

Faculty Governance 9/18/13

Meeting called to order at 12:55PM by Kelley Donaghy

Attendance

| | | |
|---------------------------|---------------------|---------------------|
| Abrahamson, Larry (FNRM) | Fernando, Danilo | Rundell, Rebecca |
| Abrams, Neal | Folta, Elizabeth | Ryan, Sadie |
| Allis, Julia | French, Robert | Sanford, Susan |
| Amidon, Thomas | Hassett, John | Schulz, Kimberly |
| Anagnost, Susan | Jager, Dawnelle | Scott, Gary |
| Bevilacqua, Eddie | Kyanka, George | Shannon, Scott |
| Boyer, Gregory | Leopold, Donald | Smith, William |
| Chandler, Mary | Lomolino, Mark | Turner, J Scott |
| Crandall, Laura | Malmsheimer, Robert | Vandeburg, Suzette |
| Daley, Douglas | McArdle, Laura | Verostek, Jane |
| Desimone, Danette | Meyer, Robert | Webb, Heidi |
| Dibble, Theodore | Newman, Lee | Weiter, Stephen |
| Dölle, Klaus | Quackenbush, Lindi | Whipps, Christopher |
| Donaghy, Kelley | Reynolds, Kevin | Whitmore, Benette |
| Ellis, Jo Anne | Rickard, Laura | Williamson, James |
| Endreny, Theodore | Ringler, Neil (EFB) | Winter, William |
| Feldpausch-Parker, Andrea | Rothwell, Karaline | Yanai, Ruth |

Opening Remarks – KD

Welcome to the first college-wide meeting of the 2013-2014 academic year! I sincerely hope that your semester has started off well and that you are starting to hit your stride.

We have a solid agenda today, with action items and committee reports and the announcements of some very important dates.

Your committees have already been hard at work, we started with an opening retreat on August 23, the Executive Committee had a very effective session on “change” and how to influence effective, long lasting and accepted change. That was followed by an activity that was intended to help foster better communication. Roxi Hewerston, our speaker, ran us through Clint Sidle’s Leadership Wheel where we learned who were the buffaloes, eagles, deer and bears amongst us! The first step in effective communication is to consider the audience and this activity was very interesting, it helped us to understand how to communicate with people who don’t necessary think that same way as we do.

From there all of the committees have set meeting schedules, some have met and our technology committee has already begun rolling out a product of those meetings with their first brown bag lunch of the semester. Curriculum has set their committee meetings and discussed ways of streamlining the process and what their expectations are for proposals, you’ll hear more about that from Doug later in this hour. Research too has set its agenda for the year and I’ll be helping Philippe out later with specific dates. IQAS has meet and are currently reviewing a college-wide grading policy and student life is working on the common hour question with the now scheduled College-wide schedule reset – officially (ie from Bruce) set to kick in for the Spring of 2015. You’ll hear from Ruth today about Awards and P&T has already set some deadlines for reviewing the College-wide P&T guidelines and making the process run more

smoothly. COPSO and the Library are planning to meet next week. We are four weeks in and your representatives have hit the ground running this year!

I am again thankful to those who stepped up as chairs and that will serve as my advisors on the Executive Committee. They are: Doug Daley, Philippe Vidon, Scott Blair, Margaret Bryant, Bob Malmshemer, Scott Turner and Ruth Yanai and Bruce Bongarten our administrative liaison. Scott is sick today and will present at the next meeting. Also acknowledged other committee members... Melissa, Steve, Paul, etc.

Not many years ago, many of you would have described Governance as failing, almost to the point of extinction, I can't say one way or the other, I wasn't here then or wasn't even aware that there was such a thing as College Governance! However, if I were to assign a grade to the health of College Governance today, and my students have no doubt told you I am a tough grader, I'd give us a B+. What's dragging us down in my opinion? I currently have no chairs for IQAS and CoPSO and we are still missing a few department representatives for our committees and then there's the folks that are assigned but just don't show up to committee meetings. Add that to the attendance at meetings that last year fluctuated between 8 and 50 faculty members, still less than 50% of our faculty, we still have some issues. It's the best it has ever been in the last 3-5 years from my myopic viewpoint, but we have not quite reached 100% engagement yet. With many of the changes ahead of us, we really need to be bringing our A-game!

The question I hope you are asking is why? Why when departments don't give credit for governance service and the message is loud and clear that it won't help you get tenure and you won't get promoted for service and many have the opinion that if you are doing "service you aren't doing something more important", why should you be engaged? Why spend hours each semester working on things that don't seem to count toward your own personal goals? Service, as I pointed out in May is not rewarded by your peers. We reward good teaching with an award through nominations by our peers, we reward excellence in research with an award through nominations by our peers, but service? That award comes from our President, although nominations are solicited, no "body of faculty" review the nominations. I am very thankful that our President values service and actively solicits nominations and presents awards, but it is telling that the faculty do not have a process by which they reward service through the same mechanisms that they reward teaching and research.

So, no reward, lots of paper-pushing, often mind-numbing work? Why would anyone want to do this? Why do I do this?

Sometime this summer, I received in my email a copy of "Tomorrows Professor" and this particular installment was all about Service, it was titled "Service vs. Serve Us: What will your legacy be?". The article had a fabulous table that illustrated the differences between those who were "service" oriented and those that were "serve us" oriented. There are lots of things that stand out on this slide, but the question I asked when I read this is where am I? It's a question I hope you'll ask yourself. I don't do this because I have power, I don't do this because I like to force people to do things, I do it because it needs doing and because I want to continue to have a voice, to help others have a voice, to make sure people are in the know and to help provide the tools we all need to do the other parts of our jobs more easily, more consistently and with more protection from litigation. My parents were always doing service too, so either by nature or nurture, I serve and I strive to always do it authentically. I do it to be a part of the group, to reach out beyond my office, research lab and classroom and to feel connected to the rest of campus, Syracuse, the state, the nation. I do it despite those who tell me not to, despite those that constantly remind me that standing here on my soapbox isn't going to do me any good - professionally or personally. I ask that you reflect on where you are on this table and ask, why do you serve, or not serve?

And if this table isn't enough motivation for that reflection, if you haven't heard, we are about to have a new President. We've had our own wonderful *Pax Romana*, with a great administration who listens, always puts us first and is our strongest advocate in Albany, fighting the important battles on budget and programming. Over the years I've been informed by our well seasoned faculty that ESF has a history of great administration and I have no doubt that we will again have great administration. BUT we, the faculty and professional staff, should also be sure we are strong and well protected, that we know who we are and what we want and have a body of people on governance committees and in the chairs seats that will communicate with the new President and her administration to help her make changes that reflect our views as well as hers. Change is coming we need to embrace it, we need to work with our Governance representatives, we need to engage in the process and we need to be a cogent voice when she arrives. Of course, she might be a man...that's always a possibility....

So my call to you my colleagues, is get involved if you aren't, stay involved if you are, and do it with authenticity, do service with some of the same passion you have for teaching and research and let's just see where that takes us.

Here are the dates, times and locations for the Governance meetings for both 2013 and 2014. You will notice there are a lot of meetings, some of you may remember the "marathon" meeting of May – that will not happen again – each committee has been given a report date and I plan to hold them to it this year. Reports/announcements will take a quarter to less than half of the time with the rest intended for discussion of items requiring faculty action.

Please note the date of the Faculty Mentoring Colloquium – Jan 8, 2014. This was a new format last year and it was well received, I believe the plan is to again use this format and to focus on answers to the questions raised last year. If you have ideas for good guests and topics you'd like to see covered, please let one of the committee chairs or myself know.

New Faculty Introductions...

EFB (Don) - Shannon Farrell, Wildlife Habitat Ecologist, Gordon Patterson, Toxicologist

Library (Steve) - Ruth Owens, Asst Librarian

KD - Wanakena - Gregory Vaverchak

Environmental Science (Russ) - Ann Moore (replacing Tim Knight – ESF alum)

Communications (Claire) - Julia Allis (catalog & archive information and media)

Outreach (Chuck) - Lauren Gibbs (programming as well as coordinating Gateway scheduling, and on a grant)

LA (Scott) – Doug Johnston (new chair)

Presidential Search – Sue Anagnost – Reviewed the e-mail she sent out 9/17/13. Should know by mid to late Nov who our new President will be – opened up for Q&A – there were none.

Committee Reports:

Awards (Ruth) – Just need a name... they'll figure out the details.

2 categories: Chancellor's Teaching, Research, Library, etc.

Distinguished Teaching, Research, etc...

List of previous on the FG website

Send an e-mail to them - if there is more than one nomination, they'll get back with you

COR – Philip Vidon is the chair. McStennis grant call has gone out and are due soon. Jessica Clemons will be spearheading the Spotlight on Student Research which has been scheduled for April 15 & 16th.

COC – John Hassett – Activating or Deactivating of a program??? Did not receive comments on this via the website.

Ruth – is this a result of something that happened? JH & KD – SUNY mandated a process for this. Sue – a program simply stopped accepting students. Kim S. – 6 mos seems like a long time. KD – showed full proposal. PJ – do people already enrolled in a deactivated program still get to graduate with the degree? Yes.

Richard – seems like we need criteria... is that a next step? JH – Yes.

KD – Call the question. All those in favor of this policy. Unanimous ayes'.

New chair – Doug Daley – New members and continuing ones as well. Pay attention to Suzette V's e-mails!

More clearly defining major vs minor

Reviewed proposals acted on last year

If you've offered a 498 3 times, you must describe it... departmental chairs, please note.

Will be looking at policies and relationships and compliance with SUNY GenEd policies.

Meeting dates are posted – and they are open to everyone, but please let him know if you are coming.

They recommend policies & changes, the faculty votes on it.

Dept reps are responsible for representing the dept at the COC meetings.

Anything sent to COC needs to be of good quality.

He's willing to do shuttle diplomacy and will stay in close contact with Dept committees.

Give guidance on appropriate learning outcomes.

If you want the committee to take things up for 2014, they must have them by mid-Feb. If want to approve a summer course, it must be to them by mid-Mar.