

College Senate  
Meeting Minutes  
14 September 2020

Attendance

**Senators Attending via Zoom:** E. Frisbee, S. Jones, A. Krause, L. Jones, J. Fishner, L. Tessier, T. Hamblin, E. Wagner, R. Celli, J. Cash, L. Aleksa, D. Gashler, A. Balcom, A. Calabrese, D. Krzyston, M. Wake, K. Dushko, M. Fields, E. Ericson, S. Shoemaker, L. Ciafardoni, W. Shaffer, C. Rossi, M. House, R. Piurowski, E. Liberatori, J. Warren, S. Babcock (proxy held by J. Fishner), J. Lindsay, D. Conklin,

**Senators Absent:** D. Green

**Guests:** S. Deane, T. Jordan, T. Aguirre, M. Liddle, K. Bucci, D. Keever, C. Bishop, G. Kay, J. Collins

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

Meeting Minutes

- Motion to approve the 8-31-2020 meeting minutes: W. Shaffer; J. Cash seconded: approved, 1 abstention

Assessment Update – M. Liddle, K. Bucci, D. Keever

- Assessment Committee will be reporting to us once a month with updates
- Starting Middle States Self-Study Process
  - Steering Committee has been formed – E. Wagner is our rep; 24 representatives total from across the campus
  - Kick off meeting this week
  - Year one focusing on forming steering meeting and forming the working groups to do reporting; year 2 finalizing the report with multiple forums for input; year 3 – host Middle States for 2 days with interviews with various members of campus
  - Self-study design – two different approaches
  - Encouraging folks to be part of a work group – let Katie or Monica know if you want to participate
  - Assessment day in January – focused on Institutional Priority – January 6 and June 3 are our 2020 – 2021 assessment days – both will be held entirely virtually
  - Middle States Self-Study Process Vancko Hall page – can self-enroll
  - Strategic Plan – how do we measure how we achieve our mission and goals?
    - Katie created a report card with outcomes to look at

- Leadership will be choosing some areas to focus on for the self-study
  - 3<sup>rd</sup> year of our master assessment plan – in Spring 2021 we'll start working on next set of 3 year master plans
  - Looking at switching to a new assessment product – unclear if we will be able to purchase it given Covid budget issues
  - 3<sup>rd</sup> Tuesday of every month – Assessment Workshops
    - Still tracking hours towards micro-credentialing
- ILO assessment is continuing this year – Technology and Sustainability - Monica
  - Reworked the rubrics in order to include classroom and non-classroom assessments
  - As 3 year cycle ends, we will re-evaluating the ILOs (they were written about 6 years ago) and tie these more to our larger goals and how to tie into gen-ed
  - Gen-Ed Assessment continues to be done – appropriate faculty have been contacted to alert them to this
  - Assessment Committee – wants an active role in planning assessment day – being more of a liaison to the different areas/schools – this is great – often on Assessment Day we're not sure what we should be doing -
  - There's now a Q&A forum on the VH page to help; Assessment committee members will answer to help
  - Opening dialogue to help build a culture of assessment

#### Promotion Process Update – Susan

- Questions on what the changes might be with regard to this process; we had nominated someone to a task force/committee to look into this
- No changes to the process due to focus on Covid- related issues
- If there would be changes, it would be toward the end (approval vs not)
- All the deadlines in the Fall will continue

#### Preferred Name Policy Discussion and Vote

- Motion to approve: Jason Fishner; second by Shannon Shoemaker
- Discussion:
  - LA&S – positive feedback overall
    - Question: no vulgar, fanciful names will be allowed – who would decide what's fanciful? Feels subjective. Can we look at these words more carefully?
    - Question: would a student be able to just go by one name instead of two? Or just go by their last name?
  - Res Life/Cadi – added: Res Life Hall rosters as a place where the name will appear; systems in res life/cadi added (e.g. ID card transactions); automating Bronco Connect; not getting a new card with dead name on it (if they lose their card, etc.)

- Business/Hospitality – support – though echo LA&S concerns
- Motion passes

#### Consultation & Visitation Procedures and Discussion – L. Frisbee

- E-board has received many calls/emails/messages of concern
  - These concerns have been taken to leadership
  - Recently some of these concerns have been addressed, but there is a continued pattern of lack of shared governance
- Would like to have a conversation about a consultation in order to encourage a healthier/stronger relationship between Senate and Leadership
- A consultation is NOT a vote for no confidence
- We want campus feedback with regard to where we are on this topic
  - The e-board could ask for a consultation without the support of the Senate, but we don't want to do that
  - Not voting on this today – will vote next Senate meeting
  - Please go back to your areas, talk to them regarding communication, how the President is working with shared governance, or other issues folks have
- Reasons for why: lack of clear/effective communication, lack of transparency re: budget, lack of shared governance
- Consultation and Visitation Processes – info posted in VH
  - Kind of like marriage counseling – talking through issues/concerns together with a third party – not a divorce/vote of no confidence
- E-board has talked to the President repeatedly about concerns
- Questions:
  - Can the e-board really act independently?
    - According to UFS – with regard to consultation, yes.
    - Is there a lack of communication between e-board and the Senate itself?
      - We're taking minutes at our e-board meetings – happy to share those
  - Timing – being brought up at only the second meeting? Why is this a campus-wise issue at this point?
    - Information regarding Covid-19 is key; a lot of the information isn't clear or consistent – because of this urgency, this has exacerbated concerns
    - Previous e-board met with the President in Spring 2020 to discuss concerns before
  - Repeat the questions e-board wants Senators to ask their areas
    - Concerns re: shared governance on campus
    - Concerns re: communication on campus (both pre- and post-pandemic)
    - How do people feel about a consultation?
    - If people in your areas have additional/other concerns, please bring these back to us.

- We'd like folks to upload information into VH anonymously (we will work with Ericka) as well as bring it back to the next meeting if folks feel comfortable sharing this
- Would it be helpful to send out a single document/set script so that everyone's focus is the same to help uniform info (e.g. if people aren't unfamiliar with consultation)?
  - 6 pages of info on consultation from the SUNY University Faculty Senate on VH now
- Got dinged on Middle States last time on communication and shared governance – if we don't address it now, Middle States will address it for us; we need to take this seriously
- Clarify the depth of concerns (e.g. 15 notes of concern from 5 people versus 15 people)
  - We can get you those numbers; we've received concerns from all of the areas (schools and offices)
- What are the different concerns actually? Specific examples?
  - More info will come in with the anonymous feedback next week so we can have a thorough discussion before a vote; need that feedback so that folks are voting based on their larger areas
  - Want to be transparent but keep the confidence of those who feel they cannot speak
- Support for this method/approach
  - Lack of a seat at a table regarding planning for Covid
    - Nothing happens unless required by the state
  - We passed two important resolutions as a Senate re: class size – but nothing happened with regard to those
  - Work place hazard assessments – need to happen
  - These are things that people need to know in order to make informed decisions
- We're not just talking about Covid
  - Issues go back to previous e-boards and other issues (e.g. Provost search, dissolution of budget and planning, etc.)
- Feedback form – will it be anonymous?
  - People need to own what they think
  - We would hope people feel comfortable speaking up for their areas, but not everyone does for various reasons – want a space for folks to feel comfortable to report back anonymously in case they are afraid of potential retaliation (e.g. un-tenured folks, folks going up for promotion)
  - People's opinions are valid, even if they're afraid of speaking up
  - If we went to the Consultation stage, comments wouldn't be anonymous – but would be kept confidential
- In terms of conversations with Leadership – has there been an attempt to meet with the entire Leadership team?

- Don't typically meet with everyone; meet with Provost and President
- Went into LM meeting to discuss Covid concerns
- We could request that
- If we do consultation, e-board is prepared to be told that we are in the wrong; it's clear that folks have different relationships with Leadership;
  - If comments come back and say consultation is necessary, we are prepared that it might say that Senate might be in the wrong
  - Senate is a representative body that has respectful conversations with each other even when we disagree
  - Comments that came through with Vancko were hurtful/personal – please be professional when providing anonymous information.
- Covid-19 has brought everything to a head – many colleges are struggling
  - The ability to communicate within the Senate is valuable and that is something not all institutions have at the moment
- Rules that are established by SUNY need to be upheld by Senate; we need to make sure that we're together and transparent and not divisive within ourselves
- Thanks to e-board for bringing this difficult conversation up. For too long, folks have brought up issues at the Senate and nothing happened. That seems to be changing.
- Consultation can be cathartic – bring two sides together to discuss how to improve; not about an axe to grind, but rather moving forward positively
- E-board will write a scripted question for Senators to share and take back to areas to ensure consistency; attach consultation info from VH so everyone is getting the same info

Old Business:

- Will vote for alt UFS rep next time

See you at the next meeting: Monday, September 28, 2020 @ 4:30pm

Meeting adjourned at 5:50pm