

Academic Governance
December 15, 2015

In attendance:

Faculty: Jack Manno, Ted Dibble, Doug Johnston, David Newman, John Wagner, Shannon Farrell, Rene' Germain, Bob Meyers, Chris Nowak, Russ Briggs, David Kieber, Fran Webster, Sue Anagnost, Ken Tiss, Richard Hawkes, Eddie B., Doug Daley, Janine DeBaise, Kim Schultz, Mary Thompson, John Castello, Mary Collins, Tim Volk, Bill Powell, Mark Driscoll, Scott Turner, Jessica Clemmons, Ivan Gitsov, Tom Amidon, Benette Whitmore, Marie Fortier, Maren King, David Sonnenfeld, Joann Ellis, Kurt Stavenhagen, Dawnelle Jager, Jacqui Frair, Ray Appleby, Ruth Yanai, Paul ???, Sharon Moran

Professional Staff: Claire Dunn, Karen Moore, Brian Boothroyd, Aaron Knight, Michelle McNeil, Dan Ramin, John View, Rick Beal, Sue Sanford, Jonathon Owens, Bill Shields, Paul Otteson, Kevin Reynolds, Branden Murphy, Mary Triano, Scott Blair, Katerina Searing, Aaron, Charles Garbutt, Terry Ettinger, Eileen B., Laura Crandall, Aaron Rounds, Anne Lombard, Mark Hill, Rebecca Hiltz, Caroline Bailey, Danette Desimone, Casey Duffy, Debbie Caviness, Amelia Hoffman, Dana Piwinski, Joe Pagcalinwagan, John Turbeville, Christine Langlois,

Management Confidential: Quentin Wheeler, Valerie Luzadis, Bob French, Joe Rufo, Chuck Spuches, Maureen Fellows, Scott Shannon, Mark Lichtenstein, Beverly Gracz, Tom LeRoy, Brenda Greenfield

Students: Ben Taylor, Margaret Foley, Jordan C'Dealva-Lenik, Ericka Sykes, Maykaela Comas, Terrance Caviness, Rudi ???, Eugene Law, Denali Trimble

Board: Vita DiMarchi

Consultation Team: Scott Sears, Judith Saul, Ann Martin

1. **Opening Remarks/Minutes/Announcements (Donaghy) – insert?**
2. **Consultation Team (Introduced by Quentin & Kelley)**
 - a. Asked SUNY to hire a third party outside consultant to help with campus relationships/leadership. We all share and ultimate goal for ESF to be successful
 - b. Sears Associates – Scott Sears, Judith Saul, Ann Martin
 - c. Scott: Hand out – on AG website. Leadership/Communication/Governance are primary areas
 - d. Ann: They came in to interview and scope what is happening. This is a mirror, if you don't see yourself, then please engage, there will be opportunity.
 - i. #1 They found good will and a commitment to the future
 - ii. Change is needed and it is an opportunity
 - iii. Leadership transition challenges – eroded trust, unproductive relationships
 - iv. Budget issues – not of our making
 - v. Shared governance – how to make it work.
 - vi. Communication breakdown – they are going to focus on this, ways to talk to each other during difficult times.
 - e. Judith: Plan of action proposal (not set in stone) is to expand & engage with anyone who wants to
 1. Homogeneous focus groups (colleagues in the same or similar roles).
 2. These results will be shared and action items developed for will be Leadership/Communication/Governance groups
 3. Facilitated interactions with persons in key roles so they work together better.
 4. Same with management.
 5. Connect to others that can help up
 - f. Goal is engagement and building community and capacity.
 - g. Hope to have in place processes and protocols that will help us move forward.

h. Questions?

- Ben – Why weren't there students included on the core consultation committee?
- Judith: They were included in the interviews. Students have real concerns, especially on diversity issues and these are going to be addressed separately – it's outside what they are addressing.
- Eugene: So few students were interviewed – how could you know their concerns? There is more than just the diversity issues.
- Scott – They will be having focus groups and this will give students more input.
- Ruth – Sounds impressive, glad they are engaged – how prevalent are these sorts of issues on other campuses?
- Scott – They've worked together >20 years and what we are going through is common, but all are unique.
- Paul – Process sounds good, but seems to be backing off of urgency...
- Ann – they did feel a sense of urgency and that's why they've already done as much as they have and they will be engaging us in Jan.
- Judith – clarified the interaction with this process and the Strategic Plan process is separate, it is not part of their mandate.
- Scott – they understand SP will need to be considered, but there is an issue of fatigue in having several processes going on at once and they will be working to minimize that.
- John Wagner – found the first page extremely underwhelming – he hopes there are details behind the summary points.
- Scott – there are and they will be sharing their proposal for moving forward.

Strategic Planning (SP, Chris Nowak)

- Update on SP – he was elected chair. Others on the committee are those elected (Richard Hawkes, Sue Sanders, John View, Art Stiponovich) as well as other constituents (GSA- Scot Bergey, USA - Margaret Foley, AG - Kelley D., Bob French, Brenda Greenfield, Valerie Luzadis, Scott Shannon, Neil Ringler, & Anne Lombard)
- They've met 7 times and have 3 primary outcomes:
 1. Developed an approach to solve the problem
 - a. Set aside the previous SP document and to work from the 20/20 Vision document – to bridge it in 2017 & 2018
 2. It will be 30-35 pages (again modeled after V2020) and will seek broad approval
 3. This has to be a community document – we all have to engage.
 - Bill S. – you haven't contacted the Honor's program...
 - Chris – he's getting started on that right now – should be there by Jan 15th. This is an ongoing process – and please contact them, it is an open dialogue and discussion.
 - Paul – there were some specifics that were talked about, centers, UG curriculum – are these suspended? Or being considered independently?
 - Chris – the plan will be general, what Paul gave are specifics. There will be a place in the document that might be big and need to be done now. e.g., safety on campus, addressing disability access – these things should go forward. They are looking to figure out what to push to specific depts and if things need to be done, then they should just be done.

Three business items to address:

1. Developed a document to explicitly address how committees/task forces are populated. It was unanimously agreed upon by the Executive Committee and so will become part of the Standing Rules unless someone in the membership disagrees and wants to bring it to a full AG vote.
 - a. Any questions or discussion? None. **It will become part of the AG SR.**
2. **Dayton's update from COC – Create a minor for Environmental Health – All ayes...**
3. Inclusive Excellence statement from IQAS
 - a) Read statement from SUNY supporting diversity initiatives.
 - b) John Wagner suggested adding a statement to faculty syllabi... IQAS has developed a statement. There was much discussion of having a list of diversity or just say “all people”. Also, whether it was required or optional – decided optional, but encourage to use “as is”.
 - c) This statement has been unanimously approved by IQAS and supported by GSA and USA: it will be available on the website. Kelley read it.
 - David Newman: this would need to be part of all syllabi?
 - Kelley – it is optional.
 - Scott Turner – is this being presented for endorsement?
 - Kelley – we are simply offering it. The wording is optional.
 - Scott T. – the lady doth protest to much... it's long and clumsy – the list defeats the attempt to be inclusive.
 - Ruth – there were multiple versions, can we make those available?
 - Margaret Foley – likes the groups are identified, there are some that some people wouldn't think of them and having them listed is a testament to their importance.
 - Tyler – GSA representative – they have endorsed.
 - Doug Daley – it is optional and there are no repercussions on the instructor? There are plenty of college policies and statements that are required. He would rather see it at the college level and not at a course level. He will not include. Too much to keep track of.
 - Eugene – the reason it is important to include is that it is important to students and having it there reinforces it to every student. It is valuable to continuously emphasize it.
 - Anne Lombard – friendly amendment (**change disabilities to “abilities”**).
 - John Wagner – he has all sorts of things in his syllabi and the students don't read them.
 - Ericka – she knows that this is true, but this is one little step towards bringing awareness to this important topic. We need to take it.

Other Business

??? – asked about an announcement at Academic Council about ending student dependent tuition.

Kelley - Also announced at Executive Cabinet.

John View - as UUP President, he has met with SU, Dr. Wheeler, & Joe Rufo - Dr. Wheeler can address.

Quentin - they are talking with SU and are exploring the options. Looking at internal possibilities. Will let us know as something is resolved.

Student Life report (Jack Manno)

- SU will not provide health program to
- Sexual assault awareness
- Graduate Student Bill of Rights – Grad students want resolution on this.
- Diversity training and issues
- Facilitating student input into ARB & schedule reset.
- Develop a plan to assess academic integrity at ESF.
- Populate an ESF diversity task force
- Grad program fees, key fees, etc.
- Please let him know things they should be discussing...

Ben: when will students be updated on health services – students are worried.

Anne – defer to Joe

Joe – they are working with SU on a multi-year contract. Historically, they've provided health services, however, they will not provide this going forward going forward. They are looking at a number of possibilities to provide primary care and student counseling. They've talked with Crouse and Upstate for counseling and they think we can /// as we have a unique student body that might not be the same as their current constituency. We are going to move forward with providing this service on our campus through Student Life. Will likely use the Urgent Care facilities and the hospital (a combination of Crouse and Upstate).

Budget (Joe Rufo) 10,000' view

The primary cause of our financial status today is a reduction in state support (decreased by \$5 million, but still provides 52.6%). We've absorbed quite a bit of it with aggressive management (enrollment increases, increase in tuition, and other steps). We are still left with a structural deficit of \$1.3 million – spending more than we are bringing in. 63.3% of spending is for labor, dept expenses, 4.2 million to SU, utilities, grad tuition waiver, etc. As convoluted and complex as the income/expense is, it is still pretty straightforward. 14-15 budget: \$42.5 million in revenue, 42.8 expenditures = 262K deficit

ESF foundation provided an additional \$500K last and this year to minimize deficit.

Looking forward for 2015/16 – 42.5 million income & 43.9 million expenses (1.3M deficit)

Dept expenses isn't really going up... provost search is 150K, also dept expenses have been coming out of reserves, but are now showing on the budget.

SU contract – fund a portion of the 4.2 million with student fees (covers less than half), but what is showing is a net negative (1.45 million in student fees offset).

Reserves – this is our savings account – started with 4.7 million and considering the deficit, this is now 3.5 million. SUNY policy is to have 15%, there are many who are under this, and a few that have run out of reserves. This is an issue that SUNY is aware of and he is advocating that this be addressed – we need help to solve this problem. They are working on things to help, but it is of concern. We are small with small enrollment and not enough tuition income to cover like other SUNY schools have.

ESF Facilities (Brian Boothroyd)

Different roles: Physical Plant = operation and maintenance & Facilities = planning, property control, code reviews, etc.

Funding sources: SUNY capital funds. Some 20/20 grants through Empire State development and some through city taxes. Some county DOT and DPW help.

Hard \$ numbers have plummeted as Joe showed. Can do some campus building in house. TIBs student housing mostly funded through private donations. Some upgrades with research funding (CIRTAS lab in Illick).

Most \$ come in with caveats that the \$ can only be used for particular projects, i.e. they can not be used for other things no matter how necessary.

Critical maintenance funds are used on existing campus infrastructure, water, heat, health and safety.

Can't be used to replace filters, etc.

Things ongoing:

- ARB building – connect to Illick and renovation of the quad. Labs, offices, and a collaboratorium. Also, a café. The quad will be developed into an outdoor teaching area. NE parking area will be used for a staging area. Raynor may become a cafeteria.
- Wanakena renovations... handicapped concerns and safety concerns (ice and snow on roofs), water saving fixtures, security systems, replacing roofs.
- CLBS – cabin renovations, structural building repairs, and electrical improvements.
- Newcomb – renovated bridge, electrical rehab.
- Illick Hall (many hidden sins) – replacing air handling units, installing a glycol heating system.
- Minor critical maintenance – Jahn lab, roofing replacements
- There is equipment everywhere that needs repair – it's hard to determine what pot to take \$ out of to fix.

Things coming down the pike:

- Repairs in Jahn, campus projects >\$150K (e.g., rehab Soils lab in Illick)
- Marshall Hall – exterior repairs should start summer 2016 – construction fund management program – takes 4 mos from advertising to award. Involve significant repairs to gutters, cleaning an repairing masonry.
- Bray Hall – exterior repairs. The lead time of custom terra cotta is 26 wks. Skylight replacement.
- Gateway – finish up heat and power systems, get them to all work well together.
- Heiberg classroom repairs (\$250K)
- 110 Marshall Hall ceiling tiles fell, damaged asbestos floor tiles.
- Fix Parking deck in Physical Plant building.
- Stone Garage Biomimicry lab at Newcomb. Must move physical plant there into a new building.

Lost Engineer recently – will need to replace, also need a new person to manage contracts as well.

Old Business – the provost search committee is being populated by AG EC. We'll use a similar process that was used in the Presidential search. Look for an update soon.

New Business call. Nothing.

Motion to adjourn...