

MINUTES OF
FACULTY SENATE MEETING
December 6, 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 November 15, 2016 meeting were approved as submitted.

2. Announcements

Prof. Guzman asked for a moment of silence for student Stefani Livena who was killed a few days ago.

Prof. Guzman noted that to allow enough time for open conversations, we have decided to review the remainder of the committee reports in the spring semester.

3. Reports

Prof. John Starks, chair of Faculty Senate Executive Committee, reported on Faculty Senate Executive Committee business for the fall 2016 semester. The FSEC met on nine occasions over the course of the fall semester. They began the academic year by helping to establish and fill vacancies in numerous committees that ensure more effective distribution of faculty governance across a diverse body of the faculty. Of note among these were faculty representation on the Professional Staff Senate and the Parking and Transportation Stakeholders Group; a selection committee for a new Transdisciplinary Area of Excellence (TAE); constitution of a TAE Evaluation Committee, with Tom Sinclair as chair, to begin review this semester; and faculty representation on the search committees for Deans of Harpur College and the Graduate School.

The FSEC gave guidance to the Evaluation Coordinating Committee on the most appropriate procedures for developing and reviewing the evaluation of President Stenger, which has just recently been completed, and for adding new chief administrative positions to their oversight, such as Vice Provost for Student and Faculty Development James Pitarresi. They reiterated the need to continue informing the faculty and university community how important these regular evaluations are and that the confidentiality of the ECC's final reports is crucial to the effectiveness and openness of the resulting dialogue with administrators after the evaluations.

In keeping with the Faculty Senate charge to its newly constituted Diversity Committee, the FSEC instituted an operating procedure for directing its resolutions, via the chair of the Faculty Senate, to the Diversity Committee for review and comment as resolutions are being moved to the Faculty Senate for vote.

In response to faculty concerns raised early in the semester, we developed the charge and composition for a Joint Committee on the University Calendar, which comes to the Faculty Senate for discussion and vote today.

The FSEC received from the EPPC numerous proposals for new or adapted undergraduate and graduate programs. Those receiving the most discussion and further attention prior to approval included the SSIE degree at SUNY Korea, a Bachelor's in Social Work, and a Master's in Public Health.

President Stenger provided the FSEC with an Interim Management Plan for the Division of Research during the interim presidency for SUNY Poly by Vice President Bahgat Sammakia. The FSEC

approved of the plan and requested to be part of a proposed quarterly review of the effectiveness of the distribution of administrative duties within the plan, especially as it impacts faculty research initiatives. The President agreed that faculty review was a welcome addition to the plan.

The FSEC this semester engaged several administrators in confidential discussions to address a range of policies and initiatives, whether new or revised. They met with Kathy Brunt, Harpur Assistant Dean for Academic Affairs and Advising, on improvements in Academic Advising and updates on the state Tuition Assistance Program and seamless transfer. They also met with Terry Deak who emphasized that, as one-year Interim Dean of Harpur College, he is addressing issues that require immediate attention and solutions as they arise, but that he is not starting significant new projects or initiatives. Rather, he believes his most important role is to adjust and repair in those areas that will smooth transition to the new dean of Harpur College next year, and the new Dean of Decker School of Nursing, Mario Ortiz, on his rationales and goals for faculty and program development, especially in online education and faculty research mentoring. Faculty questions about intellectual property rights regarding online course materials and about best practices within nursing education and research are part of continuing dialogue within the school and in the faculty at large. FSEC met with Gloria Meredith, Dean of the Pharmacy School, on the role and status of clinical professors within the pharmacy field and within the new school. More comparative looks at faculty governance structures are ongoing in the Pharmacy School as part of what will be a continuing FSEC and Faculty Senate discussion on university-wide variance in disciplinary, departmental, and school standards for voting membership within academic units. A meeting with Brian Favela, new Executive Director of Parking and Transportation Services, reviewed questions on specific faculty and university concerns about parking plans and solutions. CCPA Dean Laura Bronstein provided important perspective on the budgetary and enrollment questions raised in the proposal for a Bachelor's of Social Work.

FSEC's ongoing business that will continue into next semester will include:

- Budget Review Committee proposal of a change to its charge for a longer term of review for university budgets covering two academic years forward.
- Preliminary discussion about the Graduate School of Education and CCPA merge. The implementation of this merger and the potential for new research and educational synergies from it will be of particular interest in the months ahead.
- Significant interest has been raised, as suggested above, in reviewing the differences in voting procedures and membership represented across campus in by-laws and in common practice.
- A re-consideration of evaluation procedures and tools for student input on faculty teaching effectiveness seems to be of significant interest to a number of faculty, particularly departmental chairs.

As always, John asked that faculty leaders provide and solicit from their chairs and colleagues issues that should be raised in the agenda of the FSEC. The excellence of our shared governance model and the responsiveness of the administration and university community to our effective representation of the faculty depend on steady, constructive faculty input. The FSEC welcomes any and all suggestions for policy consideration and discussion.

4. Curriculum Items

a. Public Health masters

Prof. Reiter reported that this is an interdisciplinary program that would deliver a public health masters using faculty from different units and will be housed in the Graduate School. Both EPPC and FSEC have reviewed the curriculum. Outside reviewers gave advice on how to put together

the program and curriculum that easily would be accredited. There is a lot of student demand for this degree. The EPPC did have some concern with housing faculty within the Graduate School and question how this would work and how it would affect a junior faculty's tenure if one contributed a lot to this program. Prof. Reiter feels that this will come up more for future multidisciplinary programs. State Education Department does not address this nor is concerned about this aspect. The FSEC approved and passed along to the Senate the curriculum portion of this program. Prof. Reiter feels that placement of faculty lines and involvement of junior faculty in cross-disciplinary programs need to be discussed extensively to address issues such as where faculty will be located, how being housed in the Graduate School will work, and what other possible programs may have these similar issues.

Prof. Sandra Michael, Biological Sciences, noted that there are other programs such as the materials packaging program that is shared between Chemistry and the Watson School. It was noted though that that is a graduate degree and faculty are not housed in the Graduate School. Prof. Michael said she does not want to see an academic unit in the Graduate School.

Dean Susan Strehle, Graduate School, reported that in his first year President Stenger asked the campus to expand graduate enrollments, but existing programs found that they were close to maximum enrollment for faculty and marketability. The job of the Dean of the Graduate School has involved researching new programs, learning about the need and demand for graduates, and to develop proposals for new graduate degrees. The Pharmacy School idea came from the Road Map process; it was a great idea, and it has generated buildings and hiring, and will be a good thing for our campus. This MPH degree proposal came from faculty on campus. Prof. Titilayo Okoror in Africana Studies was interested, and so was Prof. Yvonne Johnston from Decker School of Nursing. A small committee worked together to develop this proposal, and in the process we found additional faculty whose scholarship is squarely in public health. We have enough faculty to offer a highly credible degree. The program will be housed in the Graduate School in order to support the widely cross-disciplinary nature of the program, which will draw on faculty from four or five schools. The external evaluators said that the program will be much stronger if it is not housed in a particular department or school. The program will attract new graduates, students in medicine and nursing who want a second public health focus, and others who want to work on public health issues. Dean Strehle noted that there will be a meeting in the spring to discuss where the faculty director will be housed and other issues related to faculty governance.

Prof. John Karp, Judaic Studies, asked what other institutions are we comparing to and competing against. Dean Strehle responded that this is not the first time we have put cross disciplinary programs under the Graduate School for the short term -- MALS and the Sustainability Communities that crosses public administration and Geography are housed in the Graduate School. How does this compare to other universities in the public health area? The other three SUNY centers and the Syracuse Medical Center have this program. We plan to enroll 25 students per year. There are global placements for students possible. We currently have many faculty working in this field. They are excited about this new program.

Prof. John Starks noted that as the director for the University-wide courses, one unforeseen issue with undepartmentalized programs could be the enforcement of the academic honesty policy. Would the Graduate School have procedures to deal with an issue like this? This could be a serious issue of concern. In a recent case, it was decided that the department the student came from should deal with that. Dean Strehle said that there are some issues that need changing in the Graduate School's bylaws. It does have a grievance committee which is back-up to

departments. The Graduate School does need to have bylaws that deal with this as a revision of existing procedures.

Prof. Serdar Atav, Decker School, and member of the Diversity Committee, reported that the Diversity Committee has no concerns with the diversity statement for this program. This is a good example of what the Diversity Committee would like to see for future programs.

Prof. Sandra Michael asked how do we foresee personnel cases being handled for faculty that will have the Graduate School as their personnel berth? Dean Strehle answered that this does need to be worked out. They will be hiring a program director who will be hired with tenure. They do not plan on hiring any new faculty members to be housed in the Graduate School.

Prof. Fernando Guzman said there are existing faculty who are likely to be heavily involved in this program, and some faculty may be asked to teach for this program part-time. What are the financial arrangements? What will the MPH program contribute to the personnel case? Dean Strehle said that on the financial sheet submitted in the proposal, the program has been allowed to buy out faculty and courses at real rates. Readers can find numbers that represent buy out of a course with one-quarter of a faculty member's salary, not a low-paid adjunct amount. Some of the faculty may contribute only one course to the program each year, while others may contribute a course every five or ten years. When a contributing faculty member comes up for tenure, the program director will write letters of support for the personnel case, just as related programs do now for joint appointments. The MPH will follow procedures that are already in place.

After no more discussion, the Public Health masters was approved by a unanimous vote.

5. New Business

a. Diversity Committee

Prof. Serdar Atav, member of Diversity Committee, proposed the following motion:

All new program proposals coming to the Faculty Senate should include a statement about how the proposed program will address concerns about diversity and inclusion. This statement should include a plan for recruiting and retaining students from underrepresented groups, for recruiting faculty from underrepresented groups (if such faculty are not already included in the program), and for retaining these faculty.

Prof. Atav reiterated that at the November 15 meeting, the Senate considered two programs that did include statements such as this that will serve as examples for the future.

Prof. Guzman noted that this procedure is already in place. The programs approved on November 15 and today's proposal did include statements about diversity. This motion sets the standard in writing.

After no discussion, this motion was approved by a unanimous vote with 2 abstentions.

b. University Calendar Committee

Motion comes to the Senate from the Faculty Senate Executive Committee for the charge and composition of the Joint University Calendar Committee (attached).

Prof. John Starks said that changes for the next two academic years are going to cause questions. After consideration, the Faculty Senate Executive Committee decided to put forward a

proposal for a Joint University Calendar Committee. This is the third joint committee we have for a specific task. (The other two are ACET and CUE.) Having a joint committee for the University Calendar raises it to very high level with faculty and community involvement on implementation and follow-through, allowing in the charge that principles for establishing the calendar are very important and are part of the purview of the committee. In composition, several different areas of study are being proposed so groups are part of the long term composition without creating a large committee. Seven faculty members were agreed upon by the Faculty Senate Executive Committee and administration and will vary widely across and within schools.

Prof. Serdar Atav noted that the Diversity Committee discussed this motion and would like to add the following amendment:

The committee will continue to take into consideration the range of holidays that affect students, faculty, and staff at Binghamton University as well as consider how the calendar affects families.

Prof. John Starks noted that religious holidays are very strong considerations in creating the calendar. Are there any specific information that the Diversity Committee felt was missing? We want to highlight some things that are of interest to faculty and staff and these ideas over time may be forgotten if they are not in writing. We want to make sure these two items (holidays/religious holidays and family issues) are highlighted and taken into account.

After no more discussion, the amendment to the motion was approved by a unanimous vote with 1 abstention.

Prof. Richard Naslund, Geological Sciences, requested that a mechanism be included where faculty are contacted, notifying them that the calendar is being established so faculty can provide input on any issues that may need to be considered. Prof. Guzman noted that this mechanism is already in place because faculty and administration are on this joint committee. Also the Faculty Senate and the Faculty Senate Executive Committee will be in communication with this committee. In addition the chair of this joint committee chair will be reporting to the Senate each year with their report. This is a procedure already in the Faculty Bylaws.

Tami Mann, PSS representative, asked that staff members be represented on this committee. Prof. Guzman noted that there are seven members that are assigned by the President and the Provost, so hopefully PSS will be represented in that number. Provost Nieman noted that the members appointed by the President and the Provost would be staff members involved in areas on campus that are affected by the calendar (Residential Life and Athletics, for example).

Prof. Sandra Michael reported that it is hoped that the committee will function correctly where decisions made relate to the calendar and that faculty do not hear about calendar decisions after they have been made.

After no more discussion, the charge and composition of the Joint Calendar Committee was approved by a unanimous vote with 1 abstention.

c. Open conversation on post-election concerns

Prof. Fernando Guzman thanked President Stenger, Provost Nieman, and Valerie Hampton for their messages to the campus community on November 15 and December 2. There has been a lot of activity and discussion throughout the SUNY System including the University Faculty

Senate and the SUNY Diversity Committee. We would like to have an open conversation about this. Should this Senate endorse any of these statements, draft our own statement, or do nothing?

Prof. John Starks said that as chair of the Faculty Senate Executive Committee and chair of Classical and Near Eastern Studies, he feels the impact on members of his community is very high. It is difficult to know what to say and how and when to say it. What we feel needs to be expressed in support of our community. He is appreciative of the referenced messages, particularly the one sent on December 2 that allowed him to understand the issue is university-wide, not just in specific areas of interest. There are real concerns ahead of us and we need to be vigilant about this and be prepared to respond. Prof. Luiza Moreira, chair of Comparative Literature, is drafting a statement of solidarity which will be shared in a wider distribution among faculty.

Prof. Jonathan Karp, Judaic Studies, reported that he had class discussions the day after the election. Students are eager and relieved to talk about what happened. There is a great range of views and we have the right atmosphere for it. There is a sense a tension that needed to be relieved. He believes, however, that some kind of communication should have come out sooner than November 15. We acknowledge that we are a community and we needed to let everyone know that there is an awareness of the situation, and it is important to talk about it, come together, and find forums for engaging. He is very appreciative of Dean Terry Deak's letter and felt that something from President Stenger could have come earlier although he does understand the dilemma.

Prof. Jennifer Stoeber, English, read a statement from the faculty of the English Department.

Dear President Harvey Stenger and University Leaders:

In the wake of the recent Presidential election, we – faculty members of the Binghamton English Department - are writing to reaffirm our department's commitment to creating a space that respects and values all members of our diverse community. We reject any attempt to normalize sexual assault, racism, homophobia, antisemitism, and Islamophobia, as well as the vilification of immigrants and the disabled. We want to express our support and solidarity in particular with those communities and students who feel marginalized, fearful, or vulnerable. We remain committed to ensuring that people have the freedom to think and talk about all ideas openly and safely.

We are dedicated to working with you to ensure that Binghamton University fulfills its historic ideals as an inclusive institution that welcomes and protects students regardless of race, faith, disability, class, nationality, ethnicity, immigration status, gender identity, or sexual orientation. We call on University leaders to take the concerns of our community members seriously and to take proactive steps to guarantee the rights of all of our students to their education and safety, and the rights of all of our colleagues and co-workers to safe and supportive working conditions. We call on the university to publicly re-affirm its commitment to undocumented students, staff, and their family members: to make clear that Binghamton University is a sanctuary university. We owe it to the most vulnerable members of our community to do our utmost.

Literature has long served as a crucial site of dissent against injustice and intolerance, and is vital for the flourishing of a democratic society. It has the capacity to expand our ethical imaginations and our critical consciousness, and it has the ability to animate the overlapping

experiences and intertwined histories that bind us together in ever expanding communities of inclusion. As writers and scholars of literature, we reaffirm our commitment to these principles, and our belief that the role of literature—and the humanities—is ever more vital in these times.

Prof. Stoever asked if, in addition to acknowledging the threat against our students, we could get an official recognition that BU faculty and staff are in the threatened categories. She asked for acknowledgement that minority faculty are likely carrying more of the burden for student mentorship and support for students who share a minority identity. Proactively, particularly for pre-tenure and non-tenure track faculty, it is going to be important to have protections in place for minority faculty who will also likely be carrying more of the burden of backlash from students who might feel emboldened by national leaders supporting hate speech. In addition to understanding that there are likely additional burdens of being threatened and being a resource for threatened students, can it be brought to the attention of department heads and tenure/promotion committees that faculty of color, queer faculty, immigrant faculty, and others may well be the targets of student animosity and end-of-term course evaluations? She asked what protections are being put in place for faculty. What protections are being put in place for our teaching graduate students who also fall into these threatened categories and who are likely feeling both the anxiety of students under attack and the fear of instructors needing to mentor? Are there special mental health resources that can be marshaled to help our students? Can it be acknowledged that the Counseling Center is already overburdened that it is difficult to be seen there? With a high number of students in crisis currently, what is being done to expand already-strapped support resources for the need at hand?

Prof. Guzman stated that in our current post-election environment, it may be threatening for students, faculty, and staff in January. This is already showing in recruitment of students and faculty and may be anecdotal of what we will see in the coming months. He noted that one faculty candidate interviewed in Mathematics felt that although it'd be great to come to BU, they have decided they want to stay in Canada for four more years. Other international candidates for graduate students and faculty may react in a similar way.

President Stenger first apologized that his statement was issued late. He has a meeting scheduled with the English department to discuss their statement and also has a meeting scheduled with SUNY Counsel. We need to know how to address the concept of a safe space. We also need to find a fair and important balance. Our government will protect its citizens within their power and we will receive guidance from the Governor for protection. We have discussed this with our Counseling Center and they are concerned about the shortage of counselors, especially counselors with ethnic backgrounds. We will discuss how we will handle the days following the inauguration. President Stenger suggested perhaps faculty can be available to talk with students and give them support during inaugural weekend. President Stenger did note that he would be available then.

Prof. Guzman added that it would be a good idea to have a message go beyond the campus community to the greater Binghamton community. He knows that some graduate students feel threatened by the conservative community in their neighborhoods. The Binghamton community may need to know what BU is doing. President Stenger noted that he spoke at the Binghamton Forum that the community needs to help and he will put something in writing.

Prof. Atav added that, in addition to safe spaces, we may see hostilities on campus and off campus, and if such incidents occur, we need to know when, where, and how to report such incidents. President Stenger said that the goal of his first letter was to list the offices where

students can go for support. There is a feedback form on the Diversity, Equity, and Inclusion website that can be used as a way of reporting this.

Prof. Katja Kleinberg, Political Science, said that we need to guard against shutting down people's opinions that we do not like. It will be hard if we have controversial speakers on campus, but we have to show that we are not shutting out positions we do not like.

Prof. Dana Stewart, Romance Languages, noted that it is important for faculty and students to know that it is possible to make police reports without pressing charges. Such reports will be on file for any future incidents. We need to make a broader awareness of this. People should not be afraid of repercussions.

Prof. Starks said there may be a great deal of concern about approaching the police. How might the University Police be brought in to a discussion about educating the entire university community about reporting incidents of harassment, specific incidents, etc.? President Stenger responded that dialog with the University Police can be good. He noted that our police are very sensitive and community-minded and he encouraged Chief Faughnan to get his officers involved.

Prof. Guzman said he'd like to see some action about this. He made a motion that the Faculty Senate Executive Committee write a message to the community from the Faculty Senate. How this will be done and the timing is to be determined. After no more discussion, this motion was approved by a unanimous vote.

After no more business, the meeting adjourned at 1:08 pm.

Present: Nancy Abashian, Serdar Atav, Anne Brady, Cassandra Bransford, Elizabeth Casteen, Manas Chatterji, Kenneth Chiu, Cynthia Connine, Leon Cosler, Alexandra Cuesta, Daniel Thomas Davis, Heather DeHaan, Marvin Diaz, Mark Fowler, Fernando Guzman, Colleen Haile, Christopher Hanes, Brendan Hennessey, Barry Jones, Jonathan Karp, Katja Kleinberg, Thomas Kulp, Kristina Lambright, Alistair Lees, Marla Mallette, Tami Mann, Sandra Michael, Robert Micklus, Natalija Mijatovic, Carol Miles, Jose Morales-Collazo, Richard Naslund, Jay Newberry, Donald Nieman, Vladimir Nikulin, Neil Christian Pages, Carolyn Pierce, Sara Reiter, Hiroki Sayama, Pamela Smart, John Starks, Harvey Stenger, Dana Stewart, Jennifer Stoeber, Masatsugu Suzuki, Ruth Van Dyke, Adrian Vasiu, Sara Wozniak

Excused: Rosemary Arrojo, Christopher Bartlette, Junghyun Cho, Benjamin Fordham, Robert Guay, Sharon Holmes, Changhong Ke, Titilayo Okoror, Melissa Zinkin

Absent: Laura Anderson, Anne Bailey, George Catalano, Zu Yan Chen, Eric Cotts, Michael Cutler, Weiying Dai, Patricia DiLorenzo, Heather Fiumera, Leslie Gates, Christof Grewer, Stephanie Hess, James Jentsch, Hyeyoung Kang, Dennis Lasser, Richard Lee, Carl Lipo, Tongshu Ma, Nagendra Nagarur, Gregory Robinson, Joseph Weil, Thomas Wilson, Bogum Yoon, Hong Zhang