College Senate Meeting Minutes 22 February 2021

Attendance

Senators Attending via Zoom:

A.Balcom, T. Hamblin, E. Liberatori, L. Aleksa, S. Shoemaker, L. Frisbee, S. Jones, D. Gashler, L. Tessier, M. Wake, R. Celli, R. Piurowski, A. Calabrese, C. Rossi, D. Krzyston, D. Aikens, D. Cutting, D. Holub, E. Ericson, E. Wagner, J. Fishner, J. Lindsay, M. House, M. Fields, A. Krause (proxy held via Lindsay Walker), L. Ciafardoni, J. Cash, W. Shaffer, Laurie Jones,

Senators Absent: D. Green, J. Warren, Sean Babcock, D. Conklin,

Guests: Desiree Keever, Nii Teteh (Student Senate President), Lars Schweidenback, Bret Meckel, Carol Bishop, Dana Santos, Katie Bucci, Lauren Sloane, Monica Liddle, Susan Deane, Michael Sullivan, Adrienne Clifford,

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

Meeting Minutes

 Motion to approve the 2-8-2021 meeting minutes: Ward Shaffer made the motion, Lori Ciafardoni seconded. Motion approved.

UFS Resolutions – Lisa Tessier

- Motion to approve UFS Resolution on Shared Governance: Terry Hamblin; second: Jason Cash.
- Discussion: none. Motion passes.
- Additional motions from UFS to take back to our areas and bring feedback to next meeting:
 - BoT acknowledges that Black lives matter. Work to include anti-racist language in the SUNY Mission.
 - University Faculty Senate recognizes the Black lives matter. Asks campus governance bodies to work to eliminate racial injustice on campuses.
 - o Importance of maintaining shared governance in times of crisis. UFS supported it. Local committee worked language to make this specific to SUNY Delhi.
 - o Thank you, Resolutions Committee!

Uniform Course Syllabus – Monica Liddle

• Liz has previously shared these documents. Susan Deane previously asked to look over these documents. Want feedback from our areas on these.

- Added: teaching philosophy. Removing the word "objective" (moving toward outcomes). Align student learning outcomes to assignments – chart. Added more instructions. Added section on student resources. Included a section on preferred pronouns.
- Language on plagiarism has been changed (was approved by Senate in the past).
 Approved in Fall 2019 for use in Spring 2020.
- Thanks, Monica!

Curriculum Committee – Lars Schweidenback

- These first three courses: also CJ courses, but can be taken for HONR credit.
- CC20-55: HONR 380 Law & Disorder. Motion: Lisa Tessier; second: Terry Hamblin.
 Motion passes.
- CC20-56: HONR 396 Elder Abuse and Neglect. Motion: Doug Holub; second: Cheri Rossi. Motion passes.
- CC20-57: HONR 398 Child Abuse and Neglect. Motion: Jason Cash; second: Lindsay Walker. Motion passes.
- CC20-58: BUSI 110 change Carnegie units so there are three and four hour versions.
 Motion: Erin Wagner; second: Ward Shaffer. Motion passes.
- Thanks, Lars!

E-Board Updates – Liz Frisbee

- Provost won't be attending every Senate meeting. Will be alternating with Susan Deane, who is here tonight.
- Senate E-board has been meeting with the leadership to work on how to share Consultation report.
- The Consultation Report has been shared via Confluence with a link in the Delhi Today today. Please take your time reading it. We want to look at these recommendations and think through how to prioritize these and work on them.
- Questions/Comments:
 - Ericka Were students part of the info gathering? Do they have access to the report?
 - They were allowed to participate. We don't know if they participated since it was a confidential process.
 - Unsure if students have access to confluence, but it can be provided to students.
 - Amanda Footnote on page 11 says that the Pres/Leadership have not heard from the eboard. Do you have a response to the timing to that?
 - Katie That's regarding the task force of Katie/Thomas/Tomas.
 Comment specifically relates to a number of emails that went back and forth in September and October. Ongoing emails

- between the eboard and leadership. Communicating very regularly.
- Liz One of the things the Leadership team reached out to us to meet in between the discussion of consultation and voting on consultation. We delayed a meeting since we had this action started. We did meet once the Senate voted to do the consultation. We met with Leadership after that to start a dialogue, but didn't want to act on anything before the Consultation report happened. We met on November 17th with Leadership, which was during the Consultation.
- Amanda access issues with confluence?
 - Liz If someone is having issues with accessing confluence, they should contact the helpdesk/Cody Conrad in CIS.
- Terry What does the eboard think are the next steps?
 - Liz Our goal is to get the document out, have folks read it, look at the recommendations. Reach out to your constituents to read the document. Want feedback from the campus to prioritize the recommendations and work with leadership to come up with the more common recommendations that we should be working on.
- Ellen You're taking the recommendations from the consultation and try to tackle them piecemeal.
 - Liz We'd like to hear from Senate about where we should start. But we're also talking with Leadership about what they want to do. Thinking through short term and long term goals.
 - Ellen Sounds like a longer progress. If we're working on this over a long period of time, it's only going to exacerbate what's been happening. Only going to be exhausting and disruptive.
 - Katie Mutual biweekly meetings between the leadership and senate – we established a common goal of sharing the document. Second goal, once it's shared, we agree to a clean slate and a biweekly meeting between the group so we can move forward on the recommendations. We all agree there's good work to be done. Of course that will require campus input and representation. Moving the work forward with the majority of the leadership team members/stakeholders. We need to hold people accountable for moving forward.
 - Liz this will involve the campus community as a whole to rebuild trust. We will need feedback as we go. It won't be a fast process; we know that. But we're committed to make things better.

- Lori I do think that the challenges experienced happened over a period of time and that the fix should be allowed the same courtesy of repair and rebuilding. If I read the report correctly, this should also be an evolving reconciliation as we move forward.
 - Liz Yes, we are looking forward to the recommendations and think about how we can implement them on campus.
 - Lori I understand the point about fatigue. Smaller work groups to break down so it doesn't fall down on e-board and leadership might be useful. There might be people who aren't on the Senate that might have good insights into how to move forward.
 - Liz I'm on board with that and Katie agrees (in chat). More voices and different perspectives are always good.
 - Katie Moving forward in a positive manner and checking back is important. Larger umbrella might relate to strategic plan. There's a lot of things to consider and discuss.
- The document will be mentioned in the Delhi Today again on Wednesday and Friday.
- Document that was released today is released in full. There was a different document, but it was formatted slightly differently. After meeting with the leadership, we asked if Ron and Sharon would change the endnotes to footnotes and they agreed to do so. No content was redacted.
 - Lori it is much easier to read this way. Thank you!
 - Katie document is an internal document and watermarked. It should not be shared externally.
- Lori Report noted that some previous employees had been part of the report. Will they be able to see the report? Do they have access to this?
 - No. They would not have access to Confluence. Retirees would still have access, but if they left under other circumstances, they would not have access.
- Lori If people do have questions once their constituents read the document and if they're not comfortable asking, is there a process? Want folks to have a safe space to communicate, feel empowered, and feel like they can be involved. The report was just the first step in this process and it was a really long process.
 - Liz Anyone can reach out to the eboard or a Senator and bring it back to the body. If it's something we need to take forward, we can do that as well. If there are questions about the results/findings, we still need to be listening and bring those questions back to try to find answers. Senators, please continue

to provide that safe space for your constituents and we can figure out how to go from there.

- Dan Gashler Thank you all for putting this together. I appreciate how it frames the major disconnect between employees and management. This is a process to figure out who we are. Thank you for doing this the right way; I know it was stressful for the eboard.
 - Liz It has been stressful, but we believe it is the right thing to do. We want people to know we are hearing them and that they can trust us. But that we can also work with Leadership effectively.
- o Thanks, everyone, for your patience and feedback.

Agenda complete.

Meeting adjourned at 5:28pm

Next Meeting: Monday, March 8, 2021 @ 4:30pm (Zoom)