

University Faculty Senate

Diversity Committee

Noelle Chaddock Paley, Chair

Report for Winter Plenary – January 2014

The Committee on Diversity and Cultural Competence (CDCC) was busy this past fall. Through a monthly conference call and email we have produced the following:

1. CDCC has created a plenary presentation on the *Making Diversity Count* position paper that the University Faculty Senate (UFS) accepted in May 2013. The presentation is intended to get returning and new UFS members (re)familiarized with the document, ready to present the document to their campuses, ready to field questions and concerns on their campuses, and ready to lead their campuses toward the creation and implementation of recommendations made in the document. This presentation will also serve to help UFS members recognize that this is a System-wide possibility thus they are not expected to move forward alone. CDCC is willing to assist UFS members, as is the staff in the Office of Diversity Equity and Inclusion (ODEI), as they navigate the next steps on their campuses. Thank you to **Tim Gerken and Phil Ortiz** for their help in creating the presentation.
2. **Gloria Lopez, Phil Ortiz**, and Noelle Chaddock Paley have completed the diversity survey instrument. CDCC has approved that instrument. Gloria is working to format the instrument which we will then share with the UFS Executive Committee for further feedback.
3. The University Faculty Senate President, **Pete Knuepfer** and the ODEI Vice Chancellor/Provost, **Carlos Medina** have pledged equal parts funding towards a co-hosted system-wide Diversity Conference. Carlos is working with Gloria and Noelle to finalize the planning committee membership. CDCC will play a major role in helping the planning committee throughout the process. Carlos has pledged his staff as support for the conference. **Hannah Hedrick**, a CDCC member, has fully drafted a possible conference track to look at health care disparities. Other possible tracks are emerging and all will be shared with the planning committee. A date will be publicized once the planning committee has been finalized.
4. The CDCC will be submitting a conference proposal for the Shared Governance conference in April. The presentation is titled *Diversity in Shared Governance*. We are hoping to get keep the diversity, equity, inclusion, and access conversation(s) visible during this great opportunity to think about SUNY leadership and governance.

University Faculty Senate
Ethics Committee
Chuck Moran, Chair
Report for Winter Plenary – January 2014

The committee met by teleconference on December 6, 2013

The committee will meet again in early March, 2014

Status report on PROJECTS:

- a) Forum On the Practice of Ethics – The Executive committee has accepted the committee's proposal for an Ethics Forum to engage the attendees at the spring plenary at Empire State in May. The timeline is a short introduction of the program in the committee's report at the January Plenary. The actual forum will be introduced with a 15 to 30 minute presentation to the entire Senate at the Friday meeting of the May Plenary including an invitation to all attendees to stay after dinner that night for the Forum. This is anticipated to be the beginning of an effort to engage a wider audience within SUNY.
- b) Data Base of Academic Ethics Initiatives across SUNY – The Committee will utilize the **faculty senators** to gather data (the effort to collect it via CAOs was not successful). A cover E-mail and questionnaire is being sent to each Senator. Note: The primary objective is universal participation by all campuses with the intent that completeness of the data will be an ongoing effort and not further delay the effort.
- c) The UFS Ethics Committee fundamental statement on Ethics: This is intended to frame the activities of the committee and be a core statement for the UFS as well as an example across the system. This is an ongoing effort. The committee's objective is to define a way forward to writing, putting out to the Senate for comment and getting final adoption of a statement by the Senate that will be an effective guide for the committee, the Senate and a prototype for SUNY and campuses.
- d) UFS/Central Administration policy approach to Ethical and Professional Conduct across the system (i.e. electronic privacy). The committee has discussed this with several areas of SUNY Administration and with the Executive Committee of the UFS. These have been constructive and positive discussions. We have also discussed the experience at Harvard that was aired in the press. The committee needs to develop a strategy to pursue a concept that is widely embraced, but that does not yet have a pathway to implementation. There is a sense of urgency as there are other topics, beyond electronic privacy, that would benefit from such policy initiatives.

University Faculty Senate

Governance Committee

Rochelle Mozlin, Chair

Report for Winter Plenary – January 2014

Committee Charge: The Committee shall concern itself with University-wide governance and shall provide guidance on matters of campus governance. The Committee shall interact with local governance leaders of the University.

1. Start Up NY
 - a. Cortland (and perhaps other campuses) has drafted documents to assess business alignment with college mission. These have been distributed to CGLs as templates. Involvement of faculty probably varies significantly from campus to campus. Ideally the CGL should sign off on any proposals; as opposed to the President stating that there was faculty input and involvement.
 - b. It was reiterated that campuses need to be proactive or the opportunity will slip away. Time frame is very aggressive and campus governance cannot afford to slow down the process. In addition, campus governance bodies need to be involved as projects move forward to make sure they are consistent with the academic mission and defined objectives.
2. Compensation for VP/Secretary
 - a. A resolution has been presented asking the Chancellor to increase the campus contribution per senator to \$5000 per year in order to pay for half-time release of VP/Sec'y.
3. Separation of SUNY Albany and CNSE
 - a. Ron and Bill have had several conversations with Nano faculty. They are waiting for documents from CNSE to review.
4. Best practices for video conferencing
 - a. It is time to look beyond Google+. Want to have something in place in case the need arises for an emergency meeting of the UFS. With video conferencing available on most campuses, this might be a viable option. The "meeting" would be initiated at SUNY System by the UFS President. A phone bridge would be needed for anyone unable to access video conferencing. Other needs include the ability to distribute and edit documents; ability to cast a vote.
 - b. Shelly will discuss with Carey Hatch.
5. SUNY Voices
 - a. CGL/Student Assembly Orientation—planning committee has had 2 meeting.
6. Presidential review on shared governance
 - a. It is very difficult to define "outcome measures" for presidential review.
 - b. Working on a document that is modeled after Middle States description of the various standards. It lists the characteristics of good shared governance with different examples of "evidence." Presidents would be asked to develop their

own portfolio that provides evidence that demonstrates their commitment to shared governance on their campus.

7. Academic freedom

- a. Beginning to work on a document that describes academic freedom and examples of its application to faculty life.
 - i. Speaking as a member of faculty governance
 - ii. Electronic communication
 - iii. Speaking as a citizen
 - iv. Curriculum decisions in the “open SUNY” environment
- b. FCCC is also working on this; hoping this will be a collaborative effort

8. Alfred Ceramics

- a. A resolution has been presented requesting that the Chancellor undertake a study of the relationship between the College of Ceramics and Alfred University including the use of state funds.

Committee members:

Chair, Rochelle Mozlin, SUNY Optometry
Bryant Barksdale- SUNY Student Assembly
William Baumer, University at Buffalo
John Beckem, Empire State College
David Carson-SUNY Buffalo State
Justin Giordano-Empire State College
Norman Goodman - Stony Brook University
Joy Hendrick-SUNY Cortland
Fred Hildebrand - System Administration Liaison
Evonne Kaplan-Liss-Stony Brook University
Mark Meirowitz, SUNY Maritime
Ron Sarner-SUNY IT
Nina Tamrowski - Onondaga Community College
Winthrop Thurlow - SUNY System Admin/Upstate Medical University

University Faculty Senate

Graduate and Research Committee
Shadi Shahedipour-Sandvik, Chair
Report for Winter Plenary – January 2014

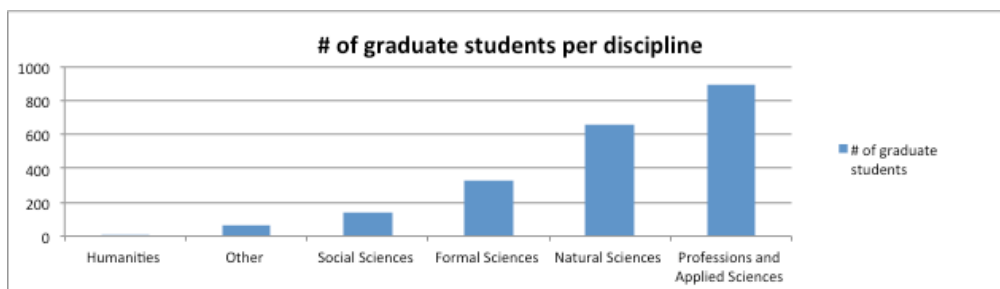
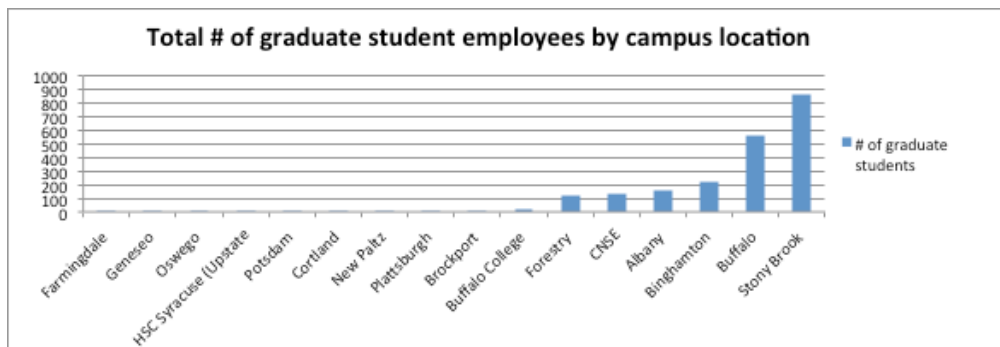
The committee has been active and is making progress towards our Objectives reported at the UFS Fall Plenary meeting. The following summarizes our activities and offers a glimpse into some of our future work. The Committee as a whole came together in December (virtually). The sub-groups continue to also meet separately to conduct the business of the Committee.

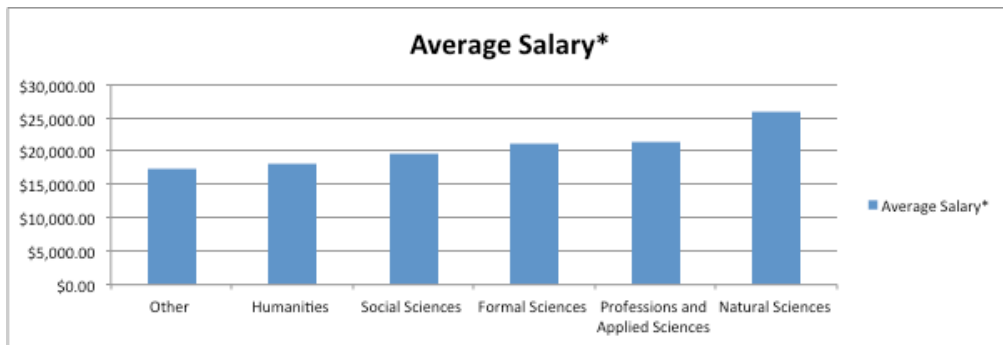
Below is a list of our activities:

- **Boosting the Power of SUNY: Attracting the Best Graduate Students”**: the committee membership includes Rosalyn Rufer (chair, ESC), Rebecca Marinoff (Optometry), Christopher Connor (Buffalo), Martin Kaczocha (Stony Brook), Joshua LaFave (Potsdam), Anthony Hay (Cornell), Subrata Saha (Downstate), and Kathleen Caggiano-Siino (The Research Foundation for SUNY). Our subgroup has been quite active and have already made tremendous progress. The goals this subcommittee is two fold: to identify the reasons that SUNY graduates have chosen SUNY and their particular campus and program; and to inform methods and their implementation in order to improve the quality of graduate student experience at SUNY. Toward these objectives the Committee has met several times and is working closely with the research foundation to fund a graduate student on this project for the data gather and analysis. The survey and research method went into IRB at ESC for approval and has since been approved. A comprehensive survey is being compiled for graduate student input. A pilot study of the survey will be sent out to past graduate students to validate survey instrument, and is expected for completion in January 2014. Noteworthy that Joshua Horn, ESC student who is working on his Master degree is helping the sub-Committee with gathering and analyzing the survey as part of his degree. Josh is employed by Columbia Green Community College as their acting director of Admissions. Once the pilot study is analyzed, the survey will be sent out to all Graduate Deans for distribution to their graduate students. Research Foundation has kindly also contributed to an iPad Air to be available (lottery) to graduate students that participate in the survey study. We expect to have the survey completed and analyzed in April, in time for a report at the UFS spring Plenary meeting.
- **Sustainability in Education”**: the sub-committee membership includes Shishir Sing (Chair, ESC), Taya Owens (System Admin), Deborah Howard (System Administration, Research Foundation). The objective of the work by this subcommittee is to develop a framework for sustainability concepts to be integrated into campus curriculum at all levels/fields. The group has participated in a Sustainability Education Roundtable held at Cornell in Nov. 2013. The UFS Grad & Res Committee, in collaboration with the SUNY

System Administration plans to hold a more detailed and substantive SUNY workshop that endears to ‘Educating the Educators on Sustainability’. The workshop will be held at a convenient venue that would draw maximum participation from faculty from various SUNY institutions, a combination of seminars by renowned faculty member in the field of Sustainability as well as roundtable focused groups will allow framing of the best methodology to implement sustainability in education at our campuses. A tentative date in early June 2014 is being considered.

- “ Graduate Student Salary (dis)parity across SUNY campuses”: the subcommittee membership includes Shadi Shahedipour-Sandvik (Chair, CNSE), Martin Kaczocha (Stony Brook), Subrata Saha (Downstate). In 2012, the Committee developed a report with limited reach in terms of response from campuses and the student support type. We have expanded our effort and this year we have made tremendous progress, thanks mainly to the support we received from the Research Foundation for providing analysis of the RF employed graduate students (Graduate Research Assistants). The charts and table below is a subset of our analysis. In our next step we will further narrow down the disciplines to focus on only a few to allow for a deeper study, given the available time and resources.





SUNY campus	Median Annualized Salary - Formal Science	Median Annualized Salary - Humanities	Median Annualized Salary - Natural Sciences	Median Annualized Salary - Other	Median Annualized Salary - Professions and Applied Sciences	Median Annualized Salary - Social Sciences
PhD granting			\$22,949.71	\$17,134.76	\$20,116.81	\$18,026.96
PhD granting	\$18,154.83	\$13,000.00	\$22,245.02	\$17,184.09	\$19,550.22	\$20,327.84
Comprehensive					\$13,583.91	
PhD granting	\$19,748.66	\$18,645.70	\$24,119.83	\$16,386.50	\$19,953.55	\$18,841.09
Comprehensive			\$16,206.97	\$8,955.44	\$13,762.13	
PhD granting			\$15,808.00		\$23,703.46	
Comprehensive					\$16,051.88	
PhD granting			\$19,198.30	\$17,533.33	\$17,332.92	
Comprehsieve						
Comprehensive			\$22,845.00		\$12,480.00	
Comprehensive						
Comprehensive						
Comprehensive						\$8,775.00
Comprehensive						
	\$22,975.30	\$19,548.49	\$27,705.91	\$23,348.39	\$24,740.62	\$23,657.98

Other ongoing activities of the Committee includes developing methodology to increase the number of graduate fellowships by SUNY students (Anthony Hay-Cornell), a potential workshop for graduate students on research integrity and responsible conduct of research (Subrata Saha), and preparation for Graduate Student exhibition in 2015 (David Allen-Maritime).

The Committee plans to meet in February and April, 2014.

University Faculty Senate

Operations Committee

Edward Warzala, Chair

Report for Winter Plenary – January 2014

The Operations Committee met on November 26, 2013 at the SUNY Center for Professional Development. A majority of the committee membership participated in person, by Blackboard Collaborate, or by phone.

- SUNY liaison, Wendy Gilman, delivered a detailed report on the SUNY budget and shared PowerPoint slides with the committee that were shown to the SUNY BOT at the board budget presentation. The situation at Downstate Medical was discussed as well as the general challenges of medical education in SUNY. The budget proposal for Open SUNY for the coming year, subject to state funding, is reportedly \$99 million. Of that sum, \$96 million is targeted for Open SUNY technology infrastructure, help desk and concierge, tech security, etc.
- SUNY liaison, Carey Hatch, delivered a Collaborate presentation on Open SUNY. The focus of the presentation was the technology infrastructure investments that are necessary to bring Open SUNY to scale. There was discussion of the need for common technologies and a common LMS. The infrastructure needs to be consistent across the system in order to assure security and disaster recovery requirements. Open SUNY will require technological centralization even if campus academic autonomy is preserved.
- Joe Petrick presented his research findings on the impact of SUNY budget cuts on library operations. The paper is being revised and prepared for presentation to the Executive Committee and UFS.
- The committee examined workplace violence policies on the respective campuses of the committee members. Each SUNY campus is required to have a workplace violence policy and must hold trainings for all employees. This is done irregularly across the system. Some campuses combine online and F2F trainings, some campuses publish hard copy manuals and distribute them to every office and some do not. The committee surmised that policies and trainings on some campuses are irregular and often approached as compliance fulfillment. The chair will consult with the President and Executive Committee as to how to go forward.
- The committee formed a sub-committee to revise the charge of the Operations Committee. A consensus was reached that the existing charge is overly ambitious with regard to budget best practices and that the current wording does not accurately reflect the capabilities of the committee to contribute significantly in this area.

University Faculty Senate
Programs and Awards Committee
Dennis Showers, Chair
Report for Winter Plenary – January 2014

Programs and Awards Committee Membership - 2013-14

The committee charge: concern itself with the enhancement of inter-campus educational and scholarly interests of the faculty through the development and strengthening of University-wide programs, grants, and awards.

1. **The Committee is working in two subcommittees—one to** maintain and improve the Conversations in the Disciplines (CID) program which is being chaired by SUNY Distinguished Service Professor Bruce Leslie of Brockport and one to look for improvements to existing awards programs chaired by Dennis Showers. Each subcommittee is tasked to bring recommendations to the UFS by the Spring Plenary.
2. The Committee approved, by electronic vote, the Resolution requesting participation of Alfred University and Cornell University in the process of recognizing SUNY faculty for distinguished achievement and forwarded it to the Executive Committee for Senate action.
3. The Committee approved, by electronic vote, an internal Resolution recognizing the contributions of Kulathur Rajasethupathy to the organization and operations of the Conversations in the Disciplines program which is appended at the end of this report and will be read into the minutes at the Winter Plenary.
4. The submission information for 2014-2015 Conversations in the Disciplines proposals is available on the SUNY website (<http://www.suny.edu/provost/cid/>). Proposals are due on Friday, April 4. The committee will meet in early June to decide on the awards for the coming year.
5. There were four submissions for the new Shared Governance Award. The Committee thanks Senators who responded to the call for supporting the new award made at the Fall Plenary. The recipient of this year's (first ever!) award will be made shortly.
6. Senators are asked to encourage campus participation in the new Chancellor's Award for Part-Time Teaching.
7. The Committee will be surveying the campuses regarding both the CID program and the existing awards programs. The survey will be sent to the University Senators and they will be charged to collect responses from their campuses. Each campus will have a direct contact with a member of the Programs and Awards Committee who will follow up with the Senators to facilitate submissions. A report of the survey will be communicated at the Spring Plenary.

Resolution recognizing the contributions of Kulathur Rajasethupathy to the organization and operations of the Conversations in the Disciplines program

Whereas, Kulathur (Raj) Rajasethupathy served the Programs and Awards Committee with quiet distinction for four years, and

He developed on-line tools facilitating the submission and evaluation of proposals for Conversations in the Disciplines, and

He oversaw the sometimes tedious process of migrating the records and software of these tools to servers at System Administration, and

He served as a role model of careful consideration and valuable experience in evaluating CID applications and arriving at just decisions for their awarding

Therefore, we, the current members of the UFS Programs and Awards Committee, on behalf of ourselves and our colleagues who have previously had the pleasure to serve with Raj, thank him for his tireless and committed service and recognize his distinctive contributions that have improved the system of awarding Conversations in the Disciplines grants and for his collegiality and collaboration, and

The committee directs the Chair to communicate this resolution to Dr. Rajasethupathy in an appropriate manner.

University Faculty Senate
Student Life Committee
Kelley Donaghy, Chair
Report for Winter Plenary – January 2014

Membership:

Antonia DiGregorio (Westbury); Ed Engelbride (SUNY Admin); David Glodstein (Westbury); Bill Godfrey (Stony Brook), Anne Larrivee (Binghamton); Tom McElroy (Empire); Trey Price (SUNY Student assembly); Marie Rabideau (Albany); Jan Trybula (Potsdam); Community College Liaison (vacant).

Meetings:

The committee has had two conference calls, the most recent was January 17, 2014 and a face-to-face meeting is planned for mid-March at Empire State College in Saratoga. Further, the committee has successfully used google docs for editing and revising documents during conference calls.

The work of the committee continues on the items discussed in the report from the fall plenary: Best practices in textbooks, veteran's affairs survey, a whitepaper on hazing and bullying, inclusiveness initiative for gender and sexual identity, conditions for transfer students, support services for international students, OPEN SUNY and the underground nature of drugs and alcohol.

Specifically the committee has been working on the following:

- ✓ *Veteran's Survey.* The survey was successfully deployed at the University of Buffalo and has now been redesigned for distribution to a larger set of campuses. It is anticipated that this will deploy in the Spring of 2014.
- ✓ *Best Practices in Textbooks.* We continue to be concerned about the rising cost of publication and student's ability to have the necessary reference materials for success available to them. We plan to have a resolution on the affordability and accessibility of textbooks ready for the Executive Committee review prior to the Spring Plenary that calls upon faculty members to make copies of their texts available in campus libraries.
- ✓ *Bullying and Hazing Whitepaper.* The current draft of this paper will be the primary focus of the committee's March meeting and we plan to have a draft available for review by the Executive Committee in mid-April.
- ✓ *Inclusiveness initiative for gender and sexual identity.* This topic continues to be a topic of discussion, when the committee's face-to-face meeting is set, we hope to invite Trustee Socarides to join us via Skype to refine the direction of this project so that it may address his concerns.

University Faculty Senate

Undergraduate Committee
Barbara Brabetz, Chair
Report for Winter Plenary – January 2014

Members

Barbara Brabetz, SUNY Cobleskill- Chair
David Carson, SUNY Buffalo State
Terry Hamblin-SUNY Delhi
Gwen Kay-SUNY Oswego
Kathleen Kielar-University at Buffalo
Deb Klein Stony Brook
Linnea LoPresti - System Administration Liaison
Art Lundahl - Suffolk Community College
Joe Marren - SUNY Buffalo State
Daniel Marrone-SUNY Farmingdale

Runi Mukherji - SUNY Old Westbury
Philip Ortiz – System Administration Liaison
Justin Shanley, SUNY Fredonia - SUNY Student Assembly
Diane Tice, Morrisville State College
Amitra Wall- Buffalo State College
Daniel White, University at Albany
Angela Wright - SUNY Research Foundation
Junaid Zubairi-SUNY Fredonia

There is considerable overlap between the Undergraduate Committee's report and the President's Report for this Plenary session. I see this as a good thing and a foreboding thing. From the "good" perspective, the initiatives placed in the Undergraduate Committee's basket for this school year are certainly relevant and of great importance to both the system and the state. From a foreboding standpoint, we certainly are up to our necks in highly charged discussions, most of which is happening at the Executive Committee level, and perhaps this is my fault as chair, but little action on the committee level. Here's a short summary of our focus this year.

Upcoming:

***Innovative Exploration Forum - Undergraduate Research in New York State's Public Higher Education System** will be held in Albany at the Legislative Office Building on Tuesday, April 1, 2014. All campuses from SUNY, CUNY and the community colleges soon have been to nominate campus liaisons. Their task on each campus is to nominate selected undergraduates involved in research and artistic expression to present their materials at the Exploration Forum.

To date, only a dozen or so campuses have named their campus liaisons. *We ask that Senators from throughout the sector take a moment to check with their administration to see if, in fact, a campus liaison has been identified.* Information should go to Carol. Other upcoming deadlines include:

Feb. 18	Poster titles and authors identified by Liaison
Mar. 15	Posters due (PDF files uploaded)
Apr. 1	The event:

Innovative Exploration Forum: Undergraduate Research in New York State's Public Higher Education System

This Year's Action Items:

***SUNY educator preparation programs and the New NY Education Reform Commission –**

The Senate body was very clear at the Maritime Plenary that the BOT-endorsed changes in admission standards for teaching programs were well meaning but ill-conceived. Since the UFS resolution was communicated to the Chancellor and Trustees, very little has changed. There has been no movement on the aggressive implementation dates for instituting minimum GPA requirements. There has been no official response from the Trustees, although a Provost Advisory Committee with representation from faculty from programs throughout the system will soon be formed. With these evolving realities in mind, our committee role with regard to this issue is uncertain. Perhaps a good first step would be to look at the immediate impact to campuses and our Teacher Ed programs. Given the dynamics and political will behind this issue (see Gov. Cuomo's State of the State speech at <https://www.governor.ny.gov/press/01092014-transcript-2014-sos>) the UG committee seeks guidance from the Senate and Provost Advisory Committee for our evolving role as we move forward.

***Open SUNY and MOOCs & Seamless Transfer** – By now, you have mostly likely been invited to an Open SUNY presentation held throughout the state on dozens of campuses. Carey Hatch from System Administration has fielded many questions and concerns of how the future of SUNY will shift with the advent of Open SUNY. An FAQ has been released and is available at <http://commons.suny.edu/opensuny/faq/>. As you can see in the President's Report, Pete Knuepfer has been involved in much of the discussion surrounding Open SUNY. He has not actively engaged our Open SUNY Sub-committee, co-chaired by Terry Hamblin and Kat Kielar, since the burden of meetings, conference calls and webinars has been much more onerous than he first anticipated.

One benefit that Pete sees coming out of Open SUNY is the emergence of a largely online/virtual faculty training center where experienced and successful faculty from the online world can share best practices, mentor faculty new to the medium and can work collaboratively on teaching strategies, research, etc. Some questions I have that still aren't satisfactorily answered are:

- How do we manage content, quality and effectiveness given the role of seamless transfer and cross-registration in the Open SUNY platform?
- Can the Provost's Office describe what qualities they look for when reviewing proposals for newly online programs?
- Are there project-specific metrics that we, as faculty, want to measure with respect to the Open SUNY platform?

The following agenda items for this academic year have taken a back seat to the three described above, but we will be moving forward with them in 2014.

* **Introductory STEM education & Undergraduate Research Initiative** – we will work closely with the Research Foundation to investigate best practices for improving, enhancing access and student retention in science, technology, engineering and math. Particular focus will be placed on retaining disadvantaged undergraduate students who opt out of STEM programs at an alarmingly high rate.

* **Remediation** – we would like to look into the recent successes seen within CUNY who has created a lower-cost remediation strategy.

* **Sustainability in Education** – we will be working closely with the Graduate & Research Committee on the current state of sustainable practices in educating our students.