

Via Zoom

*The meeting was called to order at 3:35 PM with a reading of the Land Acknowledgement Statement*

**I. Approval of Agenda**

The agenda was approved.

**II. Approval of December 7, 2020 Minutes**

The minutes were approved as distributed.

**III. FA Chair's Report – Liz Schmitt**

**In Memoriam**

Dr. Margaret Martin (Peggy), Professor in Career Technical Education (formerly Vocational Teacher Preparation), passed away unexpectedly last week. Peggy joined the Oswego faculty in 1999. I worked with Peggy and others in CTE in the early days of online learning, using Lotus Notes, which was the Four Seasons Total Landscaping of LMS. Still, despite the clunky tool, Peggy understood the potential for the modality for access and opportunity, especially for the adult learners served by CTE. In the role of educator of future educators, her gift to generations yet to come cannot be understated.

She was devoted to her faith, family as well as her students. One of her colleagues in CTE valued that Peggy never ended a conversation on a negative note: “No matter how difficult, depressing or painful the conversation, she always had a final upbeat, optimistic comment at the end. I always felt better after talking to Peggy because she always gave me hope and made me smile.” Peggy will be missed but leaves a legacy in classrooms across NYS.

**Communications**

I have heard from many faculty over the break expressing frustration with how/when/if faculty are receiving important information. I have seen campuses doing this better, I have seen some doing much, much worse. No professional/leader in higher ed has pandemic experience and they get it wrong. In my 25th year at Oswego, I, along with other old-timers, can tell you that faculty perception of communications has always been problematic. Still, there is no precedent for the kind of uncertainty under which leadership must make decisions. This has been compounded by Oswego being part of a system with a leadership change in its Chancellor who has a very different leadership style relative to his predecessor.

As we sit half-way through the pandemic year, let me offer this assessment: Communications with faculty are widely perceived, among faculty, as failing. Which means they are failing. More recent points of contention include:

- Rejecting wellness days in November with a calendar vote, only to add wellness days in January while course planning is underway
- No prompt group 1B vaccine announcement after the 1/11/2021 Chancellor memo.
- Late notice with instructional technology availability such as Circlein and Packback

- The continued lack of an instructor list or AT LEAST a formal workaround through chairs.
- The student restrictions for noncompliance with testing coming out AFTER many have posted their syllabi

For each of these individual points, I have been heard by the Provost and others. And in each case there are explanations about the timing/method of communication and why we fell short. Still, taken together, something is not working. We find that in many areas of the college's operations, the pandemic exacerbates pre-existing issues, and this is no exception. Recognition about communications falling short goes back to our last self-study.

So how do we move forward from this? As we are in full self-study mode, let's recognize that institutional excellence comes from candid self-reflection. This means the fail-points of this year should not be "water under the bridge" moments but learning opportunities.

### **UFS Plenary**

Eve and Frank will report on the Faculty Senate Plenary at the General Faculty Meeting on 2/15. The CGLs shared concerns about budget and communications, especially the SUNY decisions that are not cognizant of the academic deadlines faced by campuses.

### **General Faculty Meeting, 2/15**

The President will give her report, so I would encourage you to send me any particular areas of concern you would like her to address.

## **IV. Reports of Councils, Committees, and Task Forces**

### **• General Education Council – Christopher LaLonde**

The Council met twice in January and continued work on next steps concerning the new General Education category Diversity, Identity, and Social Justice in the United States category. And if only because one FYI deserves another, CY 2020 General Education Assessment Reports are due 8 February.

## **V. Elections**

Priorities and Planning (1 semester/SOE seat): Amy Bidwell

ITC FA Seat: No nominations this meeting

GE Humanities Seat: Courtney Doucette

UCC Humanities: Candis Haak

## **VI. NSSE Survey Results – Scott Furlong, Jerri Howland**

Jerri and Scott gave a brief overview of NSSE and discussed the results of the survey. Contact the Provost's office if you would like more information. The presentation is available on the FA website.

## **VII. Response to Proceedings of November 30 meeting and GE Diversity – Patricia Clark, et al**

Pat discussed the memo of December 8, 2020 (available on FA Website) detailing concerns about process with the DEI learning outcomes at the FA meetings on 11/23 and 12/7, as well as a discussion held on 11/30 with a resulting memo. BIPOC faculty, staff and students signed on to the memo of 12/8, discussing their understanding of the events, their problems with these events and their concerns about the process. Lizeth Ortega (Student Assoc. Pres.) reiterated her support of the original GE Diversity learning outcomes and spoke to her concerns regarding the process and the FA meetings in question.

Other signatories to the 12/8 memo also commented.

Lisa Glidden (Political Science) provided response to the December 8<sup>th</sup> memo. Lisa's response is available on the FA website.

Frank discussion ensued. BIPOC faculty, students and staff discussed concerns about the learning outcomes discussion and the role of their voices in issues of governance. These concerns were acknowledged by other members of the assembly. The discussion ended with an agreement that these conversations were necessary even if uncomfortable, and support for these conversions continuing in multiple places.

**VIII. New Business**

No new business this meeting.

*The meeting was adjourned at PM*

**The next meeting will be 2/15/21 at 3:30 pm via Zoom. Please go to the FA website to see the complete [Spring 2021 FA meeting schedule](#).**

*The meeting was adjourned at 5:15 PM.*