

Committee Reports

Spring Plenary

Empire State College

May 2, 2014

Report from the Committee on Diversity and Cultural Competence (CDCC)
Noelle Chaddock Paley, Chair

CDCC Membership - 2013-14

Noelle Chaddock Paley, SUNY Cortland-Chair
Timothy Gerken, Morrisville State College
Donald Grinde, University at Buffalo
Hannah Hedrick
Sarah Hinderliter, SUNY Buffalo State
Sunil Labroo, SUNY Oneonta
Gloria Lopez, SUNY System Administration
Carlos Medina, SUNY System Administration
Phillip Ortiz - Empire State College (Immediate past chair ex-officio)
Cathy Parker, University at Albany
Hayley Ross, University at Buffalo - SUNY Student Assembly
Gloria Viboud, Stony Brook University Hospital
Carl Wiezalis

CDCC Charge:

The Committee on Diversity and Cultural Competence will concern itself with issues pertaining to equity, inclusiveness and access, as they are reflected in the curriculum, student body, and personnel of the State University. Among the activities of this committee will be collecting and disseminating information, organizing periodic meetings and workshops, and providing guidance and recommendations to the Senate so that it may act with the best intentions of all people in mind.

Meetings:

The committee continues to meet through a monthly conference call. The committee has not met face to face in 2014.

Completed Items:

Plenary Presentation- Thank you to **Phil Ortiz, Tim Gerken, and Carlos Medina** for co-presenting the *Making Diversity Count* white paper at the Fall 2013 plenary session at the University of Albany. The presentation was well received (and can be found on the UFS website) and the CGLs and Senators were generously participatory. One of our action items moving into Summer/Fall 2014 is to do a follow up communication to the University Faculty Senate that will include an invitation to the Fall 2014 Making Diversity Count Conference.

Shared Governance Panel Presentation- Thank you to **Beth Hinderliter, Philippe Abraham, Phil Ortiz** and Noelle Chaddock Paley for participating as panelists in the "Diversifying Shared Governance" panel at the *Shared Governance for Institutions in the 21st Century: Beyond Stereotypes* on April 23-24, 2013 in Albany. Additionally, thanks goes to **Gloria Viboud** and **Beth Hinderliter** for their good work on drafting the proposal and helping to build the conversation.

The panel was scheduled for the dinner roundtable. This really speaks to how the planning committee is prioritizing diversity in its work.

Action Items for Spring/Summer 2014:

Survey Instrument - Thank you to **Carol Donato and Gloria Lopez** for finalizing the survey instrument. We hope to launch the survey instrument Fall 2014.

Fall 2014 Diversity Conference- The planning committee for the Fall 2014 Diversity Conference has begun meeting. We have met three times, once in person and twice on the phone, this semester. The CDCC has three members on that planning committee **Phil Ortiz, Ken O'Brien, and Noelle Chaddock Paley**. The conference name is: *Making Diversity Count: Ensuring Equity, Inclusion, Access and Impact.*

The conference has been scheduled: **November 12-13, 2014 Albany Marriott Albany, NY**. A save the date is forth coming. The agreed upon vision reads as follows:

The development of the most recent strategic plan led by Chancellor Zimpher has embedded "Diversity Counts" in all six big ideas. The University Faculty Senate Committee on Diversity and Cultural Competence responded with the position paper *Making Diversity Count*. In the *Making Diversity Count* document, the faculty senate communicates strategies and recommendations for the implementation of best practices, assessment and intentional implementations of impactful initiatives across the University and at the local campus level. At the same time the Office of Diversity Equity and Inclusion has played a critical role in the leadership of Educational Opportunity, Diversity, Affirmative Action, and Title IX. The co-sponsorship of this conference by UFS and ODEI is a critical moment in our University's diversity journey that is reflective of a systemic commitment to an inclusive and equitable academy. The goal of this conference is to ensure that those ideas and recommendations are shared across New York State and beyond.

http://system.suny.edu/media/suny/content-assets/communication/publicationsreportsdata/SUNY_StrategicPlan.pdf
<http://old.suny.edu/sunynews/MasterPlan2012.pdf>

This vision will be modified for various uses throughout the recruitment and implementation stages. Finally, one of the keynotes has been identified and contacted. We have reserved the conference date with Dr. Daryl Smith, author of *Diversity's Promise for Higher Education*. Dr. Smith will be doing a keynote and hopefully a workshop with Presidents and Provosts. The other keynotes are still being identified.

At this time we believe that the conference will have a nominal fee to help cover costs.

This conference promises to be exceptional and the first of its kind. We are so very excited about including the UFS in our planning and implementation moving forward. Folks interested in participating: there is a call for proposals coming out shortly, volunteer opportunities exist for you/your staff/your students, or moderating – please contact me at Noelle.paley@cortland.edu with your interest.

Report from the Ethics & Institutional Integrity Committee
Chuck Moran, Chair

Charter to committee from UFS

The committee will study and make recommendations to the SUNY University Faculty Senate President regarding issues of professional behavior, ethical conduct and institutional integrity as they relate to faculty, students, administrators and other personnel in SUNY and higher education. The committee will gather information and serve as a resource for the Senate and the University. The Committee will **NOT** serve as a disciplinary body nor will it take part in judicial proceedings.

Ethics Committee Membership - 2013-14

Chair, Charles Moran - SUNY Cobleskill
Eileen Abrahams, Schenectady County Community College
Donna Amiraian - SUNY System Administration
Reneta Barneva, SUNY Fredonia
Andrew Fitz-Gibbon, SUNY Cortland
Sara Garfinkle, Buffalo State College - SUNY Student Assembly
Stephen Klingaman, Morrisville State College
Heather Maldonado, Buffalo State
Julee Miller, SUNY Delhi
Carlie Phipps, SUNYIT
Kathleen Powderly, SUNY Downstate
Bill Robins, Empire State College
Pamela Wolfskill, Stony Brook University

The committee met by teleconference on March 7, 2014

Status report on PROJECTS:

- a) **Forum On the Practice of Ethics** – Committee member Andrew Fitz-Gibbon will lead an Ethics Forum to engage the attendees at this spring plenary. This is anticipated to be the beginning of an effort to engage a wider audience within SUNY and potentially beyond. Further, this will serve to define the ‘ethical vision’ for the committee in its other initiatives.
- b) **Data Base of Academic Ethics Initiatives across SUNY** – The Committee is in the process of utilizing the **faculty senators** to gather data (the effort to collect data 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 initial data gathering.
- c) **The UFS Ethics Committee’s ‘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. The Ethics Forum at this plenary and the discussion we hope will ensue is intended to give a fresh start and fresh energy to this objective. This is an continuous effort to meet the committee’s objective 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 potentially a prototype for SUNY and campuses.
- d) **UFS/Central Administration policy approach to Ethical and Professional Conduct across the system (i.e. electronic privacy)**: As previously reported, 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 still 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. It is anticipated that this will get greater attention after the end of the spring term.

Report from the Governance Committee
Rochelle Mozlin, Chair

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. Presidential review on shared governance
 - a. It is very difficult to define “outcome measures” for presidential review.
 - b. A document has been presented to the Executive Committee 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.
2. Academic freedom
 - a. A document is under development that describes academic freedom and examples of its application to faculty life.
 - i. Speaking as a member of faculty governance
 - ii. Choosing texts and other materials
 - iii. Speaking as a citizen
 - iv. Curriculum decisions in the “open SUNY” environment
 - b. FCCC is developing similar documents; they may overlap but probably will need separate documents because of different governance/policies.
3. SUNY Voices
 - a. CGL/Student Assembly Orientation—most of the planning has been completed, registration will now kick into high gear. June 5-6 in Albany. Tell all your CGL friends and STUDENT ASSEMBLY reps.
4. Separation of SUNY Albany and CNSE
 - a. The conversations continue..... need to consider the attachment as well as the separation.
5. Best practices for video conferencing
 - a. Ron has had his students evaluate conferencing software systems and has declared a winner. Next step is to have his students use a committee of the faculty senate to be guinea pigs for a “beta test.”
6. Timing for senate resolutions
 - a. New language for the senate guidelines (aka “yellow book”) will establish a timeline for resolutions to be considered at plenary. Resolutions must be presented to the Executive Committee 2 weeks prior to the plenary in order for them to be placed on the plenary agenda.

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 Meiowitz, SUNY Maritime; Ron Sarnier-SUNY IT; Nina Tamrowski - Onondaga Community College; Winthrop Thurlow - SUNY System Admin/Upstate Medical University

Report from the Operations Committee Report

Ed Warzala, Chair

The Operations Committee met by conference call on April 15, 2014, to discuss a proposal by the chair and other members of the committee to revise the committee charge. In previous meetings of the committee, concerns have been raised about the ability of the Operations committee to realistically fulfill the charge, given the depth and breadth of the charge relevant specifically to the university budget.

Of particular concern is the wording of the charge regarding the university budget:

“The Committee shall also be concerned with the development and administration of the budgetary and planning activities of the University and shall undertake research and analysis, and shall make appropriate reports and recommendations, on models, methodologies and issues to best practices and/or policies in budgeting and operations.”

Additionally, the existing charge references ***“equal employment and affirmative action,”*** which arguably belongs, or should fall within the purview of the recently established Committee on Diversity and Cultural Competence.

With the emergence of Open SUNY, the committee is proposing the addition of language to the charge that would include ***“advice and guidance on online and open learning,”*** or alternatively, ***“advice and guidance on digitally enabled learning.”***

Existing Charge

The Committee shall be concerned with the effective participation of the faculty in University personnel policies, including equal employment practices and affirmative action. The Committee shall also be concerned with the development and administration of the budgetary and planning activities of the University and shall undertake research and analysis, and shall make appropriate reports and recommendations, on models, methodologies and issues to best practices and/or policies in budgeting and operations. The committee shall also provide advice and guidance on matters related to the libraries, computing and telecommunications.

Draft Revised Charge

The committee shall provide advice and guidance on matters related to the libraries, computing, information systems, telecommunications, and open and online learning. The committee shall also receive from System Administration periodic budget reports regarding the development, administration, and budgetary planning activities of the University and shall communicate and report to the University Faculty Senate budgetary matters of immediate interest and concern relevant to University operations. The Committee shall also be concerned with the effective participation of the faculty in University personnel policies, including equal employment practices.

Questions and issues to consider:

- 1) Given the complexity and magnitude of the SUNY budget, is it realistic to ask a UFS standing committee to advise on budgetary best practices?
- 2) What contribution might the committee have made regarding the Downstate/LICH crisis?
- 3) How can the Operations Committee advise on the budget without access to budget materials and information?

- 4) In times of budget crisis (seemingly permanent), the UFS president has usurped (appropriately) the budget conversation and reporting on budgetary matters, leaving the committee no role in budget reporting.
- 5) The committee has no seat on the BOT Finance Committee, or the BOT in general, while the UFS president does serve on these committees.
- 6) If the charge is unrealistic, does it diminish the legitimacy of the committee and by extension the UFS?
- 7) Would revising the charge to reflect more realistic expectations in any way weaken the committee or the UFS?
- 8) Should a separate budget committee be established to focus solely on the budget?

Report from the Programs and Awards Committee
Dennis Showers, Chair

Programs and Awards Committee Membership - 2013-14

Dennis Showers, Geneseo-Chair
Valentin Brimkov-Buffalo State College
Francisco Colon-Stony Brook
Iris Cook - Westchester CC - Community College Liaison
Yenisel Gulatee, University at Albany
Bob Kraushaar - System Administration Liaison
Bruce Leslie, SUNY Brockport
Janet Nepkie - (ex officio, Immediate Past Chair)
Julia Shaw, Empire State College
Laura Valente - Stony Brook University
Mark Warford-Buffalo State College

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 Conversations in the Disciplines program has received 19 proposals representing 16 campuses
2. The Committee will meet in Albany by May 16 to decide on which proposals to fund

Report from the Student Life Committee (SLC)
Kelley J. Donaghy, Chair

Mission:

"The Committee will be concerned with significant educational, developmental, social, cultural and recreational policies, programs, issues and services that affect the quality of student life and the campus environment of the State University of New York."

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 a conference call and a face-to-face meeting on March 20th, at Empire State College in Saratoga. Further, the committee has successfully used google docs for editing and revising documents and plans to meet with the SUNY Chief Student Affairs Officers at their meeting in Alfred on June 17 and 18.

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 is finished we are working toward deploying the survey to campuses this fall with a return date of mid-November so that we can discuss the results at the winter plenary in 2015. The FCCC is also interested in working with us to deploy the survey and our efforts currently are focused on doing this. We are concerned that on some campuses this will require IRB approval.
- ✓ *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 have finished the resolution on textbook availability and submitted it to the UFS Executive Committee for approval and forward on March 20th.
- ✓ *Bullying and Hazing Whitepaper.* The current draft of this paper was to be the primary focus of the committee's March meeting, it has been postponed until June. We will have a paper for the June Planning meeting with eventual release to the UFS Senators before the Fall Plenary.
- ✓ *Inclusiveness initiative for gender and sexual identity.* We are planning to create a document that talks about all the campus traditions focused on this topic such as Lavendar Graduation to living arrangements in dormitories. In general the committee feels that there are a lot of "best practices" happening on some of our campuses and that a review with documentation of these ideas, might be useful and helpful for campuses looking for ways to be more inclusive.

Future Plans

Many of the items on our agenda are at the crossroads of student affairs and faculty. Alcohol and, sexual violence among other issues, while not at the surface a faculty issue, faculty can play important role in identifying problems and mitigating the toll on student academic performance. Therefore we agreed at the face-to-face meeting that a meeting between this group and the CSAO's would be very beneficial and might actually allow for some creative work between faculty and student affairs professionals. Ideas such as how do faculty learn about events on campus that are likely to affect student performance? Knowing when RUSH week is, for example, might allow faculty to watch for signs of hazing in their classrooms and allow for quick identification of a problem. We hope that this meeting with CSAO's will help us identify best practices in the SUNY System and then publicize them for others to use as blueprints.

