

MINUTES OF FULL FACULTY AND
FACULTY SENATE MEETING
April 21, 2015

Prof. Alistair Lees, Chemistry, called the Full Faculty meeting to order at 11:48 am in UU Old Union Hall. He welcomed President Harvey G. Stenger and turned the meeting over to him.

President Stenger began his report to the Full Faculty meeting attendees. See attached PowerPoint presentation for details.

Questions and answers:

Q: Prof. Ricardo Laremont, Political Science – The Pharmacy School initiative is great. What is next for undergraduate education related to the health sciences and biology?

A: Pres. Stenger responded that it is important to advise our students appropriately. We can bring students into that plan to be a pharmacist. We can bring in students as freshmen who have a goal of being a pharmacist. Our hope is to have Upstate Medical students co-locate with the Pharmacy School and work in teams in the hospital area. We will be growing in all areas of health sciences and plan to continue to increase student interest in these areas.

Q: Prof. Fernando Guzman, Mathematical Sciences -- Will we use funds from Start Up New York for The Castle?

A: We will have a memo of understanding with the New York State Office of Mental Health and we may add this to the Start Up New York initiative. This will need approval. And it will take a long time to renovate the building.

Q: Prof. Serdar Atav, School of Nursing – Is there a plan to establish a Health Sciences School with Decker School of Nursing, School of Pharmacy, and the Clinical Campus?

A: Pres. Stenger noted that Dean Ferrario has communicated that through the SUNY 2020 proposals, there are grants for additional new construction for \$55 million. The proposal is that our Pharmacy School building will house Upstate Medical and we may include the School of Nursing. This will make good sense but it is dependent on funding.

Q: Prof. Serdar Atav, School of Nursing – Are there any plans to establish a School of Health Sciences that would merge the three different components together?

A: Pres. Stenger answered no, because Upstate Medical is not part of Binghamton University, so they could not be part of our school.

Q: Mr. Gary Romanic, Outdoor Pursuits -- Who will be point of contact to decide what The Castle will be used for?

A: Pres. Stenger noted that Physical Facilities will oversee the shape of the building and will put out bids to repair/renovate. Provost Nieman is putting together a group of people across campus who will evaluate ideas on what the building could be used for.

After no more questions, the Full Faculty meeting was adjourned.

The third Faculty Senate meeting of the 2014-2015 academic year was called to order by Prof. Lees at 12:13 pm.

1. Minutes A motion was made to approve the minutes of the December 2, 2014 meeting as submitted. On voice vote, the motion was approved.
2. Obituary Notices Prof. Lees notified the body that Prof. Florence Margai, Geography; Harold Llewellyn Geisse, University Libraries; Prof. Emeritus Wolfgang Kappe, Mathematics; Prof. John David Walker, English; Bartle Prof. Jean Schmittau, Graduate School of Education; Prof. Paul Jordan, Music; Prof. Barbara Abou-el-Haj, Art History; and Prof. Emeritus Stuart Landry, Biological Sciences passed away. As is established practice, notes of condolence have been sent to the families on behalf of the Senate.

3. Approval of degree candidates A motion was made to approve the spring degree candidates. On voice vote, the motion was approved.
4. New business
 - a. New degree proposal – MA/MS in Sustainable Communities

This degree is a combination of Geography, MPA, and Environmental Studies and will be housed in the Graduate School. This has been approved by Graduate Council, EPPC, and the FSEC. FSEC met with Susan Strehle, Graduate School; Norah Henry, Geography; George Homsy, Public Administration, and Rob Holahan, Environmental Studies to discuss the proposal. This is now ready to go to the State Education Department and will come back to the FSEC if there are any substantial changes. After no discussion, on voice vote, this was approved.
 - b. Revision of the Pluralism in the U.S. (P) requirement

This comes to Faculty Senate with UUCS and FSEC approval. This change broadens the groups that can be selected from. After no discussion, on voice vote, the revision was approved.
 - c. Faculty ByLaws -- Changes in Article VII Faculty Personnel Policies

These changes refer to the fact that a department chair is not involved when his own personnel case is being considered, the department chair may not chair the IPC when his case is being considered, nor take part in discussions or write a report on his own case. This has been approved by the Bylaws Committee and FSEC. After no discussion, on voice vote, this was approved.

After the vote, Prof. Daryl Santos, SSIE requested that in the language, “his/her” be changed to “their”. Chair Lees agreed. Bylaws change will be amended as noted.
 - d. “Eight Keys to Veteran’s Success”

This has been adopted by the University Faculty Senate. President Stenger has also approved. Binghamton University is already doing most of this which is noted with details as shown on the attachment. If approved, this will appear in the Faculty Staff Handbook and the University Bulletin. After no discussion, on voice vote, this was approved.
5. Election of 2015-2016 Faculty Senate Procedures Committee. Pursuant to Article III, Title B, 10.c. of the Faculty Bylaws, the Nominating Committee of the Faculty Senate presents the following slate of nominees:

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| Chair -- | Fernando Guzman, Mathematics |
| Vice Chair -- | Sandra Michael, Biological Sciences |
| Secretary -- | Sara Reiter, School of Management |

After no discussion, each nominee was individually approved by voice vote.
6. Reports
 - a. Prof. Thomas Sinclair, Chair of Faculty Senate Executive Committee

Prof. Sinclair focused his comments on FSEC’s decision to initiate a Faculty Senate evaluation of Dean Anne McCall and addressed three issues – why the evaluation was conducted, how the evaluation was conducted, and what happens next.

For those Senators who are not in Harpur, this discussion is worthwhile because it elaborates on a vitally important element of shared governance...how we as faculty represent our peers and advise senior administrators.

Why did we proceed with an evaluation at this time? Evaluations of senior administrators are conducted to provide systematic feedback and comments from faculty and staff to the administrator and his/her immediate supervisor. The goal, which we all share, is to improve performance and operations. In general, the Faculty Senate Evaluation Coordinating Committee (ECC) conducts evaluations on a four or five year schedule. This is not ideal because there have been a number of instances in which an administrator never receives an evaluation. Long delays in evaluations can allow problems that could be addressed relatively straightforwardly to fester and negatively impact an organization's work.

Since last year, members of the FSEC have been contacted by faculty concerned with Dean McCall's leadership and management of Harpur College. Those concerns were shared with senior administrators but early this semester, FSEC, after thorough discussion about the implications of its actions, voted overwhelmingly to proceed with an evaluation.

Clearly, this decision signaled that there were concerns. The FSEC concluded that an evaluation would put the concerns raised by some in the context of everyone in the unit. Without conducting an evaluation, neither the FSEC, nor the Provost, nor Dean McCall herself has reliable information about how her leadership is impacting her organization.

How was this conducted? Once the decision to conduct an evaluation was made, the normal ECC process was followed. Dean McCall was contacted by the chair of the ECC. The standard evaluation instrument that has been used by the committee for several years was reviewed to insure that it was applicable to the Harpur Dean's position. After that review, the evaluation instrument was sent to all voting faculty and the staff of Harpur College.

Survey responses have been collected and the ECC is in the process of organizing them into a report. It is the practice of the committee to limit its editorial work to organizing responses and ensuring that the confidentiality of respondents is protected.

What happens next? Once the ECC's report is prepared, it will be forwarded to Dean McCall for her comments. Both the report and her comments will be forwarded to Provost Nieman. Members of the FSEC can review a copy of the report, but we cannot share its findings. This is to protect the integrity of the process. The evaluation is a means for communicating how leaderships and management are impacting faculty and staff with the objective of improving performance. Ultimately, it is up to the Dean and the Provost to determine how substantive issues will be addressed.

On other matters, the FSEC met with Valerie Hampton of the Office of Diversity, Equality, and Inclusion this semester. The Campus Climate survey was finally released late last week and one of its recommendations is for the Faculty Senate to form a Diversity Committee. Prof. Sinclair looks forward to working with Prof. Guzman and other faculty governance leaders to organize a process possibly forming a group to develop a charge for a Committee on Diversity.

We participated in the searches for the Dean of the Libraries and the Chief Information Officer. We worked with Pres. Stenger to constitute a University-wide Calendar

Committee. We also continue to have significant faculty representation and voice on Binghamton University's Start-Up NY Committee.

After no more business, the meeting was adjourned at 12:45 pm.

Present: Manoj Agarwal, Benjamin Andrus, Serdar Atav, Jeffrey Barker, John Baust, Jonathan Biggers, Mark Blumler, Anne Brady, Kenneth Chiu, Scott Craver, Magdalena Czubak, Leslie Gates, Brandon Gibb, Jennifer Gordon, Vincent Grenier, Fernando Guzman, Colleen Hailey, Hadassah Head, Leslie Heywood, Douglas Holmes, David Jenkins, Barry Jones, Jonathan Karp, Celia Klin, Ricardo Laremont, Michael Lawson, Alistair Lees, Stephen Levy, Gretchen Mahler, Randall McGuire, Natalija Mijatovic, Pamela Mischen, Donald Nieman, Neil Christian Pages, Carolyn Pierce, Florenz Plassmann, Mark Poliks, Dmitry Ponomarev, Xingye Qiao, Sara Reiter, Bonita Roth, Omowunmi Sadik, Pamela Sandoval, Daryl Santos, Thomas Sinclair, Pamela Smart, Diane Sommerville, John Starks, Harvey Stenger, Lisa Tessman, Ruth VanDyke, Cyma VanPetten, Sara Wozniak, Thomas Wilson

Excused: Charles Goodman, Ji-Song Ku, Sandra Michael, Sandro Sticca,

Absent: Josephine Allen, Cassandra Bransford, Gisela Brinkler-Gabler, Howard Brown, Nicole Cameron, Frank Cardullo, John Cheng, David Clark, Alison Coombs, Lee Cummings, Don Greenberg, Sharon Holmes, Murali Jagannathan, Hoe Kyeung Kim, Michael Lewis, Aja Martinez, Robert Micklus, Robert Palmer, Seungbae Park, Kristian Rydqvist, Leigh Ann Wheeler, Bruce White, David Wilson, Zili Yang, Stephen Zahorian, Chaun Zhong