

SUNY Buffalo State—October 22-24, 2015

Executive Committee Meeting, Thursday, October 22

Applied Learning Initiative Dominates President's Report

During President Pete Knuepfer's Report, the Applied Learning initiative received considerable discussion. Members of the Executive Committee expressed the concern that faculty should oversee any applied learning experiences. All of these experiences should receive oversight by the teaching faculty whether or not they are for credit. President Knuepfer noted that the initiative needs faculty involvement, and he co-chairs a steering committee that produced guidelines for the development of campus applied learning plans. These guidelines will be distributed to campuses in early November.

On another issue, in July the SUNY Student Assembly Executive Committee passed a resolution calling for limits to non-paid credit-bearing internships. The Executive Committee questioned the wisdom of not allowing non-

paid internships because many programs could not locate enough paid internships to meet their program requirements. Members felt that the value of unpaid internships was too valuable to eliminate. As a result, the sense was that the University Faculty Senate should not endorse the student resolution.

The President reported that a SUNY Task Force on social media responsibility has prepared a set of recommendations to the Board of Trustees that includes wording implying a uniform curriculum in which students would address social media responsibilities, which would appear to be an intrusion into faculty control over curricular matters. The Executive Committee agreed that this is inappropriate and should be changed. The Task Force has posted a web page that invites comments. Faculty are encouraged to go to the web page and comment.

The upcoming SUNY conference in NYC will include a discussion on new ways of credentialing. Questions such as "how much credit for continuing education", "the notion of stackable credentialing", "how is quality determined", "who should have oversight" were voiced. The Provost is planning to form a committee of representatives of the UFS, FCCC, SGA, CAOs and others to provide guidance on these questions.

President Knuepfer finished the President's Report by reporting on the SUNY System's objective of being the most inclusive System in the world. The theme of the Plenary meeting, accordingly, is on diversity and inclusion, beginning with a Thursday afternoon workshop and culminating in a report and conversation led by Dr. Carlos Medina, System Chief Diversity Officer.



BUFFALO STATE
The State University of New York

SUNY Buffalo State Campbell Student Union



Fostering Collaboration Between Academic and Student Affairs Professionals *November 13-14, 2015*

[Complete Registration Information](#)

[Comfort Inn & Suites-Airport](#)

6701 Buckley Road, Syracuse, NY 13212—315-703-7946

Joe Hildreth, Recorder
Designed by Carol Donato

518-320-1376
800-547-1548
carol.donato@suny.edu

Inside this issue:

Applied Learning	1
Friday Plenary Session	2
Diversity Discussion	2
Chancellor's Report	3
Provost's Report	3
Saturday Plenary Session	4

Friday Senate Plenary Session, October 23, 2015

Buffalo State President, Katherine Conway-Turner, welcomed the University Faculty Senate to Buffalo.

President Pete Knuepfer addressed the Senate. During his report, he emphasized that the theme of this meeting was diversity. Most of the members of the Executive Committee spent Thursday afternoon in a diversity training workshop led by Noelle Chaddock (Cortland) and Kevin Railey (Buffalo State). During the workshop, the new SUNY policy on diversity and inclusion was explained. The new policy requires each campus to appoint a Chief Diversity Officer and each campus must develop and implement a diversity and inclusion plan. The workshop was enthusiastically received by the Executive Committee as well as Senators and others in attendance.

Later in his report, President Knuepfer said that the SUNY Administration has finished a review process of its internal budget. As a result, System will not ask campuses at this time for additional funding to sup-

port the administration of the System.

For the last five years, the overall SUNY budget has been driven by the SUNY 2020 legislation. Maintenance of effort (same amount of state support as the prior year) has not been adjusted for inflation or salary increases. Most of the annual SUNY tuition increases covered mandated salary increases and the TAP gap, at least over the last year or two. The legislature (encouraged by UUP) passed a "true" maintenance of effort bill. The bill would require the State to cover mandated salary increases and other required cost increases. The legislation has not been forwarded to the Governor who is expected to veto it.

SUNY is looking to "ban the box" (a box student applicants must now check on their SUNY application if they have been convicted of a felony). A panel is being created to look into the issues that would be created if this requirement is removed.

The Performance Improvement Plan (PIP) required campuses to produce a plan during last summer for review and submittal early in the fall semester. Each plan is to be focused on the SUNY Excel metrics developed last year. Completion and approval of the PIP is required by the enacted state budget. In addition, SUNY sent a RFP to campuses to guide requests for funds that make up the SUNY Investment Fund. SUNY approval of campus plans and requests for funds is following a separate timetable, but the processes are related. Final approvals and decisions are expected by late December.

A Student Research Poster Session will be hosted by the UFS, FCCC and CUNY during the spring semester, on February 24 at the Legislative Office Building. We are not certain this will be continued since it is so difficult to know when the Legislature is in session, and the purpose is to bring student accomplishments to the attention of legislators and their staffs. Perhaps student accomplishments can be showcased in another manner.

Carlos Medina Addressed the Senate and led a conversation.

The Vice Chancellor stated that New York State is incredibly diverse but it is incredibly segregated—while there is a multitude of different groups, they largely live in separate communities. In order for SUNY to provide access and success, we will need faculty who can teach diverse populations. He made the following points:

- 1) NYS is becoming increasingly diverse.
- 2) NYS is experiencing a major growth in Latino population (an increase of 137% in 10 years).
- 3) NYS's white population will decline by 9% in the next 10 years.

4) SUNY employs 80% white and only 4% Latino even though the Latino population is 18% of New York's population. SUNY has a Diversity and Inclusion Policy that requires:

- Chief Diversity Officer on each SUNY campus
- SUNY-wide Chief Diversity Officer Network
- Strategic/Diversity/Inclusion Plans
- Faculty/Staff mentoring network

Following his remarks, Dr. Medina asked subgroups of the Senators and guests to address a set of questions focused on how faculty can work to

facilitate the retention of students of diverse backgrounds and recruit and retain diverse faculty and staff.

Carlos Medina
Chief Diversity Officer and Senior Associate Vice Chancellor for Diversity, Equity and Inclusion



Chancellor Nancy Zimpher addresses the Senate.

The Chancellor presented what she termed a set of “causes” and “effects” regarding SUNY’s initiatives and State funding over the last six years. The Chancellor made the following points:

- 1) SUNY has been and will continue to be a driver for economic development. Examples are SUNY 2020, rational tuition and the maintenance of effort bill.
- 2) SUNY spent \$70 M on remediation, however, students are spending \$90 M in tuition for remedial coursework that does not accrue towards graduation. The effect was Performance Funding for Community Colleges to support improvements in remedial efforts, among other initiatives.
- 3) SUNY has a goal of being the economic engine for New York State. This may have led to the Start-Up New York initiative.
- 4) SUNY has a goal of access/completion and success. This will be accomplished by moving toward 150,000 annual degrees. SUNY Excels is designed to help campuses achieve the goal.

5) SUNY is focused on diversity and inclusion. As a result, we are asking for a comprehensive investment package in the Governor's executive budget.

The Chancellor will take this message on the road. She feels that the students, faculty, staff and administrators of the System must have one voice on these goals. She describes this as a critical year in the future of State support for the System, with the expiration of the SUNY2020 legislation—but with five years to go until 2020! In particular, SUNY is seeking the opportunity to allow the SUNY and CUNY Boards of Trustees to set tuition for the State to renew the maintenance of effort provision, and for additional State funds to be added to the Innovation fund. So she urges everyone to “Stand with SUNY”.

Following the Chancellor's presentation, the various sectors of the University shared concerns via questions; a summary of these exchanges is provided elsewhere. Several questions indicated that the process of faculty consultation is not being followed

during plan development on many campuses. The Chancellor replied that she needed help to ensure that campus Presidents effectively involve faculty governance. She said she would send letters to campus presidents stressing the importance of consultation.

On the issue of diversity the Chancellor replied: "We will look at where pockets of diversity exist. Are they getting the support that they need? These are huge social issues and we are trying our best to address them with integrity and respect. Our definition of diversity is comprehensive and I am proud of it. Every presidential search committee hears from SUNY on diversity."



Alex Cartwright, Provost and Executive Vice-Chancellor, reported on the major initiatives of his Strategic Agenda.

- 1) SUNY Excels consists of access, completion, success, inquiry and engagement.
- 2) Diversity and Inclusion is infused in all metrics.
- 3) SUNY generates \$900 M in research now. We have a goal of \$1.5 B in 2025.
- 4) SUNY completion is defined as 150,000 graduates in 2025. This can be achieved by increasing retention and graduation rates, increasing credentialing (consists of certificates/accelerated degrees), increasing both new and transfer enrollment, and growing online enrollments.

"Why are we doing this? We have campuses that are financially stressed. If we don't get close to 150,000 degrees in ten years, perhaps five campuses will have to be closed."

During a Senate dinner that followed the afternoon session, Senate Parliamentarian, Sharon Cramer, was presented with the UFS Senator Emeritus Award. Following the presentation, Sharon received a standing ovation from the Senate. The dinner was held in the Burchfield-Penney Art Center on the campus of Buffalo State.



Alex Cartwright
Provost and Executive
Vice Chancellor

Saturday Morning Plenary Session, October 24, 2015

The Senate received updates from Nina Tamrowski, President of the Faculty Council of Community Colleges; Terry Martell, Chair of the CUNY Faculty Senate; and Tom Mastro, President of the SUNY Student Assembly. Each of these speakers provided the Senate with an overview of the primary initiatives and issues facing each organization. Philippe Abraham reported on the UUP process for negotiating our contract.

Later in the morning, the Senate passed three resolutions. The first resolution on **Academic Freedom** passed unanimously. The resolved section calls for each campus to have an open discussion on Academic Freedom. Campuses are urged to review all documents on Academic Freedom and ensure that any statements are consonant with the precepts of Academic Freedom.

Next the Senate passed the resolution on **Family Medical Leave**. It calls for the SUNY System Administration to

work with UUP to address the implementation of FML in a System-wide, uniform way. The goal is to have paid FML instead of the various unpaid leaves in current NYS-UUP Contract.

A resolution on **Service-Learning** was postponed to the January meeting to allow Senators to review and comment on a Service Learning report from the Undergraduate Academic Programs and Policies Committee before considering whether or not to endorse its recommendations.

The Senate passed the resolution calling for the SUNY Board of Trustees to amend their policies regarding the position of Vice-President/Secretary. The recommended change would require the VP/Sec to relinquish the position of Senator upon assuming the office of Vice-President Secretary. If the BOT amends their policies, the resolution calls for the Senate to make the same changes to the UFS Bylaws.

Family Medical Leave Policy (cont)

policies have found social and economic benefits for employees and employers following the implementation of paid family leave policies¹; and

Whereas university systems that have adopted family friendly policies report gaining a competitive advantage for recruiting and retaining exceptional employees²; and

Whereas the ability to balance short-term family needs with the demands of the workplace is important for maintaining employees' good work performance and the health and wellness of employees; and

Whereas many employees within the State University of New York will experience a need for FML at some point in their careers; and

Whereas campuses across the SUNY system have inconsistent policies and procedures surrounding the implementation of FML and there is no singular direction from the State University of New York, nor the State and Federal Governments; and

Whereas SUNY does not have a policy of paid FML and therefore retaining salary during FML requires the use of accrued sick and/or vacation leave; and

Whereas The Policies of the Board of Trustees (Title F, §1b) state that a "leave of absence without salary may also be granted under appropriate circumstance, for the purpose of child care", and

Whereas the current New York State (NYS)-United University Professions (UUP) contract³ requires that academic and professional staff who want to extend the timeline for the continuing appointment decisions for FML must either (a) take leave without pay, (b) choose part-time service (losing some percentage of their salary) or (c) step out of rank or title and take a qualified academic rank or a qualified professional title (sometimes called "stop the tenure clock"); and

Whereas the need for FML does not always occur in convenient alignment with the academic calendar and presents diffi

Resolutions

Resolution on Academic Freedom

Whereas, recent public cases challenging the precepts academic freedom have been in the news and;

Whereas the outcome of each current case potentially alters the intellectual, campus, and teaching climates on SUNY campuses

BE IT RESOLVED THAT the SUNY Faculty Senate urges each SUNY campus governance organization(s) to have an open discussion on the attached documents during the 2015-2016 academic year AND

BE IT FURTHER RESOLVED that governance on SUNY campuses are urged to perform a comprehensive review of all campus documents to determine that any statements on academic freedom

are consonant with precepts of academic freedom and consistent with action items from the campus-wide discussions.

171-01-1
Passed without dissent

Resolution Requesting Modification of Family Medical Leave Policy

Whereas it is understood that healthy work-life balance and attention to family life create healthy and productive work environments and allow employers to retain employees in which they have already invested; and

Whereas employers in states that have adopted Family Medical Leave (FML)

Family Medical Leave Policy (cont)

culties for irregular start and end dates for FML, requiring flexibility with respect to employee workload; and **Whereas** academic-year faculty have no leave time accruals beyond sick leave and may therefore not have sufficient paid leave to use for FML; and **Whereas** at least nine faculty senate bodies in the SUNY system endorsed a resolution supporting FML in April or May of 2015; and,

Whereas, the adoption of clear and open policies for FML for faculty and professionals at SUNY could provide a model for how FMLA could be implemented to benefit other state employees; therefore

Be it resolved that the University Faculty Senate (UFS) requests that SUNY System Administration, in the next round of contract negotiations, work with union representatives to address the implementation of FML in a system-wide and uniform way and to advocate for paid FML that promotes retention of valuable employees and increases employee morale while addressing issues of equity. Specific items might include, but are not limited to

- A. changing the language in the current NYS-UUP Contract⁴/SUNY Board of Trustees Policies to eliminate the requirements for extensions of the timeline for continuing appointment and adopt a “stop the tenure clock” policy for FML that does not compromise our employees professionally by requiring them to step out of rank or financially by forcing them to accept reduced pay or part-time assignments; and
- B. amending the BOT Policies on “Title F Other Leaves” to remove language that presents childcare leaves as unpaid leaves, in keeping with the intent of FML; and

Be it further resolved that UFS senators and Campus Governance Leaders are urged to advocate for support of this resolution on their campuses in order to express to SUNY, UUP, and the State of New York’s Chief Executive that ap **Family Medical Leave Policy (cont)**

appropriate FML policies and their implementation are important to a broad number of campuses and should be of high priority in the next round of NYS-UUP contract negotiations.

171-02-1
Passed

1. “Paid Maternity Leave is Good for Business”, The Wall Street Journal, December 16, 2014. Last accessed at <http://www.wsj.com/articles/susan-wojcicki-paid-maternity-leave-is-good-for-business-1418773756> on April 24, 2015, Appelbaum, E., & Milkman, R. (2011). Leaves that pay: Employer and worker experiences with paid family leave in California. Retrieved from <http://www.cepr.net/> and
2. Faculty Family Friendly Edge. (2005). University of California. <http://ucfamilyedge.berkeley.edu/ucfamilyedge.pdf>. Additionally CUNY has a negotiated benefit for eight weeks of paid parental leave for instructional and professional staff. <http://psc-cuny.org/updated-paid-parental-leave-agreement>.
3. **Article 23.7.a.** Leaves of absence without salary may also be granted under appropriate circumstances for the purpose of child care.
4. **Appendix A-42.** Family Leave – Professional Services Negotiating Unit

Resolution on Changes to the Policies of the Board of Trustees w/respect to Officers of the UFS

Whereas the addition of the President of the University Faculty Senate to the SUNY Board of Trustees has substantially increased the workload of the President, and **Whereas** recent UFS presidents have accommodated the increased workload by increasingly delegating tasks to the Vice-President/Secretary, and **Whereas** as the Vice-President/Secretary increasingly represents the UFS in a variety of venues, and **Whereas** the potential exists for situations in which the position that the Vice-President/Secretary must support and present on behalf of the UFS may be perceived to be in conflict with interests

Resolution re: Officers of the Senate

of the campus that the incumbent was elected to represent, **Now therefore be it resolved** that the University Faculty Senate recommends to the Board of Trustees that its Policies be amended to have the Vice-President/Secretary relinquish the position of Senator upon assuming the office of Vice-President/Secretary, and **Be it further resolved** that to so effectuate, the Senate recommends to the Board of Trustees that Article VII, Title C of the Policies of the Board of Trustees be amended as indicated, and **Be it further resolved** that effective upon approval by the Board of Trustees the same changes are made to Article III, Section A of the University Faculty Senate Bylaws.

TITLE C. OFFICERS

§ 1. President of the Senate. Before July 1 of each odd-numbered year, the Senate shall elect one of its elected members **or the current Vice-President/Secretary** as President of the Senate for a term of two years. Upon election as President to the Senate, the **an** elected member shall vacate the position as the representative of his or her unit in the Senate. The President of the Senate shall preside at all meetings of the Senate and shall exercise such other powers and duties as may be vested in the President by this Article and the bylaws of the Senate. The President shall be an ex officio member of all Senate committees. The President of the Senate may be re-elected for a second term, but may not thereafter be eligible for a successive term **provided however that a President initially elected to fill the minor portion of a term arising from a vacancy is eligible to serve two additional successive full terms.**

§ 2. Vice-President/Secretary. Before July 1 of each even-numbered year, the Senate shall elect one of its elected members to serve as Vice-

Resolution re: Officers of the Senate (cont)

President/Secretary for a term of two years. **Upon election as Vice-President/Secretary, the elected member shall vacate the position as representative of his or her unit in the Senate and shall serve as a nonvoting member of the Senate.** The Vice-President/Secretary shall take and keep minutes of the Senate and shall exercise such other powers and duties as the Senate shall provide in its bylaws. The Vice-President/Secretary shall serve as President of the Senate during that officer's absence or inability to act. Any regular member of the Senate is eligible to serve as Vice-President/Secretary for one year beyond the expiration of his or her three-year term as a Senate member. In such case, the Vice-President/Secretary shall become a non-voting member of the Senate and the unit shall be represented by a regularly-elected successor.

The Vice-President/Secretary of the Senate may be reelected for a second term, but may not thereafter be eligible for a successive term provided however that a Vice-President/Secretary initially elected to fill the minor portion of a term arising from a vacancy is eligible to serve two additional successive full terms.

§ 3. Vacancies.

A vacancy in the office of President or Vice-President/ Secretary shall be filled for the unexpired term in the same manner as the original election, at the next succeeding meeting of the Senate following the occurrence of the vacancy. In the interim, the Executive Committee shall elect one of its members to serve in an acting capacity until the vacancy is filled.

171-03-1
Passed

**Sector Q & A with Chancellor Zimpher
SUNY Buffalo State Plenary
October 23, 2105**

University Centers

Q—The process of consultation with campus governance on input for such programs as SUNY/EXCELS and the Performance Investment Fund has not always been followed in practice. What will you do ensure that the campus presidents actively consult with faculty governance on these matters which will define the future trajectories of our campuses and of SUNY?

A—Chancellor Zimpher stated that we have to get this right. She has repeatedly told the Presidents to include governance in these decisions. What more can she do She asked us what she can do to encourage campus presidents to comply. It was suggested that SUNY forms be modified to require a sign off by the CGL prior to submission, or perhaps that they be accompanied by a letter from the CGL.

Q—As mandated by the SUNY-2020 legislation, the University Centers have increased student enrollment, with the consequence that campus infrastructures are overburdened. Classroom availability is compromised; waitlists have increased; students are inconvenienced and, in some cases, unable to take the classes necessary to graduate in 4 years. The solution requires the immediate infusion of monies not only for critical maintenance, but also for capital construction for new classroom space. Will SUNY demand that the governor include in his budget sufficient funds to carry out SUNY's mission?

A—The Chancellor stated by stating what went wrong. A 5 year capital plan became a 10 year plan (with no change in funding), and then became a zero-year plan. The goal is a 5 year plan. There is strong competition for capital funds - all over NY state bridges, roads, and tunnels are decaying - it's not just SUNY infrastructure. Staying with our commitment to excellence, SUNY campuses must demand a share of capital

Funds.

University Colleges

We'd like to invite you and the provost to a special meeting with sector senators and some others at a time and place convenient for you to talk about how the sector can support SUNY goals. This would help the system by providing faculty leadership and buy-in on a bigger scale to help SUNY.

Q—With regards to the EXCELS process, we understand the importance of the initiative, unfortunately some of them, such as Start-UP NY, stops us in the comprehensive sector from high-impact engagement. How can we work together to have a conversation about more workable metrics for our sector in the future?

A—Chancellor Zimpher responded by putting up the matrix PowerPoint slide and commented that we started with over 200 items and maybe 17 is too few. The process was intended to have a great deal of adapt bility. She suggested that we have the 17 presidents and 17 senators gather to address what we would prefer to see within the matrix. It is the first of a decade of experiments. At the system, we ask for the president and the provost because they do not always communicate. Communication is a big problem.

Q—We're concerned that there may be a culture of competition within and between sectors in dealing with distance education. What can we do to make sure we're not competing with each other and are more collaborative?

A—Response: We need to be more collaborative and less competitive. The white papers were very collaborative. One included all of the University Centers. With regard to Open SUNY we are in version 1.0. Version 2.0 needs to include revenue sharing.

Health Sciences

Q—Please update the Sector on the current Board of Trustees plan for health science center / hospital governance?

A—The idea of divorcing hospitals from universities has losing currency. Please share your current thinking on this for our SUNY hospitals.

Colleges of Technology

Q—We understand the importance of collecting information about students, and that the Student Diversity survey will help provide that information. However, the current survey has many serious issues (privacy, protected class information being used on our campuses and forwarded to system with the students name and their id number) and many of our registrars are not prepared to put this survey in place. How can we move forward with this survey in a timely manner, safely, and in a way that information can support our improving diversity programs?

A—“We know what we want but we’re not allowed to count it and we can’t say it unless they tell us we can say it. I was at a meeting where Glenn Singleton was talking about how to talk about diversity...I acknowledge all the hurdles. We gave the issue of self identification a lot of attention. We have aggressive champion on BOT, we polled other systems, we found places that ask for declaration before admissions, and it worried us because admissions bias may show...cal state.

So we came upon idea of student survey as a multifaceted way of self identification as a way of saying this campus has a lot of people who are representative of a group...are diverse students getting the care they need? So without names we can look at pockets of diversity.

Double edged sword: we had a debate about whether people want to self identify...it is complicated. I feel we arrived at a responsible and pleasing-to-the-BOT-advocate solution.

Once we see the survey action we can work with it. There will be compliance issues for this semester, registrars etc. These are unfunded mandates...but we have to address huge social issues with integrity and some protection. We welcome your advice.”

Q—When SUNY speaks about diversity it seems we are still uncomfortable talking about our LGBTQAI members. For example we often cite the number of Black and Female university presidents, yet we do not speak about our LGBTQAI members. When promoting diversity in the SUNY system, how can you ensure that our LGBTQAI community is openly included in all conversations about diversity.

A—Our definition of diversity is comprehensive and I’m proud of it and the diversity task force. We’ve been talking about self-declared presidents and Im happy to do that and to continue to do that, and to recruit in that direction. I’ve done 46 searches in 6 years...every search committee hears from me on diversity.

Special/Statutory

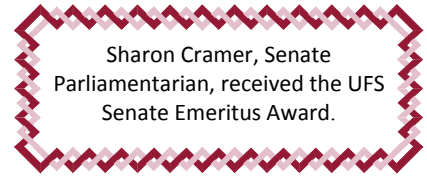
Q—The sector, Specialized and Statutory Colleges has quite varied Colleges within it. In our sector meeting and in our conversation reports about our Colleges we identified a number of evolving and new faculty positions: tenure track, research professor, senior research associate, lecturer, senior lecturer, adjuncts. Are there System visions and goals regarding these evolving and varied faculty positions?

A—“Regarding the New York State College of Ceramics, we are still engaged in the issues. We will not sign an MOU (Memorandum of Understanding) that we do not support. There will be a leadership position changing there in the near future.”

Campus Governance Leaders

Q—Because we know that you value shared governance and in the spirit of shared governance and transparency we ask the following: Can you please share with us who is reviewing the Performance Investment Plans and the criteria that they are using to review the proposals?

A—“Have just seen an email to 15 people about 211 proposals received, mostly on time.”



SUNY University Faculty Senate Executive Committee

Peter L. K. Knuepfer,
President
Pete.knuepfer@suny.edu

Gwen Kay
Vice President/Secretary
Gwen.kay@oswego.edu

Fred Walter
University Centers
Fred.walter@stonybrook.edu

Joe Marren,
University Colleges
marrenjj@buffalostate.edu

Rebecca Marinoff
Health Science Centers
rmarinoff@sunyopty.edu

Timothy Gerken
Colleges of Technology
gerkentw@morrisville.edu

Peer Bode
Special.Statutory Colleges
peerbode@hotmail.com

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