President for Development) will sit with the Committee but will not be a member of it.

Policy on Naming of Programs, Positions, and Spaces

Terminology

Programs include, without being limited to, schools, centers, departments, and other academic units; scholarships and fellowships; initiatives; funds; lectures; and other forms of activity or funding associated with academic or extra-curricular programming.

Positions include, without being limited to, professorships, preceptorships, administrative or coaching appointments, directorships, deanships, and any other status, job, or title.

Spaces include, without being limited to, buildings, rooms, gardens, quadrangles, walkways, equipment, benches, and other physical structures or locations.

A naming is *donor-requested* if a donor requests the name in connection with making a gift at the level specified by the University for naming the program, position, or space in question.

A naming is *honorific* if not supported by a gift at the naming level.

The *URC-T* is the University Resources Committee of the Princeton University Board of Trustees. The URC-T acts under this policy as the delegate of the Board of Trustees, and the Board may at any time require that the URC-T refer decisions to or consult with the full Board.

The *CPUC Committee on Naming (CPUC-CN)* is a committee of the CPUC to be created for the purpose of carrying out the responsibilities described below.

Policy

The Board of Trustees of Princeton University has sole authority over the naming of programs, positions, spaces, and other entities operated, maintained, or owned by Princeton University. The Board will in general exercise that authority pursuant to this policy. The Board reserves the authority to change the policy or to make exceptions to it when it deems it appropriate to do so.

Standards

1. *Donor-requested namings.* When a donor makes a gift at the naming level specified by the University for a particular program, position, or space, the donor may propose a name for that program, position, or space. The donor's preferred name should be approved, provided that it is *consistent with the overall best interests of the University*, where those interests include and take into account the University's interest in attracting gifts to support its mission. The following guidelines and presumptions apply to the determination of consistency with the overall best interests of the University:
 - a. If the proposed name is either the donor's own name, the name of a person closely related to the donor, or the name of a close friend of the donor (but not a public figure), then the naming should be presumed to be in the

University's overall best interests unless the name in question belongs to a person who has a record of malfeasance of a character that would make it inappropriate for the University to benefit from or establish a long-term association with the person. (This provision does not apply to gifts from corporations or other organizations; for such gifts, see (d) below).

- b. If the donor proposes to name a program, position, or space in honor of a Princeton University graduating class (e.g., "The Class of 1976 Hall"), the name is presumed to be in the University's overall best interests.
 - c. If a donor proposes to name a program, position, or space in honor of a public figure (other than the donor himself or herself), then consistency with the overall best interests of the University requires not only that the standards in paragraph (1)(a) be met, *but also either that* the public figure have a substantial connection to Princeton, *or that* the use of the public figure's name would advance University values in the sense described by paragraph (2) (on "honorific namings") below.
 - d. If the donor proposes to name a program, position, or space in honor of a country, corporation or other non-human entity, then the naming is consistent with the University's overall best interests only if the entity *both* does not have a record of malfeasance of a character that would make it inappropriate for the University to benefit from or establish a long-term association with the entity, *and* the entity is *also* sufficiently stable that it is reasonable for the University to take whatever risks may be involved in establishing a long-term relationship with the entity. Because countries, governments, and political bodies may undergo dramatic change and commit dramatic injustices, there is a presumption against naming programs, positions, or spaces in honor of them.
 - e. Even when the above standards are met, the University reserves the authority to edit proposed names to conform to University practices with regard to the style, length, or presentation of names.
 - f. The University also reserves the authority to consider other unforeseen factors as they may arise.
2. *Honorific namings.* An honorific naming (that is, a naming not supported by a gift at the naming level) *must advance University values and policies.* Honorific namings are governed by standards comparable to or, indeed, higher than those that govern the award of honorary degrees (the University confers six honorary degrees per year on average; honorific namings are of necessity far fewer).
- a. Honorific namings should recognize rare or exceptional levels of achievement, and those so honored should have to their credit achievements or virtues that the University hopes its students would seek to emulate.
 - b. As the University expands the portfolio of honorific namings on campus, it should take into account the University's aspiration to be diverse and

inclusive. While not every honorific naming need increase the diversity of campus names, the overall trajectory of such namings should do so.

3. Before using any donor-requested or honorific name, the University must obtain all legally required or ethically appropriate permissions related to the use of the name (for example, before naming anything in honor of a living person, the University must obtain that person's consent).

Procedures

4. *Donor-requested namings.*
 - a. The Board of Trustees has sole and complete authority to decide whether names meet the standards for naming articulated in paragraph 1 above. If the standards of paragraphs 1(a) or 1(b) are applicable, the URC-T will in general implement the standards on behalf of the Board and in consultation with the president and the University administration.
 - b. If the standards of paragraphs 1(c) or 1(d) are applicable, the president or the president's designee will refer the proposed name to the CPUC-CN for a confidential advisory opinion about whether the proposed naming is consistent with the standards described in those paragraphs. The proposed naming, along with the CPUC-CN's opinion, will then be submitted to the URC-T. The URC-T will give serious consideration to the CPUC-CN's opinion when deciding on behalf of the Board whether to accept or to reject the proposed naming.
5. *Honorific namings.*
 - a. The URC-T may, on its own initiative or after a proposal from the president or the provost of the University, refer programs, positions, or spaces to the CPUC-CN for advice about honorific naming. When doing so, the URC-T may either suggest a specific name for the program, position, or space, or it may ask the CPUC-CN to propose a name.
 - i. When the URC-T proposes a name for the program, position, or space, the CPUC-CN will consider whether the proposed naming is consistent with the standard set forth in paragraph 2(a) above and provide the URC-T with its advice about that question. Unless the URC-T specifies otherwise, both its inquiry to the CPUC-CN and that committee's reply should remain fully confidential. The Board of Trustees has sole and complete authority to decide whether to proceed with the proposed naming, but the URC-T will ordinarily exercise that authority on behalf of the Board with a presumption in favor of following the CPUC-CN's advice.
 - ii. When the URC-T asks the CPUC-CN to propose a name for a program, position, or space, the CPUC-CN should recommend to the URC-T a name that, in the judgment of CPUC-CN, is consistent with the

standards set forth in paragraph 2 above. Unless the URC-T specifies otherwise, the CPUC-CN may and in general should solicit public input about potential names for the programs, positions, or spaces under consideration, but both the CPUC-CN's deliberations about the naming and its eventual recommendations to the URC-T should remain confidential. The Board of Trustees has sole and complete authority to decide whether to accept the CPUC-CN's recommendation, but the URC-T will ordinarily exercise that authority on behalf of the Board with a presumption in favor of following the CPUC-CN's recommendation.

- b. Heads of academic and administrative units may propose names for University programs or spaces that are currently unnamed by submitting a proposal to the University provost, but in so doing they should be aware that such honorific namings are rare and the standards for them are demanding. The provost will determine whether the proposed naming should be referred to the URC-T for further consideration pursuant to the standards specified in paragraph 2(a) above. In making this determination, the provost may choose to consult with the Academic Planning Group, the vice president for Development, and any other relevant cabinet officers. The provost will take into account, among other factors, the following policies and presumptions when deciding whether to refer a submission to the URC-T for further action:
 - i. In general, the University does not name programs, positions, or spaces for a person unless a donor has made a gift at the naming level specified by the University. This policy is necessary to protect the University's ability to continue to attract gifts to support its programs.
 - ii. In general, academic and administrative units should not propose honorific namings as a way to recognize the contributions of past or present employees, volunteers, or alumni. The University is blessed with too many such contributors to honor them with namings.

Reporting

- 6. *Periodic consultation and reporting.* In addition to delivering to the URC-T any recommendations called for under paragraphs 4 and 5 above, the chair of the CPUC-CN will at least once during each academic year meet with the URC-T to report on the CPUC-CN's proceedings and discuss with the URC-T any issues or concerns that may have arisen over the course of the preceding year.

Adopted by the Executive Committee of The Trustees of Princeton University, July 8, 2016.

Diversity and Inclusion Updates



CPUC Meeting September 26, 2016

CPUC Task Force on Diversity, Equity and Inclusion



Progress report (as of May 2016) is online:

http://inclusive.princeton.edu/sites/default/files/images/2016/Princeton_inclusion_2016.pdf

The Student Experience: Highlights



- Welcome, Dean LaTanya Buck!
- Undergrad and Grad orientation redesigned
- Additional funding for Carl A. Fields, LGBT and Women's Centers
- Carl A. Fields Center renovated and affinity rooms created
- Diversity Peer Educators program launched
- More than 25 student initiated events funded in AY16

Addressing Bias: Highlights



- FAQ and info graphic created
- Coordination with Inter Club Council
- Comprehensive training of campus administrators
- Questions about bias added to campus surveys

Academic and Curricular Offerings: Highlights



- Cultural Studies Fund established; now supporting five post-doctoral teaching fellows
- More than 15 new courses on cultural identity and diversity taught in FY16
- American Studies Task Force proposes interdisciplinary model
- Scholars Institute Fellows Program launched
- Mellon Mays Fellowship Program expanded

Learning and Professional Development: Highlights



- More than 75 in-person training sessions for students, faculty and student-facing staff on bias, discrimination and harassment
- More than 70 in-person training programs for staff on diversity and inclusion competencies

Learning and Professional Development: Highlights



- Required training for faculty advisors
- Orientation for new and acting faculty chairs
- Orientation for academic department search officers
- McGraw Center programs and workshops for graduate students/Als and faculty:
 - Leading Inclusive Discussions in the Classroom
 - Identity and Authority in the Classroom
 - Supporting Trans Students in the Classroom
 - Who are Your Students and Inclusive Teaching
- Workshops for academic departments including the full faculty

Access to and Use of Data: Highlights



- Longitudinal demographic data posted online
- Information about data availability and restrictions posted online

Woodrow Wilson Legacy Committee



- Princeton Histories Fund established
- Trustee Committee on Diversity and Inclusion established
- Informal motto updated
- Policy on Naming of Programs, Positions and Spaces created
- Committee to develop marker at WWS established
- Campus Iconography Committee established
- Ph.D Pipeline Program under development











EVERYONE

SHOULD FEEL WELCOME IN EVERY SPACE
AT PRINCETON.

—Samuel Santiago '19