



**180th UFS Plenary
BINGHAMTON UNIVERSITY
Oct. 18-20 2018**

Special Thanks to Our Hosts

BINGHAMTON UNIVERSITY



Culture

This year our plenary theme will focus on culture. At the Fall Plenary we will have presentations that speak to and about the UFS culture. In the Winter we will look at the culture within SUNY Administration; and in the Spring we will glean insight into the culture of our System as a whole.

**SUNY University Faculty Senate
Executive Committee**

Gwen Kay
President
Gwen.kay@suny.edu

Keith Landa
Vice President/Secretary
Keith.landa@purchase.edu

Barry Jones
University Centers
bjones@binghamton.edu

Bruce Simon
University Colleges
Bruce.simon@fredonia.edu

Phil Glick
Health Science Centers
glicklab@buffalo.edu

Barat Wolfe
Colleges of Technology
wolfeb@canton.edu

Kelley Donaghy
Special/Statutory Colleges
kdonaghy@esf.edu

Fred Hildebrand
SUNY System Administration
Fred.hildebrand@suny.edu

Values

KEEP YOUR THOUGHTS POSITIVE
BECAUSE YOUR THOUGHTS BECOME
YOUR WORDS.

KEEP YOUR WORDS POSITIVE
BECAUSE YOUR WORDS BECOME
YOUR BEHAVIOR.

KEEP YOUR BEHAVIOR POSITIVE
BECAUSE YOUR BEHAVIOR BECOMES
YOUR HABITS.

KEEP YOUR HABITS POSITIVE
BECAUSE YOUR HABITS BECOME
YOUR VALUES.

KEEP YOUR VALUES POSITIVE
BECAUSE YOUR VALUES BECOME
YOUR DESTINY.

~MAHATMA GANDHI~

Inside This Issue

Welcome	1
Preview of the State University System/Provost Report	2
Chasing Scarce Dollars of SUNY	3
Senate Plenary Reports	4-7
Q & A with SUNY Chancellor	8-
Statements and Resolutions	12



President Gwen Kay

Report Recap

Items to be focused on at your campus

General Education white paper draft is available for review.

It has been distributed to campus presidents and CAOs, the FCCC, and UFS, along with other interested groups. Comments on the draft should be sent to President Kay or to Nina Tamrowski (president, FCCC) by November 15th. This white paper will be followed by a policy paper later this academic year outlining two or three possible directions for SUNY general education.

SUNY online education initiative is under-way.

SUNY has sent out a request to vendors for information as to how they could help SUNY to scale up its offerings in online education (see above, “Provost’s Report” and “SUNY Online RFI Working Group”). This has raised a number of questions among senators about how this system effort will be configured and what impacts it would have on the online programs that most SUNY campuses have already developed and devoted substantial resources to.

Campuses need to act on sexual harassment and consensual relationships policies.

The Board of Trustees approved a resolution at its October meeting requiring, among other items, that all campuses adopt the uniform Sexual Harassment Policy Statement presented along with the resolution, and that all campuses develop policies on consensual romantic/sexual relationships. These campus policies are due by 1 March 2019. The policies should involve appropriate campus governance bodies in their development.

Review of transfer paths will begin this fall.

Campuses will be asked to identify a campus liaison for each of the transfer paths that relate to the programs they offer. Campus liaisons for each transfer path will be surveyed to see how well the specific transfer path is working (or not), and priorities for review of the 59 transfer paths will be determined by the results of those surveys.

Chancellor Kristina Johnson

Report Recap

Values

Chancellor Johnson spoke of the shared values we have at SUNY: We are student-centered; focused on shared governance; diverse; collaborative; community engaged; and collegial. Given the current polarization in our society, (i.e., that our civil society is not civil), higher education has a key role in understanding our culture and values, and in passing along our culture to the next generation.

Vision

The Chancellor’s vision involves a broadening of higher education from providing institutional curriculum to providing individualized learning; from a focus on knowledge dissemination to curated learning; from knowledge in silos to predictive networking systems.

Initiatives

The Chancellor highlighted attracting and retaining traditional and non-traditional students; promoting innovation; and ensuring sustainability of SUNY as her primary initiatives going forward. In terms of recruiting and serving students, current online programming across SUNY is good, but can it be scaled up? That is the focus of the recent RFI to vendors. We will need to grow the faculty as we grow enrollments. Innovation, entrepreneurship, and interdisciplinary partnerships will allow SUNY to amplify our impact. And finally, sustainability needs to be more than just energy and environmental sustainability, but also financial transparency and the stewardship of resources needed to sustain the operations of SUNY.

Provost Tod Laursen

Report Recap

Introduction

The new Provost, Tod Laursen, introduced himself to the UFS and described his background as an engineering faculty member, his administrative and international experience, and what drew him to the position at SUNY.

Framework

Dr. Laursen described his initial perspective on the strengths of SUNY (its mission, the scale as a system with differentiated campuses, the valuing of diversity, and SUNY's ability to impact the innovation economy of New York state). There are opportunities to increase the visibility of SUNY's impact on the state, improve communication within the system, provide more seamless transfer, and bring research and graduate education to their full potential.

Individualized Education

In this area there are plans to work on seamless transfer, micro-credentialing, EOP and related programs, Guided Pathways, applied learning, and research-led teaching.

SUNY Online RFI Working Group

There is a working group of 31 members from across SUNY reviewing the 26 vendor proposals received in response to the RFI that went out. The working group plans to have a report on its findings out this semester, but some of the priorities that are emerging involve marketing and outreach, expanding the number of exclusively online students that SUNY serves, identifying unique opportunities for SUNY, aligning with market labor needs, integrating campuses and faculty into the developing business model, etc. There was concern about how this initiative will impact campuses, in both their online and their brick-and-mortar operations.

RESOLUTIONS

Four resolutions were passed at the Fall 2018 UFS Plenary; full text for each is available at

<http://www.sunyufs.us/2018-resolutions-and-reports.html>.

[Support for lactating persons and lactation spaces](#)

from the Equity, Inclusion, and Diversity committee: The chancellor is asked to require that all SUNY campuses establish adequate lactation spaces to meet the needs of lactating persons on their campuses, consistent with guidelines from the state Department of Labor and Labor Standards. While addressed to the chancellor, the locus of action for this resolution would be at the campus level.

[Gender-neutral language in SUNY communications](#)

from the Equity, Inclusion, and Diversity committee: The chancellor is asked to require that gender-neutral they/their/theirs be used instead of the current practice of gender-specific he/she in communications from the chancellor's office and system administration.

[Encourage SUNY to become the first test-optional system of higher education in the nation](#)

from the Equity, Inclusion, and Diversity and the Graduate Programs and Research committees: The chancellor is asked to advocate that all SUNY campuses become test-free or test-optional, and that if test scores are accepted during the application process, that they not be used in the admissions decision unless requested by the applicant.

[Re-institute the Graduate Fellowship Incentive Program](#)

from the Graduate Programs and Research committee: SUNY Administration and the Research Foundation are asked to find funds to restart and maintain the Graduate Fellowship Incentive Program, and to expand it to other STEM and also non-STEM disciplines not covered in the pilot program.



Q & A with Chancellor Johnson

Specialized and Statutory Colleges (Kelley Donaghy)

Q: What can SUNY do to assist faculty to maintain classroom innovation and high standards in the face of pressures to increase enrollment and promote student completions?

A: *There are plans to increase faculty hiring and promote faculty diversity.*

Q: How can system support faculty in the face of increasing class size, inadequate classroom facilities, and increasing student stress?

A: *SUNY is working on a five-year capital plan to improve infrastructure and build new classroom buildings.*

Q: What is happening with leadership at Alfred Ceramics?

A: *The Alfred MOU has been signed, so changes should be happening soon.*

Q: How can campuses become involved in the contract negotiations around the issue of salary compression?

Health Sciences (Phil Glick)

A: *I have experience working on salary compression issues and look forward to working with presidents and shared governance leaders on the issue.*

Q: What are plans to deal with the leadership upheaval at Upstate, including the role for Joanie Mahoney, former county executive?

A: *There will be an interim president appointed for Upstate before the end of the year and a search begun, other positions will also be searched, and Mahoney will play a limited advisory role, including what opportunities there are to better integrate Upstate into the community.*

Q: How does the Health Sciences sector fit within the four pillars outlined in the State of the University System address?

A: *One example would be the importance of individualized education in the Health Sciences.*

Q: Given the decline in graduates in New York, what can be done to build our brand and increase recruitment from other areas of the country?

University Centers (Barry Jones)

Q: Given the decline in graduates in New York, what can be done to build our brand and increase recruitment from other areas of the country?

A: *We need to better promote the distinctiveness of SUNY to out-of-state markets.*

Q: As University Centers increase their undergraduate enrollments without concomitant increases in faculty lines, what can be done to deal with the impacts of increasing class sizes, students being shut out of classes that they need, and decreasing faculty morale?

A: *There are plans to ramp up the PRODI-G program to 100 new faculty hires per year. Framework for a Sustainable Future will*

Q & A with Chancellor Johnson

University Centers (Barry Jones) CONTINUED

provide a foundation for ensuring sustainability of our academic program going forward.

Q: What for-profit and nonprofit partnerships are being developed and how will they impact University Centers?

A: *Some small grants have been piloted; some larger partnerships will be announced at the second State of the University System address.*

Comprehensive Colleges (Bruce Simon)

A: *Some small grants have been piloted; some larger partnerships will be announced at the second State of the University System address.*

Q: The sector appreciated the opportunity to meet with you last night and would like to continue the conversation, perhaps by meeting with Provost Laursen to discuss items in his portfolio.

A: *Yes, meeting with the provost would be an excellent next step.*

Q: With respect to the SUNY Online RFI, how can we build on the capabilities and programs that are already in place, and specifically how does Empire State fit into your vision?

A: *This will be covered more in my prepared remarks, but we definitely don't want to reinvent the wheel.*

Q: How can we help to diversify our faculty and the pool of future teachers that go through our programs?

A: *The SUNY student body is only $\frac{2}{3}$ as diverse as the state population, and SUNY faculty are only half as diverse as our students. It's important to improve this situation, so that students see themselves represented among the faculty.*

Tech Sector (Barat Wolfe)

Q: How will the SUNY Online RFI impact the tech sector, and the substantial investments our sector has made in this area?

A: *We must scale up and enhance our platform for online education, so that campuses can opt in to participate. The goal is to develop a hybrid, decentralized model.*

Q: How will the tech sector benefit from SUNY initiatives to increase faculty diversity, given the large percentage of URM students in our sector?

A: *The tech sector will definitely participate in the PRODI-G program. The key is not only funding for faculty positions, but also culture change to ensure recruitment and retention.*

Q: How do you see the tech sector contributing to your vision for SUNY?

A: *The most obvious place is in partnerships and individualized education through applied learning.*

Q & A with Chancellor Johnson

Campus Governance Leaders (Domenic Licata)

Q: What support will SUNY offer campuses to assist faculty to move courses online, while respecting individual campus cultures and faculty ownership of the curriculum? What data will be used to measure SUNY online success?

A: *We need to identify gaps in faculty support as part of the RFI process. Benchmarking is a great idea, and we need to benchmark externally as well as internally as part of our effort to expand our brand to new markets.*

Q: Can SUNY mandate all-funds budget transparency at the campus level, so that campus budget committees can help ensure accountability and advise on priorities?

A: *We are a public institution and have a fiduciary obligation to the taxpayers of New York, we have financial management at the system level committed to transparency, and we need to figure out how to move forward on transparency at all levels of the system.*

Q: Who should campus diversity officers interact with, what should their roles be, and how are presidents accountable for ensuring CDOs meet the goals of the 2015 Diversity, Equity, and Inclusion policy?

A: *These are issues that I'll discuss with Carlos Medina to determine how we assess these.*

Senate Plenary Session Committee Reports

Communications (Joe Marren)

Communications is a new committee, still working to finalize its goals and tasks. One early focus for the committee will be telling the story of UFS. As part of this, the committee will send around a survey before the January plenary to ask senators about their preferences for UFS communications, and how the committee can best help senators. Plenary presenters are encouraged to write up their sessions to be published on the www.sunyifs.us website.

Programs and Awards (Amitra Wall)

The deadline for the Shared Governance Award is coming up. Applications should demonstrate a sustained excellence in shared governance, and not just point to one notable success. The committee is reviewing the rubric for excellence in shared governance developed by FCCC, and how it might be incorporated into the review of applications next year. A new focus around the Conversations in the Disciplines program is to fund conversations that produce impact statements, showing how the programs have a broader impact across SUNY. And finally, a call will be going out shortly for Distinguished Faculty applications. The committee is reviewing award criteria, and will work on developing criteria for how to revoke Distinguished Faculty awards should some type of misconduct be discovered.

Student Life (Jan Trybula)

The conference on fostering collaboration between Academic Affairs and Student Affairs has been moved to March 2019. The focus of the conference will be on vulnerable students, within three main areas: diversity (e.g., micro-aggressions, free speech vs. safe spaces), poverty (e.g., food insecurity and accessibility, emergency aid funds), and migrant students (e.g., family detentions). The committee is also looking at campus anti-bullying / anti-hazing policies, and how they align with SUNY policies.

Senate Plenary Session Guest Speaker Reports

Electronic Information Technology Accessibility (Nazely Kurkjian)

Nazely Kurkjian, coordinator of Disability, Diversity, and Nontraditional Student Services, presented an introduction to digital accessibility issues and described the work of the SUNY University-Wide Electronic & Information Technology (EIT) Accessibility Committee. This group was established last year in response to Department of Education Office of Civil Rights investigations involving a number of SUNY campuses, and has a charge to develop SUNY-wide policy on EIT accessibility, provide guidance to SUNY campuses, and coordinate necessary training activities. The group has submitted draft policy and guidelines, along with implementation guidance for the standards involved, to the provost for review. Next steps are for the policies and guidelines to be shared out to the campuses for comment, before going to the Board of Trustees for approval.

SUNY Student Assembly (Michael Braun)

Mike Braun, SA president, gave an overview of SA, how it is organized, and how it conducts business. SA has developed a 5-year strategic plan that: focuses on strengthening networks with other student government associations; develop SUNY student leaders; increase organizational capacity; and increase student advocacy. Issues that they are working on this year include adequate resources to cover the cost of the recent UUP contract; changing the funding formula for the community colleges; increasing investment in child care, EOP, and capital projects; closing the TAP and Excelsior gaps; and making other reforms in the Excelsior Program.

SUNY FCCC (Nina Tamrowski)

Nina Tamrowski, FCCC president, addressed several initiatives and concerns important to community colleges. One common theme is the declining enrollments that many of their campuses have seen. For example, the Excelsior Program is likely to have had negative impacts on enrollment, the proposal to eliminate the grace period for demonstrating MMR vaccination could have demonstrable impacts on student withdrawals, and the SUNY Online RFI initiative may have unknown but significant impacts on online enrollments for many of the community colleges that have made significant investment to increase online enrollments (and subsequent revenue). This goes along with the push to adopt a funding formula for the community colleges that recognizes fixed costs of maintaining their campuses, instead of just using a straight FTE-based funding formula. Some of the initiatives that FCCC is pursuing include development and release of the rubric for excellence in shared governance, which is available for use; roadshows on shared governance; development of OER best practices materials; evaluation of a micro-credentialing quality assurance rubric; among others.

United University Professionals (Fred Kowal)

Fred Kowal, UUP president, was unable to attend in person, so sent recorded remarks that mostly addressed contract issues, and in particular, what is happening in terms of future negotiations to address salary compression issues.

https://www.youtube.com/watch?v=DickJ_YCHaE&feature=youtu.be

Culture of the University Faculty Senate

Upcoming work on the UFS Bylaws

Sandra Rezac, UFS Senator for SUNY Plattsburgh and Chair of the Governance Committee, provided a summary of the work that has been done over the past year to update the Bylaws and Procedures document. The committee has incorporated changes that have been adopted since 2013 (making the Communications Committee a standing committee, clarified roles for CGLs and the CGL convener, use of term limits, role and procedures for the Nominations Committee) into a 2018 draft on the www.sunyufs.us website. In working on the updates, the committee recognized a need for more extensive changes needed to reorganize the Bylaws and change the procedures into more formal Standing Rules, so Governance will be presenting a revision of the Bylaws at future plenaries.

History of the UFS

Pete Knuepfer, UFS Fellow, and immediate past president of the UFS, related the history of UFS. Work began on developing a SUNY-wide faculty senate not long after the establishment of SUNY, and in 1953 the Board of Trustees approved the creation of the UFS. Some important milestones include: first UFS meeting in December 1953; faculty presiding officer as president of UFS in 1969 (before it had been the SUNY president/chancellor); initial work as the collective bargaining unit for SUNY state employees through the Senate Professional Association; spinning off the SPA to become the UUP, in 1973; and addition of UFS President to Board of Trustees in 2007.

Role of UFS Committees

Ron Sarner, UFS Fellow, and chair of the Undergraduate Academic Programs and Policies Committee and long-time member of the Senate, provided an overview of the UFS committee structure, its changes over time, and the roles committees play in the operations of the Senate. The number of committees grew to as many as 15, was reorganized to 6 in 1981, and currently stands at 9. The standing committees and subcommittees that they may establish do much of the work of the senate, doing research, producing papers and reports, and crafting most of the resolutions acted on by the Senate. The Executive Committee consists of the past and present officers of the Senate, the sector reps, and system liaison, along with the chairs of the standing committees and the CGL convener. It sets the agenda for plenary meetings, acts on behalf of the body between meetings, and coordinates with other bodies such as FCCC and UUP.

Civility

Ken O'Brien, UFS Fellow and former past president of the UFS, led a discussion on the topic of civility, what we mean by civility, what role it plays on our campuses, and how it relates to issues of academic freedom and First Amendment protected speech on campus. Is civility necessary for open discussion and debate on our campuses? Is civility a threat to free speech? Can calls to "be civil" shut down impassioned dissent, especially by those who have historically had less power in academic departments, classrooms, and campus forums?

Important Dates to Add to Your Calendar

**SUNY Voices
Shared Governance Conference
November 8 & 9, 2018
Marriott Downtown Syracuse
Information: Lori Nunziato
lori.nunziato@suny.edu**

**181st Winter 2019 Plenary
January 17 - January 19
Host: SUNY Cobleskill
Lodging Location: The Otesaga Resort
Cooperstown, NY**

**182nd Spring Plenary
April 11 - April 13
Host: SUNY Potsdam
Lodging Location: Best Western University Inn
Canton, NY**

**For More Information Please Visit Our Website
www.sunyufs.us**