



The State University
of New York

Nancy L. Zimpher

Chancellor

State University Plaza
Albany, New York 12246

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April 18, 2017

Dr. Peter L. K. Knuepfer
President, University Faculty Senate
Member, State University of New York Trustees
State University Plaza
Albany, New York 12246

Dear Dr. Knuepfer:

Thank you for the reminder to catch up on my formal responses to UFS actions. You and I have already had the opportunity to debrief at our regular post-plenary meetings, and I was able to share my thoughts about the actions taken at that time. I think that our post-plenary meetings with you, Provost Cartwright, and I have proven to be very helpful. However, I am pleased to document my responses to actions taken here for your records.

172-01-1 (revised) SUNY-wide implementation of chosen name and gender identity applications on registration, e-mail, ID cards, and other identification systems

With this resolution, the UFS recommends to the Chancellor, Campus Presidents, Chief Student Affairs Officers, Chief Administrative officers and Chief Diversity Officers implementation of "necessary processes and software to allow faculty, staff, and students the ability to use their chosen name and gender identities; to allow flexibility in using the preferred name; and to encourage the SUNY Trustees to adopt related policy."

I want to thank the UFS for its continued leadership in and support of SUNY's efforts to be welcoming and inclusive. I have two actions with respect to this resolution. First, it was included as an Appendix to the *Campus Guide for Strategic Diversity & Inclusion Plan Development* that was sent to every SUNY campus to assist them as they worked to comply with SUNY's Diversity, Equity and Inclusion policy. It was a valuable addition to the guide to be able to demonstrate faculty governance support on this issue. In addition, I asked Vice Chancellor and Chief Diversity Officer Medina to make this one of the first priorities of the newly established Diversity Advisory Board, which includes UFS representation. I envision a sub-committee of the Advisory Board that will work with all relevant campus offices, SUNY's growing network of Chief Diversity Officers, the Office of Information Technology, Office of Institutional Research, and General Counsel's Office to make recommendations to the Provost for both policy and practice in this area.

172-02-1 Gender-inclusive spaces

With this resolution, the UFS recommends to the Chancellor, Campus Presidents, Chief Student Affairs Officers, Chief Administrative officers and Chief Diversity Officers creation of "gender-inclusive spaces on all campuses and at System Administration where there are currently only male and female designated spaces" and that these spaces be clearly marked. Further, the resolution recommends gender-neutral housing open to all students on all campuses that is part of "regular student housing."

To Learn
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Again, I want to thank the UFS for its continued leadership in and support of SUNY's efforts to be welcoming and inclusive. This resolution was included as an Appendix to the *Campus Guide for Strategic Diversity & Inclusion Plan Development* that was sent to every SUNY campus to assist them as they worked to comply with SUNY's Diversity, Equity and Inclusion policy. It was a valuable addition to the guide to be able to demonstrate faculty governance support on this issue. I have asked Vice Chancellor and Chief Diversity Officer Medina to include this matter in his charge to the newly established Diversity Advisory Board, which includes UFS representation. I envision the sub-committee of the Advisory Board referenced above will also consider safe spaces and that they will work with all relevant parties including appropriate campus offices, SUNY's Construction Fund, the growing network of Chief Diversity Officers, and General Counsel's Office to make recommendations to the Provost for both policy and practice in this area.

173-02 Statement of Ethical Principles

This resolution shares the Statement of Ethical Principles (centered on a set of Core Values) that has been adopted by the UFS as a proposed model for SUNY entities. The conclusion of the statement notes that "These values and their descriptions are designed to be principles for SUNY agencies to consider when developing their own Ethical Principles statements, policies, and procedures, and as such do not supersede or invalidate any existing documentation in any SUNY agency. This document is not intended to be used as a policy for compliance or enforcement."

We appreciate the careful thought and deliberation that went into development of this document. The identified core values of fairness, civility, character, respect, honesty, trust, transparency, and inclusivity as defined here are in keeping with our responsibilities as educators and as stewards of the public trust.

We appreciate, too, the recommendation that this be shared as a model. Provost Cartwright wondered if the UFS reviewed the [AAUP Statement of Professional Ethics](#) in developing this document? We would welcome your thoughts on how that statement relates to what has been developed in this resolution.

174-01-1 Resolution on Faculty and Professional Staff Membership on College/University Councils

With this resolution, the UFS asks the SUNY Trustees and me to "support changing the NYS Educational Law to allow governance leaders of each SUNY campus, elected in accordance with the guidelines and procedures established at each campus, to become *ex-officio* and non-voting members of their councils and boards."

This resolution makes a strong case for the inclusion of faculty representation on SUNY college councils, and SUNY would support UFS efforts to request relevant legislative changes.

174-02-1 Resolution on the Implementation of Applied Learning

With this resolution, the UFS seeks three actions: 1) Academic faculty retain responsibility for the curriculum, for assessing student learning outcomes, and for assigning grades in applied learning activities as for other degree requirements; 2) The campus-level determination of what meets the

applied learning mandate be made through the normal campus and governance curricular processes; and 3) the certification of an activity or course as meeting the applied learning requirement also follows the normal campus and governance curricular processes.

The SUNY Applied Learning Steering Committee was established in response to questions raised by our faculty governance bodies regarding faculty engagement in SUNY's Applied Learning Initiative, as well as to respond to the directive from the SUNY Trustees that the SUNY Applied Learning Plan required by statute be developed in consultation with the University Faculty Senate, the Faculty Council of Community Colleges, the SUNY Student Assembly, and other stakeholders.

The Steering Committee is comprised of representatives from the University Faculty Senate, Faculty Council of Community Colleges, the SUNY Student Assembly, and SUNY's Distinguished Academy. We were very pleased that you agreed to serve as Steering Committee Co-Chair and note that the President of the Faculty Council of Community Colleges serves as a Committee member. It was this body that developed and promulgated guidance to campuses regarding implementation of the system-wide effort and also compliance with related state statute.

Notably, no guidance was issued without first being sent to the University-wide community for comment, including campus governance leaders, for comment and review. The resultant guidance and subsequent SUNY-wide and campus Applied Learning Plans were made all the stronger given the input from faculty. In fact, the system-wide SUNY Applied Learning Plan, as submitted to the Board of Trustees, states, "Faculty review individual SUNY Applied Learning Plans at the campus level....In applied learning, the faculty has ownership over course assessment, and practices include course evaluations, site visits, and individual student assessments."

174-05-1 Resolution on Faculty Oversight of Micro-Credentials and Other Emerging Learning Experiences

With this resolution, the UFS asks me to "direct Presidents and Chief Academic Officers to ensure that faculty governance processes are followed in the consideration and approval of all such initiatives" related to micro-credentials.

The work of the Micro-Credentialing Task Force is nearing completion. As this resolution notes, the Task Force has identified faculty oversight as a core principle and key to its final recommendations. Any related guidelines or policy that comes from this work will include language to assure that the awarding of micro-credentials across SUNY is consistent with the University's commitment to shared governance.

174-06-1 Resolution to Change the Wording of the Criteria for Awards for Conversations in the Disciplines

With this resolution, the UFS asked for a modification to the guidelines of the Conversations in the Disciplines to read, "SUNY CID focuses on scholarship, creative activities, and new developments in academic disciplines and fields. Conversations may also include examination of related curricular innovations. Proposals that include discussion of instructional matters must have participation by the appropriate disciplinary departments."

Staff in the Office of the Provost worked closely with the UFS Committee on University Programs and Awards to refresh the 2017–18 program guidelines, with the goal of making them more clear and concise. The recommendation outlined in this resolution was supported.

The exact new language reading as follows: “CID focuses on scholarly and creative activities and new developments in academic disciplines and fields. Conversations may also include examination of related curricular innovations. Proposals that include discussion of instructional matters must have participation by the appropriate disciplinary departments.”

174-04-1 Resolution Requesting Full Complements on College/University Councils

With this resolution, the UFS “strongly urges the Chancellor, the SUNY Board of Trustees, and the President of the UFS to present this concern to the Governor and ask that he expedite the appointment of members to vacant seats on each campus’s University or College Council that is not at its full complement of members.”

On behalf of myself and the Board of Trustees, I can tell you that this is a consistent priority. Our College Councils are vital members of our campus communities, and their ability to meet and carry out business—which requires a quorum of members—is imperative. We welcome the support of the UFS in our efforts.

175-03-1 Resolution on Contact Hours

With this resolution, the UFS requests that SUNY’s 1976 Memorandum to Presidents on credit hours be updated to include that “credit for Experiential Learning be amended to make it congruent with the current Commissioner’s Regulations.”

We greatly appreciate the work done by the UFS to review the memorandum and recommend revised language. I have asked staff to review and prepare a revised memorandum for consideration and appropriate vetting with the campus community.

Pete, thank you again for your leadership. My thanks to the UFS for its continued good work.

Sincerely,



Nancy L. Zimpher
Chancellor