

College Senate Meeting Minutes

28 February 2022

Attendance

Senators Attending via Zoom:

L. Frisbee, R. Celli, L. Ciarfardoni, E. Liberatori, E. Wagner, S. Shoemaker, A. Krause, C. Rossi, M. Wake, J. Cash, S. Jones, J. Fishner, L. Tessier, D. Holub, L. Jones, D. Cutting, D. Gashler, D. Aikens, M. House, A. Lang, L. Reyes, J. Brosnan, J. Fitch, A. Balcom, D. Wakin, Lindsay Walker (alt for D. Keever), Simon Purdy (alt for T. Hamblin), J. Warren, J. Collins

Senators Absent: None.

Guests: Karen Teitelbaum, John Padovani, Michael Sullivan, David Brower, Susan Deane, Genevieve Salerno, Joan Erickson, Terry Hamblin, Doug Gulotty, Christina Viafore, Lauren Sloane, Barb Sturdevant

Meeting called to order at 4:32 pm by Presider, E. Frisbee via Zoom.

Welcome! – Liz

- Welcome! Thank you for attending!
- Reminder: please use the “raise your hand” feature. Guests can speak, but cannot vote.

Meeting Minutes

- Motion to approve: Jenny Collins; Jason Cash seconds.
 - JoAnna – clarification: will still be here for the rest of the semester. Thank you!
 - 23 Y, N 0, 0 abstentions. Motion passes.

Dr. Bonderoff Updates - Liz

- Dr. Bonderoff was unable to attend today.
- Dr. Laliberte was invited to today’s meeting and had planned to attend, but not able to attend as well.

Enrollment and Leadership Team Update – John Padovani

- Enrollment for Fall 2022 – looking promising, applications are up; and acceptances up 20% - back in line to where we were in Fall 2019
 - Numbers still recovering from Covid
 - Goal to move from accepts to deposits (still very early)
 - Admissions staff is connecting with students to deposit
 - Admissions advisors out on the road meeting with potential students/school visits

- Associate Degree programs – numbers are still a concern (e.g. Hospitality and Applied Tech are good; others less so)
 - Looking at CC – numbers aren't as strong; competition for Bachelor programs
- Partnering with EOP to have a strong EOP class (75-80 students)
- Visit from private vocational high school in NYC to visit Architecture program
- Virtual visits for programs: faculty can work with Admissions to create virtual visits
- Local high school guidance counselor event on March 25th at Bluestone – introduce them to programs
- Marketing discussions with newer programs (e.g. Sustainability)
- Working with CC on reviewing programs
- Workgroup on Program Review, Deactivation, Discontinuation – solid draft of what to do; need to flesh it out (timeline, committee structure, etc.)
- Restructuring and reorganizing Admissions/Student Services – doesn't radically change the depts.; still some vacancies (e.g. Director of Admissions, Registrar)
- Questions?
 - Lisa – is there a search for the registrar and can we find this flowchart? Flowchart will be part of the minutes. (See below.) Paperwork to request to fill the registrar is happening this week.
 - Doug H – Reorganization – does it involve an increase/decrease/maintain the current head count? Yes – some consolidation. Moved someone from registrar to admissions (duplication regarding transfers). No added positions.
- Regarding Leadership – folks have heard about the mask mandates and K-12 lifting this mandate on Wednesday. Currently our mask mandate is still in place. We are working with SUNY and the local health department about this. As soon as a new plan is in place, that will be communicated.
- Thanks, John!

E-Board Updates – Liz

- Peter Brusoe went to CADI Directors meeting. That update is located in the documents for today's meeting.
- CET Groups will be presenting their final presentations to the Senate on March 21st. Leadership Team will also be invited to see these.
- Had planned to do mediation with Leadership Team this week; that has been pushed back. Still working to find a new date.
- Academic Program Assessment/Review Committee – still forming and in flux regarding membership and what they'll be looking at specifically; we will have a Senate member; this committee hasn't been finalized yet. If Mary is able to attend later tonight, she will, to help discuss this more.
 - Committee of the Provost – not the Senate

- Current membership plan: Provost, Deans, Enrollment, Marketing, Institution Research, Faculty from Senate, UUP, CC, others invited as needed (depending on what program is being discussed, etc.)
- Can still have conversations about this; this will be brought up at future meetings; still trying to find a path forward
- Questions? None.

Academic Program Assessment Development & Review Committee – Senate Representative – Liz

- Want someone to serve on this committee of the Provost
- Can nominate now or wait and reach out to Liz privately
- Want to head off what happened this past fall – make decisions based on data
- Lisa: one of the thing that concerned me was that there was no cost analysis done. We have an IR person on this committee, but would a finance person be helpful? Is this information that an IR person would have access to? JoAnna – good to have a rep from finance; there's some cross over but someone with financial knowledge would be good.
- Mary will follow up with us regarding the role of this committee and will follow up on adding a finance rep.

VP of Marketing and Communications Search Update – Jason F.

- Thank you to those who attended the candidate session last Friday. Zoom info for next candidate is/will be in Delhi Today.

UFS Resolutions – Lisa

- Amendment to SUNY UFS Standing Rules – can conduct business via Zoom with cameras on.
- Resolution on Contact Hours for Applied Learning – SUNY memorandum didn't align with NYS for 1 credit hours – how many contact hours; resolution makes them align better and set as a minimum
- TIAA Divestment – fossil fuels; correct version with supplemental information has been added as part of the background of the document
- Please take these back to your areas and gather input/information from your areas. We will vote next time.

Bylaws Proposal – Alice

- Proposal to change Senate membership – has been mentioned a few times over the years. Looking at making representation equal between academic and non-academic staff.
 - Adding non-academic seats to even
 - Brings up membership

- Clarifying language in orange to help with uniformity
- Bylaws have to be on Senate agenda at least twice – so we won't be voting on this today.
- Lori – when would these start? Start with new term because we don't hold elections for at large mid-semester.
- Lisa – have we considered issues of folks on the Senate who are in a supervisory role? Could be an issue regarding a power imbalance and equitable issues; MC cannot be voting members of the Senate – but nothing in bylaws about supervisory positions; it's not something we were looking at right now – but we recognize some are concerned about this.
- Adam – Was there thought about at large non-academic to have it mirror the academic (e.g. Athletics, Finance); staff could be from all over. Alice – We talked about that, but there's so much restructuring happening right now, this might not be the right time for that. Areas aren't as clearly defined as the academic schools.
- Erin – regarding expanding membership – there are a lot of online folks on staff; are we going to stay online to preserve the equity or are we going back to in person? Alice- not my call, but I agree that everyone on Zoom is more equitable than being the one person on Zoom in an in-person meeting. Liz – I think the hope is that we'd be in person, but the feelings from remote staff and faculty are that they do feel more included. May need to have a conversation on this as a Senate body.
- Jason – while I see that point, there are few folks on this call who are remote only. In terms of the proposal, breaking this up more would be better. We can't go ahead and get vacancies filled if they're all "at large". Non-academic staff cannot fill their seats right now. Alice – That is something we are looking at this semester – expanding time to fill at large seats. Jason – I understand that a bylaws is a living document, but we keep making piecemeal changes. Alice - The reason there are so many bylaws changes is that we're addressing concerns from the Consultation Report. Our Senate has also become more active over the years. Bylaws is meeting weekly on these concerns.
- Lisa T – Graduate program representative: academic or non-academic? Who would that be? Non-academic person could be an advisor. Making this language agree with what is listed elsewhere.
- Jenny – Accessibility needs are also very important regarding whether or not to meet in person or not. That needs to be a consideration as well.
- Lori C – Agree with formatting issues – access to all. Need to figure out how to maintain access and equity if we do in person. If we're including other areas, we need to make sure those areas are on board with providing representation so we don't have more empty seats.
- Liz – if you cannot make a meeting, we have proxies; if folks know they are leaving or can't fulfill your role, you can also have an alternate senator. That's a way to refill the staff seat before the end of the semester. We have done this – we can run an election for alternates mid-semester.

- Erin – Want to add emphasis on representation from different areas to ensure equity; thinking about function of Senate and our role – down the road, if there are Curriculum issues or Res Life issues, who is responding and acting on these concerns?
- Liz – Please be sure to share this with your constituents. We'll vote on this on March 21.
- Alice – Officer section and vacancies: plan to bring these sections to future meetings for discussion and feedback; then they'll bring the whole section to the Senate before the end of the semester. One question: currently presider and associate presider need to be from opposite areas. What do people think about not limiting these roles? Rationale – if we pass to have equal representation, then this might not be an issue anymore. These leadership positions require a lot of work and not many people run for them – this might help increase the pool. If these positions could be filled by anyone, this would help clean up other sections of the bylaws.
 - Jason F – see this as a last resort if there are unusual circumstances; academic and non-academic provides balance to eboard. If no one wanted to run, then we could open it up.
 - Doug H - Would the interests be better served by two senates? If the two agree, power would be multiplied, yet faculty and staff could have a voice. Liz – others have brought up that idea before.
 - JoAnna – Agree with equity in the eboard. Now wouldn't be the best time to move toward two senates – need to figure out how to work together.
 - Lisa T. – if we're a shared body, then we should have both academic and non-academic representation in the leadership.
 - Alice – thank you for your input, all!

Committee Reports –

- Academic Promotion – Doug
 - Conversation between deans – share with Promotion the rubrics from the schools regarding promotion;
 - Promotion process moves forward with positive or negative consent – moves through the process even if one body says they don't recommend it.
 - One school (Vet Sci) continues to not have a representative – this is a challenge.
 - Key to promotion is to be fair and equitable – we are a unique college in the broad diversity of what experience and education our faculty have. Not making any changes to the current policy.
 - Asking for rubrics to ensure equity and improve the committee's understanding of area's expectations
 - Questions – Erin: are the reps meant to represent or pass on the judgement of the school or an independent understanding? Doug – we turn to areas folks when we have a question about the quality of evidence. That person should help us come to consensus based on their experience and understanding as an expert

in that area. Try to give a balanced representation to leadership. Not everyone who is deserving feels that they will successfully complete the process.

- Lisa T. – Where are we in the process? We haven't received as many messages about the process this year.
 - Oct 15 – to SSC
 - Nov 1 – SSC works on it
 - Nov 15 – submits to Provost's office
 - Jan 15 – last date for supporting evidence to be submitted
 - Feb 15 – last date for PDMC to review evidence
 - March 1 – SSC will review and recommend to Dean
 - March 15 – Dean recommendation to Promotion Committee
 - March 20 – Promotion Committee gives recommendation to Provost
- Academic Policies – Lauren
 - Met Friday regarding repeating courses policy
 - This will come to future Senate meeting
 - Working with CC regarding their procedural document
 - Working with CC regarding Minors
 - Questions?
 - Alice – updating the CC procedures that are in the faculty handbook (e.g. used to say you needed to bring 25 physical copies to the committee, etc. – out of date)
- Assessment – Christina
 - ILO implementation
 - Mock middle states visit during June Assessment Day
 - More than one person responsible for Bronco Collect
 - Getting Dr. Edwards up to date
- Continuing and Term Appointment – Steve
 - Nothing to report. Reviewing individual renewals and documents for continuing appointment.

Announcements? Other Business?

- Simon – draft a resolution regarding supporting Ukraine. We have students and faculty who have family there.
 - Erin – other campuses have made statements about this.
 - Liz – we can work on this and maybe ask others who might
 - Jenny – if anyone knows anyone looking for information about crossing the Ukrainian border, I've been phone banking on that topic. Jenny has info on this and is willing to help.
 - Genevieve – message from Student Life at SUNY Empire – offering as a place to start

- Lisa – Thank you for raising this. I have family in Ukraine and I would support working on a resolution of this kind.
- Liz – folks can always propose a resolution for us through the website
- Lori – SUNY Upstate also sent a letter from their leadership – something in Delhi Today might be more immediate than a resolution.
- Genevieve – helps to also include the people of Russia who are against the invasion.
- Josh F - Can we amend the TIAA resolution to divest in Russian owned entities?
- Simon – perhaps this is something leadership can also address with a message to campus? John will bring this up at Leadership Team meeting.

Adjourned at 6:02pm

Next Meeting: Monday, March 21, 2022 @ 4:30pm

