

University Faculty Senate
168th Plenary
SUNY Environmental Science and Forestry
October 25, 2014

Resolution on SUNY Excels Performance Measurement System

Whereas the State University of New York system recognizes that its strength lies in a “geographically distributed comprehensive system of diverse campuses which shall have differentiated and designated missions...” and,

Whereas the principle of shared governance has a long-standing role in the development of college and university strategic planning with the 1966 Statement on Government of Colleges and Universities declaring that “The framing and execution of long-range plans... should be a central and continuing concern of the academic community,” involving input from all participants in campus governance; and

Whereas performance measurement systems are designed to measure the results of services or programs and the selection of specific measures often directs organizational activities and resources; and,

Whereas the Middle States Association of Colleges and Schools’ accreditation requires its members to demonstrate institutional effectiveness with outcome measures; and,

Whereas the success of performance measurement systems depends upon the active participation and support of all stakeholder groups responsible for implementing them including faculty; and,

Whereas the State University of New York system has been engaged in the development of SUNY Excel, a performance measurement system for both the system and its campuses since 2013; and,

Whereas the four leadership meetings held across the state of New York in December, 2013 offered limited participation by faculty representatives in attendance; and,

Whereas the process for developing campus level outcomes and indicators does not include steps to consult with faculty to discuss the potential impact of indicators on the missions of campuses, programs or departments; and,

Whereas the implementation of performance measurement systems are more successful when they are reviewed and revised as all stakeholders gain knowledge about the processes and their outcomes; now, therefore

Be it resolved that support of the SUNY Excels program by the University Faculty Senate is contingent upon satisfactorily addressing the following:

- Both individual campuses and the SUNY system engage all participants in governance including faculty, staff and students in the development and implementation of campus specific performance measures that are integrally linked to their unique institutional missions;
- Each campus, through the existing shared governance process(es), and SUNY carefully assess the impacts of pursuing conflicting performance measures simultaneously;
- SUNY and its respective campuses, through the existing shared governance process(es), select and use measures which directly support the core academic missions of the institutions;
- SUNY and its institutions, through the existing shared governance process(es), systematically review the validity and reliability of their performance measures on an annual basis; and,
- SUNY adopt procedures for amending performance measures and their systems as part of a process of continuous improvement for the System and its campuses.

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Passed