

College Senate Meeting Minutes

21 March 2022

Attendance

Senators Attending via Zoom:

L. Frisbee, R. Celli, L. Ciarfardoni (proxy held by C. Rossi), E. Liberatori, E. Wagner, S. Shoemaker, A. Krause, C. Rossi, M. Wake, J. Cash (proxy held by D. Gashler after 6:20), S. Jones, J. Fishner, L. Tessier, D. Holub, L. Jones, D. Cutting, D. Gashler, D. Aikens, M. House (proxy held by D. Aikens), A. Lang, L. Reyes (proxy held by M. Wake), 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: John Padovani, Michael Sullivan, David Brower, Susan Deane, Genevieve Salerno, Lauralea Edwards, Mary Bonderoff, Jackie Howard, Heidi York, Michael Laliberte, Hannah Hauser, Miriam Murray, Carlos Cabrera, Kristy Fitch, Joyce Shim, Thomas Jordan, Maureen O'Connor, Shawn Brislin, Tomas Aguirre, Beth Boyd, Bret Meckel, Kenny Fass, Leslie Barger, Adriene Clifford, Amy Brown,

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.

Campus Effectiveness Taskforce (CET) Presentations -

- CET Representatives are here to discuss a few of their recommendations. Their work is not done, but they will be presenting a few recommendations regarding the Consultation Report. Trying to come up with action plans on how to implement these recommendations.
- Welcome, CET groups!
- Shared Governance – Hannah Hauser
 - As of November, meeting consistently every other week.
 - Update charge – felt directive. Approval from Liz and Susan (CET Chairs) to change this. Feedback via survey Feb 15 to 25 – 101 respondents. Going to identify themes, gaps, and opportunities from these responses. A lot of anger and emotion in the responses. Put together word cloud to organize the data. Know what shared governance is, but lost faith in implementation at SUNY Delhi. People missing sense of community. Strong theme surrounding success of

students. Will continue to analyze data. There will be more opportunities to share information.

- Charge for everyone: collective effort in rebuilding trust.
- Difficult to address remaining recommendations without data/input from campus.
- Questions?
 - Lisa – Thanks, Hannah! Could the data be provided? The word clouds are helpful, but the full data might be useful to see. Difficult to comment on the spot. – Transparency is important. Want ample time to digest the data. All of the information will be shared.
 - Lauralea Edwards – Five attributes? Transparency, inclusiveness, clarity of process/structure, opportunity for participation, effectiveness.
- Institutional Finance – Leslie Barger, Doug Holub, Jackie Howard
 - Group went through some changes in the Fall – slow start.
 - Consultation Recommendation – presentation at start of semester re: financial situation of institution; helps educate the campus on the financial process
 - Recognizing a lot of flux in the financial staff currently
 - Transparency, inclusiveness, and clarity of the budget process – provide holistic and consistent budget process – include campus community throughout the entire process (e.g. RATF, Budget and Planning Committee, and Finance Office). Allows for campus input and minimize rumor and misinformation. Not dictating who makes the decision – but allowing folks into the conversation and provide feedback.
 - Budget workshop from SUNY System regarding processes, what money can be used for, etc. – open to the entire campus to ensure clarity and transparent info
 - Questions?
 - Cheri – Could you list what the topics would be in the suggested presentation? Money on hand, money spent, current budget info, historical reference, significant changes, details of approval process, providing rationale for spending (including raises for administration)
 - Lisa – RATF or some other equivalent? Are these proposals getting tied into aspects of bylaws of Senate (e.g. Budget and Planning)? Is RATF going away?
 - No regarding bylaws. The Bylaws for the B&P specify that there are two representatives that are on the RATF. There's been no discussion regarding bylaws. Regarding RATF, that is the current structure that is involved in the budget process. B&P looked at some budget info, but didn't feel like they had all the information they should have had. Provided feedback to members who attend the RATF. Whether RATF will continue, don't know – but rather posed as a hypothetical as future changes happen (with new VP of

Finance). Request is to increase the information and transparency of the process and to revise it to increase for a more comprehensive involvement.

- Ellen – As we search for methodology to get us to more transparency, will this group take into consideration the work that Steve Cembrinski did in the past regarding workshop. Are we throwing all that out?
 - Doug – Steve’s heritage lives on. He was instrumental in creating the current B&P committee (e.g. org, bylaws). There’s no attempt to throw anything out but to improve and expand.
 - Ellen – The model we used for strategic plans was for academic institutions. Resource allocation came from that model. Metro State University in Colorado has used it well – best practices.
- Campus Culture Group – Heidi Yorke
 - To identify and create practices and process that create a climate of trust, respect, civility across campus. Commit to Civility / Community / Culture logo
 - 90 responses to survey – consistent themes: transparency, visibility, willingness to move forward, recognition, improvements to Senate.
 - Recommendations: more face to face interactions with leadership; leadership newsletters; leading culture initiatives; appreciation efforts; professional development sessions; opportunities to build connections; break down barriers of mistrust
 - Opportunities for open communication, social engagements, getting involved in the community, shared governance (respect for it and better understanding)
 - Create a culture council – offer recommendations on improving the culture on campus
 - Continual effort of surveying the campus – feelings will change over time
 - Public acknowledgements of talents and achievements; community dialogue sessions; CARES and SPARKs – small interactions to encourage camaraderie
 - Questions?
 - Jason – acronyms using on campus (RAD – three different uses already; CARES and SPARK are already used as well)
 - Susan – We need to also be mindful of online and remote faculty and staff (and students) as well in terms of how to include them in these initiatives.
- Communication – Jason Fishner
 - Charge – review communication practices. Delhi Today frequently brought up.
 - Revamp Delhi Today (separate student and faculty/staff email; rename Delhi Today Extra messages;) – work with marketing and communications to develop pilot changes
 - Campus Wide email M/W/F; Fac/staff – T/R

- Categorization – options on a new form
 - Prioritization – events (in order) and then first in, first out
- Personal announcements about faculty/staff (e.g. births, marriage, deaths, etc.)
 - Not the same as employment updates (e.g. Bronco Brag congratulates promotions)
 - Waiting to hear back from SUNY legal about concerns
- Questions?
 - Lisa – Thank you for your work on this! If only T/R for fac/staff, concerns about deadline for putting things into these messages. Is that set in stone? – Recommendation of the committee. We need to plan ahead. And we should be using Bronco Connect regarding events. App that can push notifications regarding events. Delhi Today more about announcements.
 - Pilot would take place for a month or so. Intention of CET workgroups to gather feedback about how it worked. Looking to do this sooner. Want student feedback. Student Senate was in favor of separating out student/fac/staff info.
 - Doug – Could you explain the process of these proposals? These are being presented. The leadership team is present and they are seeing them. Then it will be submitted to the leadership team? Is Senate is having a vote or input on this? Can you clarify?
 - Liz – Not planning to have Senate vote to approve these proposals. CET is working alongside the Leadership Team. Bringing back to Senate out of courtesy because this group was formed out of Consultation Report. This group has been working on these proposals. Work groups are presenting their work to the Senate and letting you know what's come out of that so you can see the proposals. But these are moved forward to the leadership team for approval and how to implement. HR issues will be different than what other groups are working on. Some of these groups will take longer than others. Ultimately the leadership team will determine if/how we can implement these. If the college senate would like to motion to endorse this work, we can, but we aren't voting to approve these going forward.
 - Doug – Still concerned as to whether this is in the spirit of shared governance.
- Search and Hiring Work Group – Josh
 - Establishing a search committee for upper-level academic administrators (e.g. how to diversify pool, etc.)

- Started with current hiring practices and workshopped the process after discussions with folks on campus
- Hiring Manager definitions (e.g. Provost/VP/President)
 - Emphasis on collaborative discussion between LT and B&P when creating a new position or restructuring existing positions. Completing request/justification forms.
 - Took framework from SUNY BOT regarding search committee creation; functional area rep; still a direct report on the committee; College Senate representatives (fac/staff); student on committee;
 - Committees open to tenured and non-tenured faculty
 - Search Committee trainings
 - Continue with holding Open Forum for the campus community – something we already do – opportunity for feedback
 - Title IX / Chief Diversity Officer, Director of HR – ensure candidate pool is free from bias – independent third party review
 - Ensure how interview questions are asked aren't indicating bias
 - Search considered failed if "maybe" candidates are exhausted
 - All of this is in the shared drive "CET Search and Hiring Proposal";
- Questions/Comments?
 - Jason F. - Thank you for adding back in meeting with HR. That's important for candidates and difficult for hiring managers to convey that information.
 - Dr. Edwards – Thank you for this thorough process. Did you talk to the student senate about asking them about their interest in serving on search committees? Josh – no, but we have a student serving on a VP search now. There was good feedback there.
 - Lisa – Thank you – you've added a lot from the first draft. Chair will be picked – VP or Dean for a Dean search? Hiring Manager selects the chair. In case of a Dean, the Provost is the hiring manager. Chair should be another VP or a Dean (equal reporting level with the position being hired). Lisa – If a VP from a non-academic area, that might make less sense. Trying to understand how the committee discussed that and how they came to that as a recommendations.
 - Doug H. – When I've searched on a search committee, there seemed to be an unwritten rule regarding sponsorship (e.g. if folks need sponsorship, they wouldn't be offered a position). But this wasn't really official or announced to candidates. Not sure if this falls under the purview of the group. Any discussion?
 - Josh – We asked that question. Mary B – there's some SUNY policies about that regarding the parameters. Campuses can make these decisions.

https://www.suny.edu/sunypp/documents.cfm?doc_id=418
SUNY Policy on the topic

- Mary B – who fails the search? Josh – when there’s no more candidates in the “maybe” pool (qualified candidates, but not the best candidates).
Mary B: Hiring Manager determines this with HR. You could recommend that, but really Hiring Manager has last say. Josh – this is a search committee – so just making recommendations to the hiring manager.
- Jenny C – Librarian position – concern that someone divorced from discipline could end up as a hiring manager. Mary B – Hiring Manager is always the supervisor; chair of committee is someone else.
- Doug – Question in Interview Exchange about eligibility to work in the US. That question can be mis-interpreted (e.g. if you have a temporary work visa, etc.). If we’re screening out folks based on that, that needs to be explicit. Mary B is meeting with HR and will follow up on this. Not sure what this is used for. Carlos – it can create confusion, but there is a question about if you will need future sponsorship. Only so much we can ask regarding this. Mary – SUNY has a contract with someone when you’re hiring someone from overseas.
- Ellen – Composition of committee – was there discussion about direct reports on the committee?
 - Josh – yes, we had extensive conversations on this. The original report had 3 direct reports; then we took it out. President Laliberte recommended that there should be one report to ensure expertise in the area. Ellen – but what about issues of conflict of interest? Guidance about recusing or stating your conflict of interest? Josh – there’s the possibility of conflict of interest for any job. In this case, this person is only one individual on a committee of ten – so their voice could be outweighed.
- Thank you for all your support and working through all the various feedback on this issue.
- Thank you, CET groups for reporting on your progress!
- Mini-break
- Concerns about this process?
 - Doug – Concerns about presenting this here but not having input – yes, make suggestions and input. But if we’re a deliberative body, there’d be deliberation and resolution (e.g. a vote in support or not).
 - Liz – Agree, if Senate wants to make a motion to endorse one or all of these proposals that they’re just getting started with, we can do that. Not saying that shared governance didn’t take place because the groups have representation from all aspects of campus to hear multiple voices. We have had challenges within the group. I would hope that folks offered feedback when it was

requested before Feb 25 (feedback tool in VH) and that this isn't a way to discourage the work being done.

- Alice – It's nebulous on how to proceed. The way the CET process is set up might not suit the work of each committee the same way. Search and Hiring has to go through HR – it's not Senate business, but operational. Some things like handing out hot cocoa aren't Senate business either. That's something we need to fine tune. I do like the idea of having Senate acknowledging the work of these groups.
- Shelly – If we're spending two hours of the Senate's time, then we should be doing something. We're a deliberative body and our purpose regards the academic mission of the college.
- Doug – Not trying to insinuate that we aren't adhering to shared governance. I would want time to look at, read the proposals more; some of them aren't even complete or have a proposal at this time. Liz – General proposals were in Vancko Hall, but the details based on feedback were presented today. We can post the finalized proposals. But we don't want to hold up the work groups – they're ready to go to the leadership team. These are not set in stone.
- Lisa – As the final proposals come in, we endorse ones that we feel are pertinent to this body. We should endorse the one from Shared Governance since it directly impacts this body. It would be strange for that to go to leadership without us. We should do this one at a time and ones that are pertinent to the body. Liz – we need to work on some of these kinks and we can figure something else out in the next round.
- Alice – As things come through that are pertinent, we can have them come like we do for the Senate body. These were very complex; need to have the groups present separately and present on a single proposal – if pertinent to the body.
- Ellen – On the CET Shared Governance. Group has given itself permission to work organically. There's no proposal or end – but that's because we're talking about the process. Want to encourage us to allow for the process to happen and not rush things. Liz – Some of these are going to take a longer process.
- Mary B. – There are some groups that don't want to continue to keep talking. It's important that we make a decision. The groups have been working and want to see action. If we say that they need to come back to another Senate meeting, then we're holding it back. Pilot mode before a new person comes – don't want to hold this up further. If you're going to rethink these groups, there needs to be a clear process (e.g. what groups present to what body) so folks aren't getting frustrated. Liz – Part of the problem is some areas are ready and some aren't. Mary B – Leadership team meets tomorrow – that's where the actionable items can be created. We piloted some of it for the VP of Finance.
- Jason F. – The Chairs have met once to discuss some of this. Maybe Susan and Liz and Mary B should meet again with the chairs. Need direction on where to go.

CET groups were charged with this. SUNY Shared Governance: Leadership needs to listen to us, but they don't need to act. Just feel like I'm constantly presenting but not doing anything. Need more direct access.

- Liz – We'll meet with the chairs and figure out how to do this. Will set up a meeting ASAP.
- Jason F – Don't waste our labor/man-hours. We're spinning our wheels. If leadership doesn't want to act, that's fine. But don't waste our time. Don't want the momentum to stall out.
- Erin – I know folks put a lot of work on this and don't want to end on a negative point.
- Josh – We have an actionable item in place. Can make a motion to move on to leadership. Communication also have an actionable item that we could vote on as well.
- Liz – Wanted to keep the senate informed and don't want to feel that this was a waste of time. If Senate wants to endorse these proposals, knowing that none of this is set in stone as things could change, we can do that.
- Jason F – Motion that Senate endorses the CET Communication and Search and Hiring Proposals. Second: Ellen.
 - Lisa – Ask us to unbundling the two. Jason is okay with the friendly amendment.
 - CET Communication Proposal: 28 Y; N 0; Abstentions 0
 - Search and Hiring Proposal: Jason F; second: Doug;
 - Discussion? Alice: Some are concerned that any VP could be the head of the search for a dean position. Wouldn't make sense to have a VP of Finance head a Dean search.
 - Lisa – This one is dense, in a good way. I'd like to read it more thoroughly before I endorse it. I read the prior version but this one is more thorough and I really appreciate all the work. I have a question because I care and want it to be as good as it could be. There's a level of complexity that's different than the others.
 - Jason F – Move to table this until the next meeting. Forward this version to Liz to share with Senate. Motion to postpone to the next meeting, April 4. Second: Jim Warren. 28 Y; N 0; Abstentions 0
- Doug – Motion to endorse the 3 proposals from Finance Workgroup (opening meeting financial report; transparency regarding budget; workshop proposal). Second: Jim Warren.
 - Jason F – Ask that the CET Finance put together three succinct bullets in one document that we could pass on and postpone until April 4. Second postponement: Adam.

- Adam – Presentations and reports – concrete examples of transparency. Language used was vague. Liz – We'll have to look at the proposals. The implementation would happen elsewhere (by leadership) – the proposal are merely a recommendation.
- Doug – We have specifics in some of the parts of the proposals. We can add more examples.
- Vote to postpone until April 4: 27 Y; 0 N; 1 abstention
- Liz – Other groups didn't have concrete proposals. Once they do, I can request them to be shared with the Senate.

Meeting Minutes

- Motion to approve: Erin Wagner; Lisa T seconds.
 - 28 Y, N 0, 0 abstentions. Motion passes.

Dr. Bonderoff Updates

- No update.

E-Board Updates – Liz

- Keith Landa, UFS President stopped by campus the Friday before Spring break. Eboard met with him to update him.
- Asked about statement supporting Ukraine – UFS wanted to write one as well.
- Updated him on CET, Program Development and Review Committee (still need a Senate rep on that)
 - Ellen is volunteering for this
 - Liz – I think this needs to be a faculty rep
 - Erin – Senate faculty rep was mentioned in an email.
 - Mary – It's a Provost's committee.
 - Jenny – I would be willing to serve if we need someone from faculty; statistical data and researching.
 - Simon – I was going to say the same thing. I'm happy to volunteer for the Senate position as well.
 - Liz – Group hasn't been fully finalized yet. Would Ellen's position be helpful on the committee and someone from Finance. Mary – there's a meeting scheduled. We want to move forward. Meeting is set for Wednesday, March 30.
- Liz met with Laurelea Edwards regarding assessment and Senate
- Statement in support of Ukraine.
- Liz is meeting with the SUNY Provost this Friday; Shadi reached out to Liz.
 - Jason F – Is there an agenda or topic of conversation? Liz – I don't. The meeting is simply entitled "Update".
- Questions? None.

Academic Program Assessment Development & Review Committee – Senate

Representative – Liz

- Still figuring out the make-up of the committee: question regarding whether “faculty senate” representative means a faculty person from Senate or any person from Senate.

UFS Resolutions – Lisa

- Lisa - Motion to table the old resolutions, but to look at the new resolution so we could review all of them on April 4. Alice – willing to postpone the bylaws discussion as well.
- Second: Simon. Vote: 27 Y; 0 N; 0 abstentions

Bylaws Proposal – Alice – Postponed to April 4

Local Resolutions – Lisa

- Posted in Vancko Hall
- Based upon a UFS Resolution on Black Lives Matter. Jason C. and Dan worked with the DEI Advisory Board and Tomas to craft a local version. Please review this so we can discuss and vote on this at the next meeting.
- Proposal in support of Haitian and Cameroonian asylum seekers. We welcome your input. We want to see if this is something the Senate would like to pursue.
- Liz – The second is a proposal – often these come in a raw form, but Dan has been working on this. This is Dan’s proposal that the Senate needs to decide if this should go forward as a resolution to be voted on in the future.
- Dan – My motivation was to capitalize on some of the fervor regarding Ukraine. Happy to work on this further.
- Erin – Thanks to the committee who composed these. I endorse these to go forward.
- Alice – Motion to move Dan’s proposal into a formal resolution. Second: Jenny Collins.
 - Vote: 22 Y; N 0; abstentions 0
- Alice – Is this written as if it’s already in the resolution format? Did it go through the resolutions committee?
- Lisa – It is, but there’s things we could strengthen. It is in the whereas/rationale formatting. We did look at it in committee and vote on it.
- Liz – This was looked at in the committee beforehand, but we can bring the resolution forward for review at the next meeting and then put it on the April 18th meeting for approval.
- Alice – Seems like there’s a step missing. Confused about the process. No problem with the writing with it, but focused on process.
- Liz – Perhaps we take this proposal and bring it to the April 18 for final vote and April 4 for official review.

- Black Lives Matter resolution – please take that back to your constituents and be ready to vote on April 4. The Haitian/Cameroonian resolution, we'll bring that to the April 4 to look at and then we'll vote on it on April 18.

Announcements?

- Cheri – Email regarding officer position coming due at the end of the academic year. Still taking nominations. At the April 4 meeting we will vote on the Presider. At the April 18 meeting, we'll vote on the other officers. If you're considering running for a position, please feel free to contact the person currently in the position.
 - Doug – Is there a list showing who is nominated for the positions? No. Have we ever done that? Usually don't have folks volunteering. If there are multiple people coming forward, we can do that. Doug – should be made available so they can see. Can post in VH.
 - Jason F. – If we're voting on a new presider in April, then it precludes someone in the new Senate? Yes. That's in the bylaws.
 - Alice – Used to do it at the June meeting. Wanted to have a presider in place and have a good transition. Helps with course release if the presider is a faculty member. New Senate doesn't get to choose their presider, but only half or so changes. This was voted in years ago. When Liz came in, we didn't follow the right process.
 - Jason F – So what happens if I run for Presider, win, but aren't elected in Senate? Alice – As Presider, you aren't a Senator.
- Shelly – confused about the academic review committee. Weren't we holding up the committee because we don't have a rep? I thought we were voting on a rep today.
 - Liz – Need to clarify what the Provost what he wants because we want to be fair (e.g. is Ellen eligible? Would Provost want her on the committee in a different capacity).
 - Erin – Ellen's information would be useful, but the email did say faculty representative because it's about curriculum.
 - Mary B. – Go back to the Provost for clarification. He needs to tell us who he wants.

Motion to adjourn: Jason F. seconded. 24Y; 0 N; 0 abstentions.

Adjourned at 7:57pm

Next Meeting: Monday, April 4, 2022 @ 4:30pm