

MINUTES OF
FACULTY SENATE MEETING
November 15, 2016

The third Faculty Senate meeting of the 2016-2017 academic year was called to order by Prof. Fernando Guzman, Mathematics, at 11:45 am.

1. Minutes

After no discussion, the minutes of the September 20, 2016 meeting were approved as submitted.

2. Obituary Notices

Prof. Guzman notified the body that Prof. Jonathan Biggers, Music, passed away. Prof. Guzman asked for a moment of silence to remember this colleague. As is established practice, notes of condolence have been sent to the families on behalf of the Senate.

3. Announcements

Prof. Guzman referenced the announcement from President Stenger, Provost Nieman, and Chief Diversity Officer Hampton regarding the situation on campus in the wake of the presidential election and asked Senators to share this notice with colleagues and students. If time permits, a conversation on this subject will take place at the end of the meeting.

Prof. Guzman noted that the evaluation of President Stenger is now closed. He clarified some points regarding evaluation of administrators and asked Senators to share this information with colleagues in their units. These evaluations are conducted by the Faculty Senate Evaluation Coordinating Committee (ECC) and are not done by the administration. These evaluations are confidential and the results are shared with the administrator, his/her immediate local supervisor, and the Faculty Senate Executive Committee (FSEC). Confidentiality is essential. Campus Governance Leaders may elect to discuss the results with the administrator's immediate supervisor and follow up on any action needed. In the case of President Stenger's evaluation, he has no local supervisor so the FSEC will meet with him once the evaluation report is complete to discuss any issues that may arise from the evaluation. Prof. Guzman also noted that evaluations are never made public.

Concerned faculty have addressed that Senate agendas need to be sent to all faculty. Two messages go out regarding the Senate meeting. A message is sent to Senators, then all voting faculty announcing the meeting date, and once the agenda is established, the agenda is sent out to Senators and then to all voting faculty, in addition to being published in Dateline. Previous meeting agendas and minutes are available on the Faculty Senate website.

4. Approval of degree candidates

768 graduates have filed an application for degree (265 graduate students; 503 undergraduate students). Motion was made and seconded to approve. List was approved by a unanimous hand vote.

5. Reports

Prof. Barry Jones, University Faculty Senator, reported on the October 20-22 plenary meeting held in Cortland, NY.

University Faculty Senator Peter Knuepfer spoke to the group about the \$54 million in "Investment and Performance Fund" discretionary monies that was elaborated upon later by Provost Cartwright. Prof. Knuepfer also addressed the subject of freedom of expression and academic freedom. CUNY's

University Faculty Senator endorsed a “Statement on Principles of Free Expression and Expressive Conduct” that had been adopted by the University of Chicago in 2012. Prof. Knuepfer also discussed the search process for the new chancellor. Chancellor Zimpher will step down in June 2017. The search will be a closed search and a new chancellor will be named no later than May 2017. He also discussed the COACHE (Collaborative on Academic Careers in High Education) survey that is a best practice at Harvard which looks at tenure and promotion standards, family leave, etc.

Provost Cartwright spoke about the \$54 million discretionary monies. He will have conversations at each campus with senior administration and campus governance leaders on performance improvement plans, SWOT analysis to explore ideas, and to see where campuses see themselves in 2025 without financial constraints. Proposals will be invited based on these conversations.

Provost Cartwright also discussed items which resulted from the recent SUNY Presidents meeting – mechanisms for sharing expertise across the SUNY system, redirecting rejected students to other SUNY campuses, and expediting curriculum review at SUNY and the State Education Department.

Problems with seamless transfer were voiced in several discussions including with the President of the Faculty Council of Community Colleges. Some community colleges seem to have better relationships with Syracuse and other colleges than with SUNY institutions. One issue raised was the possibility of legislation regarding seamless transfer (e.g. transfer students would automatically have junior standing). It is not clear how much systematic data supports this view. Prof. Jones noted that it’d be interesting to know where Binghamton is at in this regard.

Chancellor Zimpher spoke about TeachNY. Phase I “Race to the Top” money funded discussion across the system of teacher education and formed the TeachNY Advisory Council to create recommendations regarding development of teachers and school leaders. The SUNY TeachNY Steering Committee is working to translate the recommendations into SUNY policy. Needed is elevation of the teaching profession, providing clinical experience to education majors, investments in innovation, dealing with upcoming shortage of teachers due to delayed retirements going into effect. There was some undercurrent dissatisfaction with TeachNY but no specifics were raised.

Chancellor Zimpher noted that 40% of college students come to college in need of some remediation at a cost of \$70 million to SUNY (and \$90 million to students). CUNY Faculty Senate chair echoed this by saying that algebra is the biggest obstacle to graduation in CUNY and that CUNY has an “algebra-free” pathway. This could be a barrier for students who want to switch to STEM fields. Also noted was that it is more difficult to improve math education in the schools because newly trained teachers are themselves not very proficient in math.

In response to questions, Chancellor Zimpher noted that stabilizing and moving forward with respect to SUNY Poly is “job one” and that the SUNY Provost is working to find an interim president. (We now know that Vice President Bahgat Sammakia will be filling this interim president role.)

The campus governance leaders brought up the idea of campus leaders serving on local Councils/Boards. Councils are required to invite campus leaders to the meetings, but most are silent observers. Chancellor Zimpher said that she would consider this idea and willing to try working it through the legislative process. To clarify, it was noted that the campus governance leaders would be ex-officio non-voting members of the Councils. This was consistent with the position of Prof. Knuepfer and a resolution was passed (attached).

Prof. Sandra Michael, Biological Sciences, confirmed that Albany allows their campus governance leaders to be on their Council although she does not know if they are voting or non-voting. This can

be done on a campus-by-campus basis. Prof. Michael did note that former President DeFleur was strongly against this.

6. Curriculum Items

a. Social Work BSW

Prof. Reiter noted that this is a new undergraduate degree in CCPA. This will allow students who are interested in pursuing a career in social work to get a bachelor's degree.

Prof. Guzman noted that the Faculty Senate Diversity Committee can comment on any motions coming to the Senate from the FSEC. Prof. Lisa Tessman, Philosophy, and chair of the Diversity Committee, asked that new program proposals contain information on how the department/school will be addressing diversity. Dean Bronstein confirmed that CCPA welcomes all students and has many diverse students in CCPA. After no discussion, this program was approved by an unanimous hand vote.

b. Literacy Education B-12 MSED

Prof. Reiter noted that this is a new program created from existing programs (B-6 and 5-12). Some students want to be more of a generalist and will take the additional six credits. Prof. Lisa Tessman said she would be introducing a motion later in the meeting that all future program proposals should show how diversity and inclusion will be addressed. Prof. Tessman said the Diversity Committee does not need written statements for the programs being reviewed today so the programs are not held up but would like verbal confirmation. Dean Susan Strehle, Graduate School of Education, said they are creating a degree combined from two existing programs. For any new programs, they would be recruiting students at college fairs that concentrate on under-represented students. Literacy teachers go into schools and help students who need help with literacy; this strong proposal will increase minority students on campus. Prof. Tessman thanked Dean Strehle for this information as it was exactly what they are looking for in future proposals. After no more discussion, this was approved with 1 opposed.

c. Health Systems Engineering MS

This is a new program created from an existing program. SSIE has a health engineering track but students want their degree to say "health systems". SSIE believes that students will participate in this new specialized degree program in SSIE.

Prof. Daryl Santos, SSIE, addressed the diversity request by reading the "Dean's Council Diversity Pledge":

- *Develop a Diversity Plan for our engineering programs with the help and input of national organizations such as NSBE, SHPE, NACME, GEM, SWE, AISES, WEPAN and the ASEE that would articulate the definition and the vision of diversity and inclusiveness for the institution; assess its need or justification; provide a statement of priorities and goals; commit to equity, implicit bias and inclusion training across the school; define accountability; and the means of assessing the plan through various means including surveys.*
- *Commit to at least one K-12 or community college pipeline activity with explicit targeted goals and measures of accountability aimed at increasing the diversity and inclusiveness of the engineering student body in our institution.*

- *Commit to developing strong partnerships between research-intensive engineering schools and non-PhD granting engineering schools serving populations underrepresented in engineering.*
- *Commit to the development and implementation of proactive strategies to increase the representation of women and underrepresented minorities in our faculty.*

Prof. Tessman thanked Prof. Santos for this information. After no more discussion, this was approved by a hand vote with 3 abstentions.

d. SSIE degree at SUNY Korea

This is a new program which will be taught at SUNY Korea. Prof. Reiter noted that SUNY Stony Brook also participates in teaching courses there. SSIE has been invited to participate to offer BS, MS, and PhD degrees. These degrees will be our degrees. Separate faculty will be hired by a search committee here. Promotion and tenure of faculty will be similar to Binghamton but the faculty will not be employees of New York State. This program will be overseen very carefully by SSIE. Prof. Reiter said this was an unusual program for EPPC and FSEC and had a lot of discussion about this.

Prof. Santos noted that the Dean's pledge above pertains to this program as well. In addition the following points are specific to the program in Korea:

This entity is a particularly sound partner for our continued diversity efforts in light of their own vision and mission. Specifically, SUNY Korea has an enrollment target that 30% of its students be international; includes "cross-cultural experience" as a point in its five-point mission and vision statements endeavoring "to nurture creative leaders who can overcome challenges in a global society."; includes the statement that they are "an equal opportunity/affirmative action employer. Women, minority, and individuals with disabilities are encouraged to apply" on all hiring notices; and has a student pledge that states: "As a member of the SUNY Korea community, I agree to promote equality, civility, caring, responsibility, accountability, and respect. I recognize the importance of understanding and appreciating our differences and similarities. Therefore, I pledge the following:

- *I will not encroach on the rights of others, either as individuals or as groups.*
- *I accept the obligation to listen to and understand the beliefs and opinions of others, and to treat others fairly.*
- *I am accountable for my own behavior. I accept that I am, in part, responsible for the welfare of the community itself.*
- *I will stand up for the dignity of every member of this community.*
- *I will celebrate and express pride in our community's diversity in all its forms: race, gender identity, differing ability, religion, sexual orientation or any of the dimensions which makes each person uniquely human."*

The SUNY Korea campus presently hosts students from at least 27 countries in addition to Korea. The spirit of diversity is being practiced at SUNY Korea. In addition, Mr. Peter Partell noted that Watson School has a stronger statement in faculty and staff searches, has a commitment to diversity, and demonstrates actions they have taken to build a more diverse community and a more diverse and inclusive experience. SUNY Korea has agreed that they would use this statement in their searches.

Prof. Tessman voiced concern that there are no home and diverse faculty shown in the program. Prof. Santos noted that SSIE faculty, of which many are women, will be periodically going over to Korea to teach.

After no more discussions, vote was approved by a vote of 43 in favor, 1 opposed, and 7 abstentions.

Prof. John Starks, FSEC chair, thanked Prof. Reiter and the EPPC for their work. Details of the programs are enormous and we owe a great deal of gratitude to them for making reviews such as these more efficient. Prof. Starks also thanked the Diversity Committee for responding to the proposals that came through in quick order.

7. Annual Reports of 2015-2016 Faculty Senate standing committees

- a. Budget Review – Chair Wayne Jones, Chemistry, said that the BRC charge calls for committee to review budgets with the administration before they go to SUNY. This has not done, so a proposal to change the Faculty Bylaws will be coming soon to reflect what the committee actually does. There were budget challenges last year. There was an increase in tuition and we expect a small increase next year. Vice Provost McGoff has done excellent work in negotiating with SUNY on shortages and we may fall short next year. We hope to push projections forward 14 months so we know what our budget is looking like further ahead.
- b. Bylaws Review – Chair Sandra Michael, Biological Sciences, reported that the Bylaws Review committee reviewed two types of changes to the Faculty Bylaws last year. Some changes were “housekeeping” changes (adding the Pharmacy School and changing titles to reflect new titles in administration). Also, the 1980 “Votruba memo” was incorporated into the Faculty Bylaws to show how faculty participate in search committees for senior level administrators.
- c. Convocations -- Chair Ben Andrus, University Libraries, reported that the committee receives \$5,000 from the President’s Office and \$5,000 from the Student Association. Last year the committee funded 18 events in the amount of \$12,000 and was very supportive of Black History Month by funding a speaker, which was 30% of their budget.
- d. EOP Advisory – There was no report from EOP. No meetings were held last year as the committee did not have a chair.
- e. Educational Policy and Priorities -- Chair Sara Reiter, School of Management, reported that the EPPC discusses policies and curriculum. There were no policies changed last year, but there were several program items that then went to the State Education Department. She noted that any new degree programs move forward to the Senate from the EPPC and FSEC.
- f. Intercollegiate Athletics – Mike Lewis, Computer Science, reported that the committee met one time per semester and reviewed academic performance of athletes. All teams are performing well. Also discussed was the challenges that student athletes face with balancing competitions and their academic obligations.
- g. Library – Prof. Polachek, Economics, reported that the committee reviews Library situations to insure it meets the needs of faculty and students. Items reviewed last year were exhibits in the library, budget aspects, staffing needs, attempting to obtain current assigned textbooks for easier

access, and space. Issues still exist for faculty space in the Library. Prof. Dennis Lasser, SOM, commented that the Bloomberg terminal will be set up soon which will be a great addition.

- h. Professional Standards -- Prof. Robert Guay, Philosophy, reported for chair Gale Spencer. The committee held one meeting to address an issue involving a research assistant.
- i. University Undergraduate Curriculum – tabled to next meeting.

Prof. Guzman noted that the next Senate meeting will be held on December 6. Agenda items will include conversations about the Calendar Committee, motion proposed by the Diversity Committee, and the post-election concern about minority and open dialogue.

After no more business, the meeting adjourned at 12:59 pm.

Present: Nancy Abashian, Laura Anderson, Rosemary Arrojo, Serdar Atav, Christopher Bartlette, Anne Brady, Cassandra Bransford, Elizabeth Casteen, Manas Chatterji, Kenneth Chiu, Junghyun Cho, Cynthia Connine, Leon Cosler, Alexandra Cuesta, Daniel Davis, Heather DeHaan, Marvin Diaz, Mark Fowler, Leslie Gates, Christof Grewer, Robert Guay, Fernando Guzman, Colleen Haile, Christopher Hanes, Brendan Hennessey, Stephanie Hess, Sharon Holmes, Barry Jones, Kristina Lambright, Dennis Lasser, Richard Lee, Alistair Lees, Tongshu Ma, Tami Mann, Sandra Michael, Robert Micklus, Natalija Mijatovic, Carol Miles, Jose Morales-Collazo, Richard Naslund, Jay Newberry, Donald Nieman, Vladimir Nikulin, Titilayo Okoror, Neil Christian Pages, Carolyn Pierce, Sara Reiter, Hiroki Sayama, Pamela Smart, John Starks, Jennifer Stoever, Masatsugu Suzuki, Ruth Van Dyke, Adrian Vasiu, Joseph Weil, Thomas Wilson, Sara Wozniak, Bogum Yoon, Hong Zhang

Excused: Benjamin Fordham, Patricia DiLorenzo, Heather Fiumera, James Jentsch, Hyeyoung Kang, Jonathan Karp, Changhong Ke, Katja Kleinberg, Nagendra Nagarur, Dana Stewart, Melissa Zinkin

Absent: Anne Bailey, George Catalano, Zu Yan Chen, Eric Cotts, Michael Cutler, Weiying Dai, Thomas Kulp, Carl Lipo, Marla Mallette, Gregory Robinson, Harvey Stenger