

Academic Governance meeting
2/10/16

Attendees:

Faculty: Abrahamson, Lawrence; Abrams, Neal; Amidon, Thomas; Bevilacqua, Eddie; Boyer, Gregory; Bryant, Mary; Bujanovic, Biljana; Clemons, Jessica; Cohen, Jonathan; Collins, Mary; Dibble, Theodore; Diemont, Stewart; Doelle, Klaus; Dovciak, Martin; Driscoll, Mark; Ellis, Jo Anne; Endrey, Theodore; Farrell, Shannon; Fermain, Rene; Giner, Jose; Hassett, John; Hawks, Richard; Hoffman, Robin; Ivanov, Ivan; Jager, Dawnelle; Johnston, Douglas; Kelleher, Michael; Kimmerer, Robin; Kroll, Charles; Lie, Sshijie; Limburg, Karin; Malmasheimer, Robert; Manno, Jack; Mao, Huiting; McGee, Greyory; Meyer, Robert; Miller, Anthony; Moran, Sharon; Mountrakis, Georgios; Newman, David; Nomura, Christopher; Owens, Ruth; Potteiger, Matthew; Quackenbush, Lindi; Schulz, Kimberly; Scott, Gary; Selfa, Theresa; Shaw, Stephen; Stavenhagen, Kurt; Stella, John; Stipanovic, Arthur; Teece, Mark; Tiss, Kenneth; Turner, J; Verostek, Jane; Vidon, Elizabeth; Vidon, Philippe; Volk, Timothy; Vonhof, Sarah; Wagner, John; Whipps, Christopher; Whitmore, Benette

Staff: Appleby, Raymond; Blair, Scott; Boothroyd, Brian; Braun, Marlene; Caviness, Debbie; Crandall, Laura; Desmione, Danette; Driscoll, Debra; Dunn, Claire; Durry, Casey; Fletcher, Thomas; Gublo-Jantzen, Sophie; Guerin, Kevin; Hill, Mark; Hilts, Rebecca; Hoffman, Amelia; Kiemler, David; Knight, Aaron; Langlois, Christine; McNeil, Michele; Moore, Karen; Owens, Jonathan; Pagcaliwagan, Joseph; Piwinski, Dana; Rounds, Aaron; Searing, Katherine; Smith, Thomas; Tochelli, Erin; Triano, Mary; Turbeville, John; View, John; Webb, Hedi

Students: Bailey, Frank; Bergey, Scott; C'Dealva-Lenik, Jordan; Foley, Margaret; Jones, Mike; Joseph, Rick; Law, Eugene; McVey, Samantha; Poisson, Alex; Shields, Tyler; Sykes, Erika; Taylor, Ben; Trimble, Denali;

Management Confidential: Barber, Marcia; French, Robert; Greenfield, Brenda; LeRoy, Thomas; Lombard, Anne; Peden, Gray; Rufo, Joseph; Shannon, S; Spuches, Charles

Kelley's address:

Wow - what a way to start to the academic year - it's certainly been an interesting two weeks.

I'd like to back up a minute and reflect on the last month of 2015, on two separate occasions I heard a call for more information, faculty, staff and students alike at general meetings were wondering how we could be in this place where we needed third party consultation and what was really at the heart of the Sears Report.

Fast forward with me know and it's January 26th, the CORE members of the faculty are faced with a difficult decision, the task being asked of us by SUNY and the other member of the CORE team seems overwhelming and unmanageable with our "day job." It is 21 days after the full CORE team agrees to release the 10-page Sears report

and it is still not even a discussion point amongst the CORE team even via email. Therefore in an effort to provide the campus with a timeline from the perspective of the Executive Chair and to inform the campus that the CORE faculty needed to step away due to an inability to commit to be the general contractors of the consultation process, I sent an email to the campus with my timeline – answering the call of the faculty at the UUP meeting to provide this information. Whether this precipitated the Bill of Particulars or not, on January 27th, I received the initial copy of the bill along with a survey. As with any document that comes to me as Chair, I put it on the agenda for the Executive Committee Meeting the next day.

The rest of this story is history perhaps, the EC said no to the survey (we did not feel it was our place to be responsible for this) but after much discussion, we did agree to put the Bill on the agenda and to treat it like any other motion that would come to us from the faculty, or a committee. On our website there is a document that helps explain the procedures that we have followed since 2011. Timing as it was, we released the agenda of the meeting on Wednesday, 7 days ahead of today's meeting per bylaws and after the President's State of the College address. The release certainly precipitated a strong and thorough response from the President's office, including some qualified statements of confidence from the ESF Board of Trustees at the meeting I attended last Friday.

And so here we are – some of you are angry, others relieved – we were informed yesterday evening that the writers of the BoP met with the admin, with no Academic Governance Representatives present, and agreed to several actions so that the authors of the Bill would withdraw it. With relatively few details provided in that email. How exactly this came about, we do not know. Perhaps it doesn't matter. Perhaps it does. The UFS Parliamentarian offered me this quote from her version of Robert's Rules when I consulted with her Monday evening: "Parliamentary procedure protects the majority from a coup by a small cabal..." What then protects us from the administration from making backdoor deals to silence negativity?

So where does this leave us with respect to this agenda item. Usually when items are placed on the agenda they are placed on the agenda as items from the Executive Committee, but in this case the EC took no ownership of this document and simply agreed to move it forward and facilitate it's acceptance/debate like any other piece of business. Our bylaws state that we should conduct business via Robert's Rules and therefore the Bill remains on the agenda and will need to be moved and seconded before it can be debated. The authors may withdraw it prior to that happening, but must wait until I introduce it. I anticipate that this is what they will do, as a result of their impromptu meeting with the President.

So here I am wondering really what is going on, what the word transparency means and how this campus will move forward. I have preached let's do something to get us moving forward, I have always asked the body what do you want me to ask for, what will help ease this tension? My experience until recently is if I brought it to the attention of the administration that this body wanted it, you got it pretty quickly.

What I want is what I have always wanted – it is what I as chair of AG and my AG EC has tried to promote, open discourse, shared governance, courtesy among leaders, civil conversations and resolutions brokered on behalf of campus in an open, non-threatening and transparent manner, credit given where credit is due and a vision for this campus that will move us into the next several decades. I'm an idealist and optimist and yet I have a very deep streak of realism, I think there are real problems in Bray Hall and regardless of what happens today, into the future with or without the bill hanging over the campus like a dark pall, or what demands get made in secret backdoor meetings, things, have to change or we will find ourselves back here again. I hope that this experience and the past few weeks have at least provided the community with information and some of the facts needed to reveal the deeper issues that have yet to come forward so that they can be addressed and so that the campus can move forward. We have incredible talent on this campus, and some amazing new faculty members, let us rise to the occasion engage with strategic planning and move this campus forward.

In conclusion – I want to be clear – I am neither advocating for a vote or against a vote – I'm providing you with my perspective with my amazement of what I've watched unfold over the last few weeks. The Academic Governance Executive Committee and myself are committed to carrying out the will of the body, whatever that will may be. Today, should the bill be withdrawn and no new business put forth, I will facilitate an open forum for anyone who would like to ask questions or express an opinion. Melissa will try to capture the essence of the concerns and ideas put forth by you, the AG faculty, staff, and student body. As I said in my email last night, sometimes it is just valuable to hear others echo how you are feeling and I hope some of you will take advantage of this opportunity. From there, AG EC will make a list of concerns and bring them forward to the administration as we have always done.

I share the President's request that we start moving forward, and I'm very grateful to hopefully not be adjudicating a vote of no confidence, I never wanted to know just how split we were, I wanted to address the issues and make us whole without asking people to take clear sides, and I honestly hope that we can move forward and begin to heal, that the administration will address the concerns of Academic Council, Academic Governance, and other leaders on campus and do it openly not with small cabals.

Time will tell.

Thank you.

Corrections of minutes: none.

Strategic Planning Committee update – Chris Nowak

18 folks working, 4 meetings - 3 hrs each.

Assembled a 2020 update. Three groups (500 hrs spent since Dec). Additionally, they have met with Executive Council and Depts. They have 18 reports from depts informing their efforts.

They are on schedule and are halfway through. The first full draft internal to the committee by 2/20 and will release to the campus mid-March. A period of critique and comment will follow.

John Castello – lead author, he moves to remove the Bill of Particulars from the agenda. Don Leopold seconded.

Moved to remove the bill – overwhelming “ayes” - one no.

Meeting adjourned.

Discussion

Bill Shields – two comments. Disappointed that the 3 faculty were given a secret meeting without engaging faculty governance.

The make up of the SP committee is overloaded with administrators. High level Admin. His experience is that it is important for the faculty to be involved. Admin leave – faculty stay for a lifetime. He’s surprised there are committees overloaded. He’d like to see more faculty involved in important things.

Scott Turner – He voted no because he did not think this was it should not have happened this way. The small group of people had grievances. AG EC went to great pains to make their cause We now have not been given the chance to have an open discussion and this is disturbing on many levels.

Ken Tiss – Stop railing against the 3 authors. These folks intentions were to support everyone, faculty, staff, students, etc. He stands behind them, they shouldn’t be looked at in a negative way.

Quentin – he supports the authors rights to bring their causes . He admires the authors courage and they quickly found common ground in loving ESF and wanting the best for ESF. We can sit down and work through anything.

John View – Thank BoT members, they told Quentin to reach out, he did, they responded. Q, Rufo, Mark, Valerie, Dave, John, and John, and Peter Ludjen (labor relation specialist – facilitator). There was a frank open and honest discussion. They took a course of action to. Everyone should monitor the actions that the points are followed through on.

Margaret Foley – This is on the entire community. They’ve been asked to choose sides and it’s not fair. They only just received the BoP and so have not been informed. We need to move forward together.

Quentin – The actions from the second floor won’t be limited to what John has brought forward. They want to promote civil discourse. Set up a task force to identify what we need to do. They will follow up a survey to make sure everyone is heard. Valerie will be engaging with Dept chairs to set up meetings and he will come and hear from the faculty. It’s hugely distracting to deal with this and not move forward.

Scott T. – there’s no one in the room who does not want to move forward. How will we actually deal with this? What happened was not a good model for how we move forward.

Scott Blair – Compelled to say that what is left on the table is action. We have a community that needs to come together. Hosted a diversity session last night and

one of the questions was what is ESF and he said – it's a community – we need to break out and get to know each other. We need to support our students – to give back to them. We need to connect on a humanistic level, that's how we can build a community again.

Greg – publicly thank the authors for bringing to bring the bill forth and it has brought them to a better place than if it had not come forward. He also wants to thank them for being strong enough to step back and realize that the course of action needed to be changed (the BoP be withdrawn and the Vote of No Confidence abandoned).

Margaret – pose a direction for the conversation... how do we move forward – we need to identify specific ways. They would like to be brought in on communications – is there a listserve that can be developed so they would be more informed?

Concerns/ideas of the AG body:

Rhea - Need to emphasize that we need to talk about diversity and do something about it.

Students will not stay if they do not feel welcome. This may be uncomfortable, but we need to correct these things on our campus.

Chris - Engage in Strategic Planning – it is a bridging document – to the future. It is a part of moving forward.

Alton Morris – President of AXR society? There needs to be a sign in list for students.

Savannah – Sr UG – we have these college hours we should use them to bring everyone together – use this hour try to bring us together. More students need to get involved.

Eugene – Dec 15 meeting – they outlined a timeline... is there a timeline like this?

Quentin – they are developing a timeline, e.g., the survey – SUNY will do this for us.

AG needs to help put together the questions. They will also hold open forums and he'll charge the Task Force he's going to set up with these tasks.

Bill S. – We should thank the folks who met and started us on this path.

Ben Taylor – UG – understanding who ESF is. E-mails and surveys and surveys do not work with students. We need to work together to identify many ways to engage them. We need to be creative.

Heidi – Almost everyone who's come up has been a student. Anyone else?

Tom LeRoy – echo that e-mails won't work. He'd like folks to drop by the Police Dept and talk to him.

Yiorgos – question for Chris regarding the 2020 plan being only a couple of years?

Chris – they are developing this to bridge now to 2020 and then embark on a full plan that would have a life expectancy of 5 – 20 yrs.

Christine Langlois – Chair of Quality of Worklife Committee – people don't come anymore... we need to take the time to get out of our offices and talk to each other. We do still have community. Fish Fry is 3/17 – everyone come.

Jolene– Spirit and Essence - would be a great event – get a ticket at 110 Bray Hall. This Sat night.

Jet'Aime – She's grateful to be in a place like this. People wear many hats comes with great responsibilities – which is great if we communicate with each other – something she repeats is talking American – she wants things now – glad we are planning for things. What are the actions we are going to take now. She's going to be gone in 4 yrs... will these things benefit her now? We should engage with each other – students are banding together rather than mixing and sitting by faculty. We all need to speak up. It's terrifying to do this. But we need to start talking to each other.

Neal Abrams – need a clear chart of who does what and who to take things to.

Zack - faculty need to get out there and engage with students and build community.

Sam McVey – co-director – came here and was angry and will say some things that are negative. Faculty, admin should hold themselves accountable and not be in this place next month.

Scot Bergey – one of the main themes of the Sears report was trust. Did the authors of the BoP pull it back because they didn't feel they had support? GSA doesn't want to see the process reverse itself – we need to keep moving forward. Lighter notes – an organization chart. Student health advisory committee doesn't know. He reads every e-mail he gets. Ben – you need to help be creative.

Tom Amidon - BoP was a "cluge" inelegant, but it did work. What to do so that a meeting doesn't look "secret" – we've got to be better at communicating. Trust starts with communication. We've got to get positive with earning it. Things got too bad before we began.

Amelia Hoffman – everyone is invested in the students and thanks Kelley for hosting a recent conference and we need to look for ways to get involved.

Kelley – thanks to the authors and that they were able to get this going. Appreciates the students and their engagement. We need to reach out and engage – we are a community that is passionate. Let's figure out how to move forward. Thanked everyone for respectful discourse. Thanked Scott Blair for the College Hour. We are a pretty special place.