College Senate Meeting Minutes
18 October 2021

Attendance

Senators Attending via Zoom:
L. Frisbee, R. Celli (proxy held for part of meeting by S. Shoemaker), L. Ciarfardoni, E. Liberatori, E. Wagner, S. Shoemaker, A. Krause, C. Rossi, M. Wake, E. Ericson, J. Cash, S. Jones, J. Fishner, L. Tessier, D. Holub, L. Jones, D. Cutting, A. Calabrese, D. Gashler, D. Aikens, N. Wagner, A. Lang, L. Reyes, J. Brosnan, J. Fitch, A. Balcom, M. House, D. Wakin, Lindsay Walker (alt for D. Keever), Simon Purdy (alt for T. Hamblin)

Senators Absent: J. Warren

Guests: Jack Tessier, Kelly Keck, Mike Miller, Lars Schweidenback, Monica Liddle, Dez Keever, Adriene Clifford, Terry Hamblin, Will Warner, John Padovani, John Horner, Dave DeForest, Jackie Howard, Dana Santos, Susan Deane, Noel Tarrants, Ben West, Jen Aikens, Carol Bishop, Lauren Sloane, Kristin DeForest, Kathryn DeZur, Rob Piurowski, Doug Gulotty, Genevieve Salerno, Ted Martin, Charlie Mole, Linnea Goodwin Burwood, Karen Teitelbaum, Keith Landa (UFS President), Jessica Fell, David Brower, Thomas Jordan, Dave Krzyston, Lori Tremblay, Tracey Caponera, Barb Sturdevant, Brianne Slocum, Steve Cembrinski, Kenny Fass, Bret Meckel, Brian Foster, Shawn Cobstill, Carlos Cabrera, Jenny Lukovsky, Dan Davis, Jessica Backus Foster, Birgitta Brophy, Ryan Abbate, Mathew Heath Van Horn, Lynne Smith, Lisa Heimbauer, Amy Brown

Meeting called to order at 4:31 pm by Presider, E. Frisbee via Zoom.

Reminder: please use the "raise your hand" feature. Guests can speak, but cannot vote.

Welcome! – Liz

- Welcome! Thank you for attending!

Meeting Minutes

- Motion to approve the 9-27-2021 meeting minutes: Dan Gashler made the motion, Lori C. seconded. 1 abstention. Motion approved.

Eboard Updates – Liz

- Liz met with Senate Committee chairs to develop a more cohesive shared governance process (e.g. flow of info and proposals coming through/to Senate).
    - Went through the bylaws to see if they reflect how the committees operate

    - Continue to meet and have conversations about how subcommittees will work with the Senate.
- Eboard will have a meeting with President and Provost on Monday, Oct 25.
- Eboard will meet with Provost and Deans on November 8 to discuss the academic program updates that came to the Senate a few meetings ago.
- As recommended by the Consultation, we continue to make Bylaws updates. We have another one of those coming forward tonight.
- Questions? None.

Provost's Update – Provost Jordan

- Retention and graduation rate. For 100% completion – 27%; 150 – 40%; BS program 50% graduation rate at 100%; 68% for 150%;
- Retention rate for associates 55%; BS 65%; institution overall is 58%
    - Lowest in 8 years
    - Red flag for potential students
    - How to improve?
- Questions?
    - Doug – can you clarify the 100% and 150% values?
        - If they complete a BS in 4 years (100%) or 6 years (150%)
    - Lisa – Comparison to previous years? Prior to Covid?
        - Graduate rate goes up to 2017. Fall of 2016, grad rate AS 25% now 27%, 150% went from 37 to 40%. Overall went up, but we want to know why it went up. Retention rate stayed in 60s from 2013 – 2019. Huge increase between 2018 and 2019 – rare; went up 10%. Want to know why – new initiative? Something happening on campus? Want to capitalize on this.
    - Doug – Where can we find this information? Information available under fast facts on website.

CADI Board Vacancy – Liz

- Teaching faculty for a CADI Board vacancy. Does not have to be a Senator. Reach out to Liz with volunteers. Can have an election if there are more than one person interested in the role.
- Simon – is there a description of this position in case we have a faculty member interested? Yes – Liz will send out.

Alternate Senator Election Results – Cheri

- Congratulations to Lindsay Walker and Simon Purdy! Thank you for serving.

General Education Document and Feedback Request – Liz

- General Education Implementation Guidelines - SUNY wants feedback by October 20

- Info is up on our VH site. You can send your feedback to Liz.
- Please take back to your areas and discuss with your constituents.

UFS Resolutions – Lisa

- Both were passed by UFS in Spring 2021. Please bring to your areas for discussion. Posted in our VH space under today's date.
- Holistic Student Spaces
  - Physical and virtual spaces to support holistic wellbeing of students
- Recognition of Covid-19 Response
  - Recognize the hard work during the pandemic
  - Continued wellness, mental health support
- We will consider if we want to adopt these and amend them locally.

Academic Policies: Alt Methods for College Credit – Jess Fell & Lauren Sloane

- Policy includes a residency requirement (how much of a degree needs to be completed at SUNY Delhi)
- Initial language was at 50% of the degree must be completed at Delhi
- Proposed changes from Academic Council
  - 25% requirement for all degrees
  - Rationale – to encourage enrollment
- Researched peer colleges and AS/BS/MS degrees
- APC proposes that AS should be at 50% but BS at 25% and define 25% at MS degrees
  - Consistent with benchmarking conducted
  - Half of the classes taken at Delhi should be within the major
  - Re: AS – 25% of a degree would only be one semester at Delhi.
- Questions: Joanna – for Associates, 50% - will this have any impact on financial aid?
  - Unclear, but this would be the same as what we do now. Can follow up with Financial Aid.
- Cheri: 25% of BS is 30 credits – which could mean the student could get their degree within only a year at Delhi. Seems like not a lot of time.
  - Discussed all programs. Upper level transfer students or getting a second degree – don't want to limit them. Emphasize that they need to be focusing on their major at Delhi. Representatives from each school on the committee. Might take a lot of gen-eds, but the students will need to still take their major courses with us, which might take longer than just the two semesters.

- Rob – Thank you to the Academic Policies Committee for moving this forward. One plan is to advertise the individualized studies program – target students who have some college credit and want to finish up a degree.
- Cheri - What keeps a specific program from accepting and applying a large number of major course credits? What limits a program from diluting a degree? – Answer would be program-specific, but that's where the 50% of the major has to be completed here. Can a course transfer in as a major-specific course or a general credit – matches with a parallel course at Delhi or not. Individual specific.
- Dr. Meckel – Parts of Vet Sci accreditation = essential skills. If class didn't meet the essential skills, then we can't allow the transfer.
- Please take the proposal back to your areas and gather feedback from your constituents. If there are suggestions for major revisions, we'll send it back to committee. If not, then we can vote on it at the next meeting.
    - Lori – if there are questions, who is the point person? Jess Fell

Curriculum Committee - Lars

- CC 21-3 – Nursing 265 – tabled
- CC 21-4 – Vet Sci 205 change in SLOs and added modality; motion: Lisa; second: Jason C. 1 abstention. Motion passes.
- CC 21-5 – VETS 210 – change in SLOs; motion: JoAnna, second: Simon. Motion passes
- CC21-6 – UNIV 100 – removed gendered language. Motion: Rich C, second: Ericka. Motion passes.
- CC21-7 – BIO 315 changes pre-req (consistent with others in program) and SLOs – added GE 2; motion: Dennis A, second: Lori. Motion passes.
- CC21-8 – SUST 305 change in SLOs; Motion: Erin, second: Doug H. Motion passes.
- CC21-9 and 10 – MECH 130 and 330 – change in Carnegie units for more time in lecture and less in lab. Motion: Lisa, second: Ericka. Motion passes.
- CC21-11 and 12 – RFAC 120 and 270 – changing Carnegie units; motion: Dan, second: Dennis. Motion passes.
- CC21-13 – RFAC 200 – Proposal of new course. Motion: Doug, second: Lori. Motion passes.
- CC21-14 through 21 - In a series of eight programs (Air Conditioning, Elec and Refrigeration, HVAC, Plumbing, etc.) add in the RFAC 200 course. Slight credit change to make this work. Motion: Donna, Second: JoAnna. Motion passes.
- CC21-22 – AECT 360 – Change in pre-req to be C or better in ARCH 110 or ARCH 220. Motion: Erin, second: Rich. Motion passes.
- CC21-23 – Change SLOs of ACCT 410. Motion: Shannon, second: Dennis. Motion passes.
- CC21-24 through 33 – Changing schedule type from Lecture to Lecture of Distance Learning. Motion: Rich, second: Ericka. Discussion: Jason – whose discretion is it to

go remote? Faculty or admin approval? Typically these classes are in person, but may need to be online for certain purposes (e.g. pandemic, leave). Worked out with supervisor. Alice: We encourage people to do this at curriculum. If someone ever wants to teach it online, it needs to be approved. Thinking ahead/forward planning. If we do develop an online program in the future, the courses would already be approved. Lars: some of these courses are part of an online program already. Decision happens as part of scheduling. 1 abstention and 1 no. Motion passes.

- CC21-34 – Change to name of Accounting BBA program. Will need to get sent to SUNY. Motion: Erin, second: JoAnna. Motion passes.
- CC21-35-41 – Change of business PLOs to align with assessment. Motion: Jason C, second: Lori. 1 no. Motion passes.
- CC21-42 – Proposal to create a Business Management degree. Currently offered as a track. Can turn a track into a major without another school objecting. Motion: Shannon, second: Rich. Cheri: how can another school not object? Only program announcements go to the public. Motion passes.
- Making another small change to program short form – include major code.
- Small changes to procedures document. Questions re: deactivation versus discontinuation. Clarification of process.
- Thanks, Lars!

Bylaws Change Proposal – Alice

- Robert's Rules typically deals with in person business. Added a statement to bylaws re: in-person and online business is official.
- Voting procedures. Vote generally done by vote of hands unless proposed done otherwise. Electronic anonymous voting system for following types of motion: officers, representations, consultation, visitation, votes of no confidence, main motion for resolution. Paper ballot could be requested, but only if all senators are present.
- Based on recommendation from the Consultation report
- JoAnna – were these all done anonymously in the past? Did paper ballot for some of these in the past, but remote faculty had to email in vote – so not anonymous. Consultation – we voted that it should be anonymous then (to protect junior faculty and staff). Same thing for resolutions; they can be sensitive to protect folks.
    - There shouldn't be retaliation. There shouldn't be, but it's a concern.
- Ellen – Lack of transparency and is a double standard when we ask leadership to be transparent but Senators can be clandestine and secret. Begs the question of accountability for this body. Removes the necessary checks and balance that safeguard against collusion, driving personal agenda, and sets up a precedent for more of a kangaroo court style of governance. I do not trust the ZOOM poll and that

votes would be counted judiciously. Sets up the Senate for a question of integrity and negatively impacts our credibility. Senators are obligated to represent the campus community and with anonymous voting who knows who a Senator is representing and voting for. If a Senator is afraid to own their vote and be counted I think they should resign from the Senate and we can find others who will stand and be counted. This sets up bad practices in shared governance. Goes against tenets of discourse in the public arena. Finally, in federal and state policy review for civil rights and to ensure policy of non-discrimination these actions and bylaws would be a going concern, and go against transparencies that ensure we are not discriminatory. I am afraid we could be found out of compliance.

    - Alice – this was one of the suggestions from the UFS. Their job is promoting values of shared governance. SUNY UFS votes anonymously. Anonymous voting isn't contrary to shared governance. Most of our business will be done by show of hands. About doing your job and being protected.

- Jason – Concerned about transparency because this was mentioned in Consultation report. Consultation mentioned anonymous voting for elections, not these other things. Are there other SUNY bylaws that do this?
- Ellen – Consultation is not our edict. It was biased.
- Cheri – We can do what we want in our bylaws. Just because other schools don't list it, doesn't mean we can't. We want to do what is best for our campus. Consultation is a driver of this, but not the only driver.
- Adam – Other SUNY campuses that include this? Alice – not of this exact list. This is what we're proposing for our bylaws. Some other schools have more details; there's wide variation in how voting is handled. We found examples of anonymous voting.
- Lou – Who came up with this list? The we is the bylaws committee. We consult with the eboard. This idea came from the consultation. Investigated Robert's Rules, brought to the Senate.
- Ellen – Question related to non-discrimination: how does this practice ensure a practice of non-discrimination? Lack of transparency. Alice – I'm not sure what the current policy is. Keeps people from being discrimination against in certain types of situations.
    - A year's review of our language for grants.
- Lori – if everything is anonymous, then we aren't making decisions about race, sex, etc. We still have a record of voting. Nature of the vote not how we do the vote.
- Ellen – if there's a vote of no confidence, how do we know it's not made with regard about the race/sex.
- Please take back to your areas for discussion and we will come back to this. Thanks!

Committee Updates – Liz

Academic Policies – Lauren

- Several policies that are coming and continue to work on them.

Operations Committee – Cheri

- No further update.

Bylaws Committee – Alice

- No further updates.

Assessment Committee – Dez

- At a bit of a crossroads: last assessment cycle, new ILOs off the ground.
- Data management tool, Bronco Collect assessment
- Finalize loose ends to present to Middle States
- Loss of Katie B and Monica from the Committee
- No plan for direction as of now
- Loss of momentum

Campus Life Committee – Nick

- Campus Life will be restarted.
- Looking for 4 non-academic and 3 academic members

Curriculum Committee – Lars

- Curriculum Committee

Intercollegiate Athletics Board – Ben

- First meeting is next week.
- Old news – as of July 1 – NCAA Division 3 North Atlantic
- 230 student athletes
- NCAA – new rules we have to follow
- NCAA violation to let students miss class time for practice (can miss for a game)
- Recruiting student members (don't have to be athletes)
    - Question: Are the students aware of this? Students have been told.
    - Attendance requirements? – Only excused for a competition.
    - All coaches are on Starfish and teams have faculty liaisons so folks are involved.

New Business? – Liz

- Monica – bringing forth a letter to SUNY Chancellor, discussed with union leadership. Signed by 100 faculty/staff members.
- Monica read the letter regarding concerns of leadership, previous consultation, financial concerns, shared governance concerns, culture of disrespect and workplace violence.
- Signers of the letter overwhelmingly stated that things need to change.
- Dan G. – Motion to accept this into Senate record. Simon seconds.

- Jason F. – 100 signatures. Will be those signatures be contained in the record as well? Spoke to 7 or 8 people. Academic driven only? Liz – If we are asking to bring this in the record, then the signatures will be part of that.
    - Monica – representation from all five academic schools as well as various offices across campuses.
- Ellen – 100 people, 271 faculty and over 500 employees; presented this as a majority. Very strong statements. Thought we were in the process of fixing things. Does not represent a majority. Declarations are exaggerated.
- Laurie – Should be part of the minutes.
- Simon – Could Monica speak to the time period of collections? Over 4 days. Never said it was a majority. Just that it was 100 people.
- Lori – Not a discussion of whether we agree or not, just if it should be part of our record. If 100 people have signed this, they should be heard. Validate them.
- Cheri – No where does it say we can't put something into the record if only a majority has a concern.
- Vote: 2 nos. 1 abstention. Motion passes to accept into the College Senate record.
- Ericka – Has submitted her resignation. Has given to this campus as a student and staff member. Currently have a climate of fear and retaliation. Inability to collaborate. Move to have an anonymous vote of no confidence and a subsequent resolution. Second: Alice.
- Cheri – Parliamentarian rules: please use the raise hand feature. Can only speak once until everyone has had a chance to speak, then can speak again. Please address comments to Presider. Please keep chat to minimum as it's difficult to moderate. If uncivil, you will be asked to leave.
- Liz – we have been hearing about a VONC since last spring (2020). Do have a motion and a second on the floor. We can begin discussion. Please be respectful. Please understand how sensitive this is. Speak in favor or against the motion.
- Lou – Point of clarification: we put the letter into the record just now. Focused on students. Seems like there's been collusion that has taken place. Making a historical decision based on 100 votes of campus community. Don't know if this is the right thing to do. If someone comes to the next meeting with 100 signatures saying the opposite, will that be respected? Sounded staged and put together. Happened organically? Hard to believe. A committee that had this in place ahead of time?
- Dan G – in favor of the motion. Thank you for your comments, Lou. People have talked to me about this for years. Academics have been in crisis for years. Doing more with less, with no input, by lower enrollment, by poor management of fiscal resources. Started without following shared governance, ignoring the expertise. No resources to hire teaching faculty, to upgrade labs, technologies for our applied programs. Spoke to someone respected who is planning to leave because of the lack of resources to do their job. Senate and Union had class-size caps – presented to admin a dozen different times.

Management refused to accept this resolution and collaborative ways. Have witnessed this as VP of Academics for union/UUP. Situation of extra work load has mirrored across the campus. Working harder with fewer resources. Have been invested in the success of this administration – one of the last to lose confidence. Despite the consultation, repeated resolutions, the president continues to make decisions without shared governance. Squandered money in Blue Stone. Hope this won't be continued with the hotel. Senate oversight of financial decisions, hiring decisions. Dealing with Middle States – need shared governance oversight. Personal to me – my kids want to come to Delhi to do Mechatronics. Admin won't agree with union contracts for Mechatronics. Fiscal crisis compounded by lack of shared governance. I did not come to this lightly. Fully support VONC.

- Ellen – Speaking against the motion. Would recommend that we table it for further discussion. This admin has inherited a lot of ill will from faculty who still support Candace Vancko. Lou mentioned collusion. Mention of terminal degrees. Seek and destroy mission. Related to discrimination. Chancellor Malatras has a terminal degrees. Table this to look at a long-term impact. Branding us among the other SUNY colleges. Hint of this going to happen. Reached out to student life and students – wanted to organize and be here – but aren't. It's a tragedy if we go forward with this if we only consider the 100 folks who signed. 100 people are not the majority. I speak assertively and passionately against it as it does not represent me.
- Lori – can't postpone for an active vote on the floor. Ericka – if something is pending, you can amend it with a majority vote.
- Liz – motion to amend the motion of vote – suspend vote to allow for greater discussion. That would be a postponing? Suspend the vote tonight. Postpone definitely – what is the time frame you are putting forward. Ellen – suspend it indefinitely. If you want a timeline, give it 3 weeks. So that students and other staff and faculty are aware. Postpone for 3 weeks. Second: Donna C.
- Jack – (original motion)
- Mary –I would vote in favor in postpone. Bylaws state we would bring to floor twice. Two weeks postponing so folks can come to next meeting and have opportunity to have larger conversation.
- Amended to 2 weeks.
- Erin – (former motion)
- Ericka – Not in favor of 2 week postponement. Discussion regarding consultation for a long time. Discussion of a VONC has happened in the past in the Senate. Fear and retaliation are real on this campus. 2 weeks may cause trouble to people over that time.
- Jason – In favor of two week postponement. 70 people here. Discussion among Senators who seem to be in favor. Want to bring the letter back to constituents.

- Shelly – Postponement needs a majority or 2/3 majority? – just a majority. Bylaws changes need to be seen twice – but according to our bylaws, nothing else needs to be seen twice.
- Lori – We do have a Student Senate and we have a student senate representative. Letter is still going to the Chancellor regardless of what happens tonight.
- JoAnna – in favor of postponing. We have talked about VONC in past. But there's more being discussed here than "just" a vonc. I wouldn't know how to vote not based on my own opinion.
- Alice – Not in favor of postponement. Would like us to call the vote. Concerned about undue influence by folks. Nervous about retaliation in those two weeks. This is not new. This has been discussed many times in the past. Calls for change, calls for improvement. If you've attended a senate or union meeting, you've heard this. Many sit on the CET committees. I'm joined the shared governance CET committee this year; we haven't met yet.
- Doug H – point of clarification: there's more on the table than just the vote of no confidence? Main motion was vote with subsequent resolution. Unclear what "more than just the vote" meant. There is essentially one item on the plate: vote of no confidence.
    - JoAnna – other items that we want feedback. Bylaws change. Want to get feedback on the bylaws change before the vote. Need to discuss about the anonymous vote before the vote happens. Others have talked to people, I haven't.
- Liz – Motion was an anonymous vote of no confidence. Bylaws change won't be voted on in two weeks. We don't have that language in bylaws. These are two separate things. The bylaws change is separate from the vote of no confidence.
- Cheri – point of order: Liz keeps getting interrupted when she responds. Please let people speak.
- Lisa – Speak against postponement. Call the question.
- End of debate: 23 yes, 1 no, 1 abstention.
- Motion to postpone for 2 weeks: 12 yes, 16 no. Motion failed.
- Back to main motion: anonymous vote of no confidence.
- Ellen: Call for division of house – cannot be made after discussion and "anonymous" was in the main motion.
- Jason – point of inquiry – if anonymous ballot, how will that be done. Zoom poll – anonymous. Liz has no vote and person running the poll cannot vote. We did this with the Consultation vote. Put non-Senators in a waiting room. Would you vote in a tie? I will ask the UFS president if and when this needs to take place. Keith: You as presider you have a vote, but only to make or break the tie. Decide to vote to break a tie, make a tie, or not vote in a tie and the resolution wouldn't have a majority and it would fail.

- Jack – Budget and planning in 2010 would see information about hiring, equipment, opts; we have lost transparency and shared gov with regard to campus budget. Based on info from the admin and based on questions the admin have not answered repeated, cause of current deficit is because of hiring and new mid-level administrative position. These positions have not seen increased in enrollment. At this point we're spending more money than we're taking in. We need a new fiscal direction immediately.
- Lisa – Continue to see academic decisions made and then told to us. Lack of dialogue about important academic decisions. Climate has changed drastically. People are angry, people feel devalued. Campus climate survey is worrisome. Haven't been on the Great Colleges to Work for since 2015. Talking to people, we are disregarded. Aren't being engaged with about program changes. We're a small campus. No reason these things shouldn't come to us. If this survey receive 100 signatures in 4 days, there is something here. Something that needs to be addressed.
- Erin – Speaking in favor in vote of no confidence. Suggest as we go forward that we are operating in good faith. Collusion and bias have been thrown around. Shouldn't assume that someone is dishonest.
- Kelly K – Dan gave a good depiction of the kinds of hurdles in labor management on individual and broader issues. Stonewalling, distractions, avoiding issues. Some of the issues with communication go back years. They're as innocent as the Delhi Today. Communication issues – individuals dealing with workplace violence, bullying, intimidation. Serious violations of workplace violence were brought by the dept of labor. Failure of administration lead to this. Severe issues on this campus. I am the chapter president of UUP at Delhi and I am in full support.
- Terry – I speak as a non-senator. I was on the Senate for 14 years. I am one of the two who have resigned their seat. Thank you Simon for taking over my term. I loved being on the Senate. I care deeply about the college. I was a big proponent of the consultation report. We have worked tirelessly through the pandemic to provide students with the best education possible. Have not heard this from the administration. There's been a cultural shift at the college where faculty and academics are not valued. I feel my work is being diminished here. Looking at the budget webinar, one thing that struck me was not the deficit but the fact that we've only gained 1 faculty and a significant number of staff members. Took us three years to replace an economics professor. Lost good people because they are not valued here. Saddened me that Ericka is leaving. These folks are invested in this institution. Faculty are leaving and many more will soon leave because of this. I strongly support a VONC.
- Simon – Been on Senate for all of 3 hours. Not something I wanted to prepare for. But hearing all of this…Monica, thank you for bringing forth this letter. It expresses what I've felt for years. I'm not tenured and I am terrified of speaking up here. That may be my perception, but that's what I feel. Criticizing and questioning things are not welcome, particularly by the president. People have been yelled at at meetings. Toxic culture here

that we cannot ask questions. Social glue – compassion – how well people work together, trust, and reciprocity. We have a lack of connection. Faculty and staff have been talking amongst themselves, but we are not connecting well with those above. Trust – many people have talked to me: many people are afraid if they speak up. Reciprocity – accountability. We are asked on a regular basis to account for what we do – what value do we bring to this campus? It never feels like the admin, and in particular, the president is held accountable. Speaks to a culture that is not working. Budget webinar – president's words struck me. What will YOU do to make the campus better? The starting point wasn't "what will WE do" – faculty and staff are doing what we love to do. We're not seeing that reciprocated from above. What happens if we do not take this vote? Students will be impacted. In support of VONC.

- Alice – In favor of this vote. Deeply concerned about the academic mission of this college. I drive 2 hours each way to get here. We are an academic institution. If we don't have strong academics, we're basically an expensive youth hostel. We need leadership that has knowledge about developing curriculum, respect for shared governance, knowledge of SUNY processes. We need support for assessment and middle states. Deeply concerned about our accreditation. We have no plan for how we're going forward with the middle states process. We need leadership that respects our instructional experience. We need leadership *with* instructional experience. We have been recognized as having great online programs and we're discouraged from doing things online. People are told things that aren't accurate or up to date. We need leadership who knows advising and retention. Up to date with current methods of advisement and what we are already doing for advising. What we're already doing is not being recognized. The faculty are not recognized as experts. I see the passion and care here. Harder with the lack of administrative support in our academic mission.
- Dez – Reiterate what has been said. Simon's sentiment – there are many of us invested in this. Students have told me that Delhi has changed their life. Process was initiated in the consultation and the subsequent establishment of the CET. It is apparent that these have not been sufficient to right the wrongs that people feel. Campus culture has devolved steadily over my time and particularly with this administration. We have a shift of people being disenfranchised, being burned out. CET is a fantastical vehicle to do the work to bridge the work. But the key player who needs to participate in that has been absent. He has delegated these responsibilities. If our president isn't involved, how can we move forward?
- Lars – Not a senator, but I want to say my piece. I am by nature an outgoing person. This is all people have been talking about. They want to know when this vote would happen. They have hit this point of anger. It has moved to the students as well. After the budget emails have gone out, I've had multiple students ask questions and expressed concerns and have said something needs to be done. This is troubling. When the president first came, I was excited because he did the listening tour. The first meeting after that he

didn't address that. Our voice is not heard, not responded to. Point of dejection. Every conversation I've had on campus is about how bad things are. Many people are thinking about leaving, regret buying a house. It can't continue.

- Ericka – in favor of the vote. Want to touch upon the student experience at Delhi. I'm an alum and have been here for a long time. I came in as a student from an underserved background. First generation college student. I graduated at the bottom of my high school class. Proud to be part of the mission to serve our students. But over the last few years, especially as serving for the last five years on the union, I don't know how we can fulfill our mission. Under the current climate and administration, we cannot serve our students.
- Lori – Thank you, Ericka for everything you've done and said – and sharing your student, alum, and employee experience. I feel it online and if I'm feeling it, it must be palpable. Bent over backwards to serve our students, committed to student success. Consultation – many thought that would be a stop gap and bring us to a safe space. No one wanted to get here. A lot of us lost faith in the process when our president was looking for another job. When the budget thing blew up, it wasn't an apology, it was sorry someone talked in a meeting. Town hall turned into a webinar where questions weren't answered. People are disenfranchised. 20% of our faculty and staff in 4 days signed that petition. There's a lot of things that are disappointing right now.
- Charlie Mole – Speaking to the previous vote. Nothing to say about this.
- Ben – Thank my colleagues for speaking out. I'm attending this meeting in part because of the intercolleagiate board 3 hours ago. But I've been proud of my colleagues for speaking out. And proud when they ask me to come to these meetings to support them – and the fact that that needs to happen, speaks perhaps to the necessity of this vote.
- Jason – were you aware that this was coming, Liz?
    - People have been discussing this possibility since last spring. I didn't know if it were coming tonight or another night.
- Lou – I appreciate everyone's vulnerability today. People are speaking passionately. My original stance doesn't change. I didn't know this was happening; I don't know how my constituents feel. I would ask that all the parties and leverage the size of our campus. Some of the things I've heard, I've felt for 17 years as being marginalized. I too work really hard. We need to get on the same page. I see the same faces at opening weekend and it's not a lot of faces in here. I'm going to the open house on the 30th and it's my daughter's birthday. We need to support our students. They don't have the technology. Let's remember some of our privileges. Has there been any good under this leadership? I was part of the hiring committee for MOSAIC. Students want to know if there are professionals like them. I have found advocates on this campus and mentors. No matter the outcome, I'm going to challenge you all. We can't place the blame on others if you're not part of the solution.

- Liz – I know that we had a motion earlier that failed. I can't make a motion on this body. I would offer to host an emergency meeting in one week from today. If someone would be willing to postpone this vote for one week, that would give people time to get feedback. I think that would be appropriate.
- Jason – I know some folks on this call asked their constituents today if they would support. I wasn't afforded that same opportunity. I will make a motion to postpone by one week and call an emergency meeting next week at 4:30. Ellen seconds.
    - Charlie – strongly against that motion. I question the presider suggesting a motion. Many people have stated hanging over the head has been this question of whether this vote should be held. If you were taken by surprise, you should abstain from voting and then resign because you were so out of touch with what is going on on this campus. This has been talked about six months. The idea that we are not ready to vote on the motion.
    - Lori – If the vote goes forward, a resolution would be written.
        - If the resolution weren't approved? It would just go back to the drawing board? Yes. It would continue to go back to committee.
        - Motion and resolution can be the same thing.
    - Terry – Respectfully disagree with the idea of postponing. Many people have discussed issues of retribution. This has been talked about for over a year. I've been here since 2003. I have never seen a situation like this.
    - Alice – call the question.
    - 23 to end debate. 3 opposed to end debate. Motion to end debate.
    - Vote on postponing this discussion for 1 week: 9 yes, 17 no.
    - Any further discussion on the anonymous vote of no confidence. Proceed to vote.
    - Donna – I know what's been going on, but didn't know about the letter. As the representative of nursing, I was not able to discuss this with my constituents. That's why I wanted the postponement to discuss with others.
    - Ericka – motion is about a vote of no confidence, not about the letter. Two separate entities.
    - Donna – while they are separate, the letter is what encouraged the vote.
    - Ericka – My motion has nothing to do with the letter and I had been planning on making this motion longer than the letter was in existence.
    - Vote: 1 proxy. 72% in favor, 24% not in favor. 3% abstain. 21 yes, 7 no, 1 abstention.
    - Simon – motion that Ericka made was vote of no confidence and resolution.
        - Resolution will have to follow the resolution process. We will follow up with this next time.
    - Ellen – Question of next steps: what will be the communication process to the campus and what is the damage control?

        - That is something we should be discussing. I'm not sure a Delhi Today is the most appropriate forum. What are your thoughts on that?
        - Ellen – need to talk to Communications Director. 21 people voted out of 500.
    - Shannon – Heard from a lot of people that they weren't expecting this. If you read the consultation report, read the senate minutes, this wasn't unexpected. For someone to suggest that only 21 people commented, that's disingenuous. I came to this vote as a representative of my entire school. My vote was the vote of the 20+ people I represent.

Announcements – Liz

- Any announcements? None.

Thanks, everyone!

Adjourned at 9:01pm

Next Meeting: Monday, November 1, 2021 @ 4:30pm

Chancellor Jim Malatras
SUNY System Administration
H. Carl McCall SUNY Building
353 Broadway
Albany, NY 12246

October 10, 2021

Chancellor Malatras,

We, the undersigned faculty and staff at SUNY Delhi, have serious concerns regarding the ability of President Michael Laliberte and his leadership team to lead the College. President Laliberte lacks the vision, institutional knowledge, and trust of the campus to lead SUNY Delhi into the future. However, we are committed to this institution and its students, and we do not want to see it fail. Therefore, we are bringing forth this petition.

Due to campus concerns, the SUNY Delhi College Senate Executive Board (Eboard) first discussed the SUNY UFS Consultation process with the President in a meeting in February 2020. On Sept 14, 2020, 70% of the College Senate (a faculty and staff body) voted to pursue Consultation. Emerging from concerns in the Consultation Report (December 2020, released to campus February 2021), the College Senate created a Workplace Violence Statement (May 10, 2021) and the New York State Department of Labor found violations on our campus related to workplace violence (issued August 11, 2021). The Campus Effectiveness Taskforce (CET) made up of faculty, staff, and administrators began to address the recommendations of the Consultation Report, however several members have voiced concerns over the ability of the CET to initiate effective change and a few members have resigned from the committee.

From our perspective, our concerns are:

1. The President has failed to communicate and act on a clear vision for SUNY Delhi.
2. Over a five-year period, the President has been fiscally irresponsible, bringing us from a position of strength and security to a position of weakness and deficits. Between September 2018 and September 2020, the College's $20 million in cash balances (reserves) were depleted by over 50%.
3. The President and his leadership team have changed our budget and planning process so that there is less oversight and a decrease in transparency. Many questions about our finances have repeatedly gone unanswered.
4. The President has disproportionately hired non-instructional positions over instructional ones, resulting in a structure that may not be sustainable for the size of our campus.
5. The President has failed to support academic faculty and staff in fulfilling the College's mission.
6. The President was invited but did not attend College Senate meetings from September 14, 2020 through March 22, 2021 (11 meetings). The President has failed to address the Senate body about the Consultation Report (December 2020, released to campus February 2021) until the Senate Eboard requested that he do so (this occurred April 5, 2021).
7. The President has shown inconsistent commitment to shared governance and transparency in decision-making as evidenced in the Consultation Report. Major academic decisions

continue to be regularly made without meaningful consultation with faculty, staff, and College Senate.

8. The President created an Academic Planning Committee charged with planning for COVID-19 matters. This committee has failed to include opportunities for meaningful participation from faculty and has failed to create campus-wide COVID-19 contingency plans.
9. The President is reactionary in decision-making rather than proactive.
10. The President has not effectively engaged and communicated with the campus community.
11. The President has failed to effectively engage with external stakeholders including alumni, collaborative community partners, and donors.
12. The President hired a Provost who has never held a full-time faculty position and who has demonstrated a lack of foundational academic understanding of SUNY Delhi programs and curriculum, academic processes, and SUNY policies and procedures.
13. The President and the leadership team have enabled a culture of disrespect and hostility, as evidenced in the Campus Climate Survey and Consultation Report, which resulted in the College Senate issuing a Workplace Violence Statement in response to concerns.

Please accept these signatures as representation of a campus standing united against President Michael Laliberte. This letter is also being presented to the College Senate. We are working to gather additional supporting documentation. We urge SUNY to assist with an immediate transition of leadership to ensure the future success of SUNY Delhi, and to foster an optimal learning and working environment for our campus community.