

Academic Governance College-wide Meeting  
18 April 2017  
11:00 AM to 12:20  
Gateway A&B

**Attending:**

**Faculty:** Neal Abrams, Tom Amidon, Doug Daley, Ted Dibble, Kelley Donaghy, Mark Driscoll, Joanne Ellis, Richard Hawks, Doug Johnston, Valerie Luzadis, Jack Manno, Bob Meyer, Ruth Owens, Lindi Quackenbush, Neil Ringler, Kim Schulz, Bill Smith, Mary Thompson, Ken Tiss, Ruth Yanai

**Professional Staff:** Ray Appleby, Christopher Baycurya, Brian Boothroyd, Anthony Chefelo, Laura Crandall, Casey Duffy, Heather Engelman, Terry Ettinger, David Kiemle, Aaron Knight, Gary Peden, Joe Pagcaliwagan, Aaron Rounds, Susan Sanford, Mark Storrings, Heidi Webb

**Students:** Terrance Caviness, Jordan C'Dealva-Lenik, Jackie Gier, Mike Jones, Richard Monoco, Tyler Shields, Benjamin Taylor

**Voting members attending remotely:** Stacy McNulty

The meeting was called to order at 11:00

**Special Guest:** Oakie was the winner of the SUNY-wide Mascot Competition. Thank you for voting early and often!

**Hoverter Half Hour:** In 5 Illick on Thursday the 20<sup>th</sup> on Early Student Life at ESF.

**The minutes of the last meeting** were approved.

**Elections** (Amidon)

There are nominees for Academic Governance for Chair and for SUNY Senator, but nominations are still needed for Secretary and SU Senator. All voting members are eligible. Nominations will remain open until the end of the week.

**Provost Cartwright's Response to the Vote of No Confidence** (Amidon)

Tom met with SUNY Provost Cartwright to follow up on the vote of no confidence. He indicated that he did get the results of the vote, that the results were legitimate and unequivocal, and that he would be following up with Pres Wheeler to promote improvements. The meeting was cordial, thoughtful, and serious, and the Provost was aware that some people here would not be happy with a lack of action on his part. My role has been to speak truth to power, and you can feel free to speak to me.

**Scheduling the May 11 Meeting**

The last Academic Governance meeting is scheduled for May 11 at 11 a.m., but moving it to 2:30 would be more appropriate for celebratory beverages. We will be celebrating award recipients, please stay tuned for the schedule change.

**President's Comments (Wheeler)**

Story Fest is a national competition organized by Planet Forward. ESF was represented by ~15 students in Washington DC, among 43 colleges and universities. We won 2 of the 5 categories. Tomaz and Gerrit, left-brain and right-brain competitions, and a trip to June with Tom Lovejoy to Brazil. Which makes us look good

Happy Earth Week! Bill McKibben kicked off our week with a talk about climate change yesterday. We will have a presence on the National Mall on Saturday, with a teach-in at a tent.

ESF was in the NYT on today, with "Science Matters." [www.esf.edu/sciencematters](http://www.esf.edu/sciencematters) went live today, where we can brag about major achievements of the college.

Recognizing our Retirees, which add up to 679 of years of service.

**Karen Allen** – 35 years, Physical Plant & Facilities  
**Schaelon Davis** – 37 years, Financial Aid & Scholarships  
**Robert French** – 10 years, Enrollment Management & Marketing  
**Richard Hawks** – 38 years, Landscape Architecture  
**Luke Irwin** – 19 years, Physical Plant & Facilities  
**Michael Kelleher** – 10 years, Forest & Natural Resources Management  
**George Kyanka** – 49 years, Forest & Natural Resources Management  
**Jacqueline La Vie** – 11 years, Forest & Natural Resources Management  
**Jack Manno** – 31 years, Environmental Studies  
**Bruce Marcham** – 31 years, Physical Plant & Facilities  
**Charles Maynard** – 36 years, Forest & Natural Resources Management  
**Daniel Muters** – 30 years, Physical Plant & Facilities  
**Ralph Nyland** – 49 years, Forest & Natural Resources Management  
**William Odea** – 37 years, Physical Plant & Facilities  
**Shigetoshi Omori** – 33 years, Paper & Bioprocess Engineering  
**Dayton Reuter** – 30 years, Landscape Architecture  
**David Vantress** – 39 years, Physical Plant & Facilities  
**Theresa Webb** – 37 years, Outreach  
**Michael Yandon** – 22 years, Physical Plant & Facilities

**Resolution Requesting Bathroom Equity on ESF Main campus (Amidon)**

This is a resolution from the Executive Committee. People have been asking for all-gender bathrooms. OSHA guidelines recommend one "water closet" for every 15 people, in manufacturing and industrial settings. The norm for all-gender bathrooms is a single stall. The SUNY Faculty Senate passed a resolution asking for gender-inclusive survey. In Illick, there are 8 places for women and 38 for men to relieve themselves. A petition was signed by ~300 people to convert bathrooms in Jahn. This resolution calls for an official bathroom

audit of Jahn and Illick. The resolution suggests that the single-stall bathrooms at the south end of the 2nd floor of Gateway should be designated all-gender. There are issues in Marshall and Bray, and there is no male handicap bathroom in Moon. All new construction should be all-gender. We also call for a report at the May meeting.

## Discussion

Heather Englemann: There are single gender bathrooms at both ends of this building.

Brian Boothroyd: There is gender disparity in lots of buildings, with more facilities for men than women. We should all get behind resolving this issue. Alterations of bathrooms has to be done in accordance with the state building code, which dictates the minimum number of toilets for males and females, and gender-neutral toilets don't count. Bray, Marshall, and Illick were constructed before the adoption of the modern codes, which emphasize equal accommodation for males and females. Buildings that have been renovated since then are better for gender equity, but not for all-gender facilities. Codes in the future will probably address these needs. The motion passed by the Chemistry faculty to convert bathrooms may be in violation of code depending on the number of toilets remaining. In assessing the issues, we should obtain a better understanding of the size and needs of the all-gender community, as well as the impact of potential changes on others that may be affected by changing the distance to bathrooms, such as those with IBS or Crohn's Disease. There are hygiene issues in male bathrooms, and women might not be happy to have men using their bathrooms. There is a bill in the NYS legislature to make all single-stall bathrooms gender neutral, and it's not clear whether it will pass. OSHA is a good reference, but the requirement for an institution like ours is one toilet for 25 people, one additional for each additional 50 occupants, with up to 50% of the required water closets for men being urinals. It will take a bit of research to figure out what we can and can't do. I am in support of what you are trying to accomplish, but given existing workload, we may not be able to have a full report or recommendations by the next AG meeting in 3 weeks.

Gary Peden: To Brian's credit, he's been working on this issue for a long time and it is a priority for us.

Quentin Wheeler: We are very receptive to this. I don't know what is possible in terms of waivers or what SUNY could do for us. If it's a small population, but if it's one person, we owe it to them to make this accommodation while complying with the law. There has to be a path forward.

Heidi Webb: A lot of that information could be useful. The resolution includes looking at accessible bathrooms. One day, when I left Moon Library, I met a desperate looking guy in a wheelchair, who had followed the signs down to our facility and found that the men's room wasn't accessible. If the women's accessible bathroom had been designated all-gender, he would have been fine.

Tom Amidon: I've heard this coming from a lot of directions, maybe first from Joe. This resolution is intended to add emphasis to the desire to move forward.

Scott Shannon: The accessibility issue is a current code violation, and the situation in Marshall is going to be a problem for reaccreditation in landscape architecture.

Someone: I work in Illick, and I want to report a problem with the cleaning schedule. 5 of the 8 toilets for women were not available just before this meeting.

Christine Langlois: We can talk to the custodial staff about the cleaning times. We do have an inventory of all the fixtures on campus.

Erin Tochelli: I work in Marshall. The third floor ladies room has an accessible stall but there is a wall that prevents a wheelchair from getting in to it.

Gary Peden responded.

Kim Schulz: While waiting for a bathroom in Illick, I checked the numbers. We have 56% women and 44% men. We are not “approaching” gender equity, we have surpassed it.

Richie: The bathrooms are just a small part of the problem with accessibility. A lot of our students will be in support of this, and if they aren’t there are bathrooms for them, too.

Student life rep: This issue is coming up in the entire SUNY system, the multi-gender bathroom can help with accessibility as well. This issue has been brought to my attention several times.

Tyler Shields, president of the GSA: We support this resolution.

David Newman: I was just at the University of Vermont and their School of Natural Resources has only mixed bathrooms. They have lines getting into those single stall bathrooms between classes. Ruth: Brian, Christine, does this put you in a bad position, or are you comfortable reporting to us next month with information that you already have?

Someone: The resolution names buildings, but the problem is not restricted to those buildings.

Heidi Webb: There was a resolution about bathrooms in Jahn, and the faculty voted to support an audit. It’s a whereas clause.

Robert Meyer: I propose that the word “exclusively” be removed; new construction should not have exclusively all-gender bathrooms.

The amendment passed, with two opposed.

Gary Peden: If we pass this resolution, do these plans take effect immediately? Having men start using the women’s bathrooms is going to cause a problem.

No, it’s a resolution to work on the problem.

Mark Driscoll called for a secret ballot.

Ken Tiss, Parliamentarian, pointed out that this has to be carried out at the time of the meeting.

We counted 40 yes and 11 no votes, even though we didn't know if everyone who voted was eligible, and concluded that the motion passed.

### **Committee on Instructional Quality and Academic Standards (Donaghy)**

Committee members are Doug Daley, Kelley Donaghy, Shannon Farrell, Sophie Gublo-Jantzen, Paul Hirsch, Jonathon Owens, Scott Shannon, and Mary Thompson, with Terry Ettinger and Brian Murphy contributing as well. This group meets to consider appeals for academic suspension. We are also responsible for course assessment and instructional quality. This semester we've been talking about the end-of-year course evaluations, these are now being used for other purposes than feedback to instructors. There will be a resolution on this topic in May.

### **Resolution Requesting a Change in the GPA requirement for Automatic Suspension**

Currently, students with a GPA below 2.0 after their first semester are put on probation. We propose that those with a GPA below 1.0 be suspended. These students rarely persist to a third semester. It will be better for us and for them if they aren't wasting money and taking up space in classes they will not attend. We were told that the reason the GPA for probation was raised from 1.0 to 2.0, in the past, was to keep Centennial Hall full; this is not an issue. There are also consequences for Financial Aid, which requires satisfactory progress towards a degree. Students can always appeal if they want to stay in school.

Scott Shannon: I support this. It means that students will be suspended and not just put on probation.

David Newman: I am the chief bleeding heart on the committee. We were giving them time to learn. We were accepting all the appeals, to give them enough time. There are many fewer appeals in the second semester.

Kelley Donaghy: The number of suspensions will be 10-12, according to Scott Blair. They will be on probation below 2.0 and below 1.0 they will have to appeal.

Neal Abrams: Is that a cumulative GPA or a one-semester GPA? (Answer: This is only for the first-semester.) I'm concerned about the carrot and the stick. Is there support, a requirement for intervention? We may be disenfranchising some of our students without providing support.

Scott Shannon: IQAS is working on a policy that would formalize a mid-semester formative review process.

Richie Monaco: For first-semester freshman or also transfers? (Answer: both).

Erin: Scott, do the new spring students get anything?

Kelley: There is nothing now.

Ken Tiss: With the new financial aid requirements, between 1.0 and 2.0, are we creating issues for us or the students in defining proper progress.

Kelley Donaghy: Students will have financial aid notification between 1.0 or 2.0, either way. But they will have less aid at another institution.

We approved the resolution with two opposed.

### **Resolution Concerning Hiring Professional Academic Advisors for Academic Programs and Departments**

This motion from IQAS Committee asks the administration to consider hiring professional academic advisors.

David Newman: I've discussed this with my faculty. If we were getting a position, we would be all for it. But there are opportunity costs associated with this. Does it add up to an assistant professor or more? We would be more interested in getting help with research administration than advising. Different departments have different needs; I'm concerned about one size fits all.

Kelley Donaghy: In ES, the advisor supports undergraduate research projects.

David Newman: That's a special case, they have 150 students looking for faculty advisors. In most departments, the relationship with faculty is important for finding work and research opportunities, and building relationships that lead to primary references. We have discussed other ways to improve advising. We could move to a two-week advising period. We could provide support for these concerns about financial aid and academic performance. Finally, the claim that advising should be evenly distributed doesn't make sense, because not all faculty are equally good at it.

Valerie Luzadis: Yes, there are opportunity costs. Addressing the needs of students may not mean hiring five people. There may be other ways to get it done.

Doug Daley: As a member of IQAS, I tried to broaden the scope of this resolution to address the ideas David brought up. My department has yet to discuss this topic. But I believe that my department, like his, is committed to advising our own students, top to bottom, and we don't want to be penalized for that. There are other uses for these alternative resources.

Jaqueline Gear: In Environmental Science, Ann Moore is fulfilling this role. She has provided help to find research opportunities across departments.

The motion carried with 28 in support and 8 opposed.

The meeting was adjourned at 12:21

Minutes respectfully submitted by Ruth Yanai