

*The meeting was called to order at 3:01 pm with a reading of the Land Acknowledgement Statement.*

**I. Approval of Agenda**

The agenda was approved as distributed.

**II. Approval of November 3, 2025 Minutes**

The minutes were approved as distributed.

**III. FA Chair's Report – Gwen Kay**

**1. Zoom** –we're working on it. It continues to be streaming only (no votes possible). Looking for a volunteer to monitor Zoom during meetings

**2. From the University Council meeting**

**A.** Building/facilities updates: Mahar bid came in, under budget. Lanigan: currently academic but will become a student life building with focus on supporting student recruitment and retention. The Mackin complex (Mackin, Lonis, and Moreland) will be demolished. Funding from NYS to create a hub to connect a loop of geothermal wells, from Funnelle to Shineman to Mahar; phase 2 will move to West Campus. Also, funds from SUNY Construction Fund for mechanicals for Culkin for basement/floor areas.

**B.** A Council member asked President Nwosu, having been on Haudenosaunee TF, whether we'll be taking any action on the names of buildings on west campus and "how we might start to tackle that?" Answer mentioned nuance, a process. and a working group

**C.** Dedicated college advisors (ACE model, scaled up) so professional advisor who can help pull all resources together, and work with students for all four years, form a relationship. Right now, two of four colleges have this; will reallocate personnel rather than get new people. Guiding principles: consistency, continuity, embedded presence, shared responsibility, centrally managed/locally directed advisement. In the new structure, each college will have at least two embedded academic success advisors; faculty advisors provide discipline-specific guidance; career coaches support juniors/seniors for career readiness, special cohorts (ACE, EOP, Honors) maintain embedded advising.

**3. From the Budget Advisory Group, 12 Nov 2025**

**A.** Budget assumptions: flat enrollment (69% of budget) + no state cuts (maintenance of effort) + additional state tax dollars (31%) + fed stimulus funding (ended 2022-23), international recruitment, philanthropic support.

**B.** Enrollment = tuition dollars + housing/food services has a huge impact on budget (69% of budget). The goal is to increase new students (back to F24 number), and emphasis on retention. As part of this, will pilot unconditional admits for qualified students in Oswego County; expanding Bridge program.

**C.** Revenue: revenue offset (general operations) 41%, tuition (20%), dorm (17%), IFR (18%), SUTRA (4%) and disbursements: personnel 65% ... not sustainable to dip into reserves; dorm ops cash balances dropping b/c fewer students living there (dorms are self-supporting).

**D.** Strategic plan: revenue generation (enrollment growth, retention, ac opportunities: curricular renewal, microcredential, academic momentum, Syr campus investment) + expense management (hiring pause, holding positions for 90 days, reductions to OTPS, review discretionary spending, greater oversight on dept budget accountability, implementation of budget software).

**4. Questions & Answers from Student Affairs presentation**

A. What happened to the RAs in Johnson Hall? A: They are still RAs and moved with their residents to the different halls.

B. The Director of Accessibility Services indicated we were required to follow the accommodations on the form we received. However, I [faculty member who asked question] think faculty should be able to consult and push back if those accommodations alter the learning outcomes in the course. The director agreed and noted that faculty should reach out if they are not comfortable with the listed accommodations to discuss options.

**5. In other SUNY-related news:** Academic Momentum Plan group is on the job, with a December regional meeting and a February deadline. We (Oswego) applied for a SUNY Shared Governance Award – reflects years of shared governance, especial thanks to predecessors, Liz Dunne Schmitt + Lisa Glidden, for working hard to sustain this.

**March 6 deadline: Curriculog will close after this date!**

**Open Seats:**

**Personnel Policies, 24-26** - Holli Stone – Approved by acclamation

**ITC, 24-26** - None

**Priorities and Planning, 24-26** - Nicole Westerdahl – Approved by acclamation

**IV. Reports of Councils, Committees, and Task Forces****• UUP – Frank Byrne**

1. Upcoming Workshop on Professional Performance Programs!

Just a reminder that our chapter LRS, Jamie Guilian, and our HR will conduct a joint workshop on all things performance program related on *Tuesday, Nov. 18, from 1:30-3:00pm in 114 MCC*.

This is open to everyone. It is really important that as many professionals attend as possible. The confusion surrounding these documents is well documented. You need to RSVP soon and may do so

here: <https://ww1.oswego.edu/human-resources/announcements/joint-performance-program-and-performance-evaluation-professionals-workshop-0>

Refreshments will be provided

2. UUP Virtual Workshop, "Know Your Rights" on Wednesday, Nov. 19, 3:00-4:30pm. Know Your Rights

What do you do when they come for you?! What is counseling? What is discipline? What are your rights in these, and other situations related to actions taken by the college. This workshop will provide valuable information to UUP members regarding what is counseling vs. discipline, what rights you have in each situation, and other items to be aware of when facing these situations during your employment. Our NYSUT Labor Relations Specialist, Jamie Guilian, will be sharing her expertise and insights at this workshop. Please send your RSVP to Jo Anne at [uup@oswego.edu](mailto:uup@oswego.edu) by Monday, Nov. 17, so we can send you a Zoom invitation.

**• Academic Policies – Jason Zenor – No report****• Graduate Council Report – Peter Ghazarian**

Last met on Nov. 6<sup>th</sup> – no new business, just bylaw revisions. Next Meeting is Friday the 21<sup>st</sup>.

- **General Education Council – Emily Mitchell**  
Approved "Civic Discourse competency infusion: next steps and deadline" memo, which has already been sent to chairs and directors.
- **Undergraduate Curriculum Council – Alireza Shayesteh**  
**New Course:**  
PSY - 414 - Psychology of Social Media  
PSY - 473 - Exploratory Data Analysis  
**Course Change:**  
BRC - 223 - Digital Media Writing & Design  
COM - 370 - Communication Strategies for Social Change  
PHL - 471 - Philosophy of Mind and Artificial Intelligence  
**Prerequisite Change:**  
BRC - 435 - Television Sports Production  
PSY - 426 - Development and Interpersonal Relationships
- **Priorities and Planning Committee – Taejin Jung – No Report**
- **Personnel Policies Council – Andrea Vickery**  
PPC met on November 10 at 8 AM. We discussed the procedures surrounding the President's Awards for Excellence in Service, including the potential transfer of responsibility for the Staff Award to the Staff Council pending the permanency of this pilot council.  
We also discussed bylaws. We will be working with the grad council to have collaborative discussions featuring both councils on the changes started last year. We also discussed **potential** areas to take up next and areas that need clearer communication and dissemination on campus to inform departments of existing policies and procedures, such as Appendix C, review, reappointment, and/or recruitment and selection of department chairpersons.  
Our last meeting for the Fall semester will be December 1 at 8 AM. We will continue discussion on grad council bylaws revisions.
- **Research Council – Doug Guerra – No Report**
- **Information Technology Council – Star Matteson – No report**
- **Professional Staff Council – David Runge**  
October 28<sup>th</sup> subgroup to make the articles for final approval. Nov. 18<sup>th</sup> / Dec. 2<sup>nd</sup>.

**V. Action: Vote on program changes:**

[Art & Design Studio Art BFA](#)

Unanimous **Passed**

[Art Graphic Design BA](#)

Unanimous **Passed**

[Art Studio Illustration BA](#)

Unanimous **Passed**

**VI. Action: Vote on [Proposed FA Ad-hoc Committee Charge - Disruptive Student Policy](#)**

Unanimous **Passed**

**VII. Bruce Simon, University Faculty Senate**

Question from Frank – issues across system related to governance? Any patterns?

- Deans have been active in nudging the chair selection process
  - i. Is it in your bylaws or a process established on your campus clear?

Another topic is Academic Momentum process and progress

- Looking to talk with Donna Linderman
- Just today announced for 20 faculty fellows to help with efforts across campus
- We will do this together (along with FCCC colleagues)
- Helping system understand workflow / academic calendars and efforts

Question from Liz – Academic Momentum is a hard lift / pressure to meet numbers

- Donna says it's not about lowering quality, it's about meaningful education

Frank – applauding BS for coordination among resolutions between UFS and UUP – working on work load issues / concerns around sustainability becoming another GE to assess and it is a workload issue.

- i. Not seen the resolution yet, but in general they are trying to coordinate.
- ii. Peaceful assembly is being worked on now and hopefully approved by tomorrow.
- iii. Next barnstorming tour at Stonybrook, western NY, north country coming up

**VIII. Yadi Aranda Burgos – Financial Aid**

Coordinator for Money Matters Program

Supporting efforts for financial literacy, understanding the true cost of college.

[Yadi's presentation](#) is available on the FA website.

**IX. Eve Clark Benavides – Faculty Burnout Survey**

Question from Frank – inequitable workload, related to particular demographics?

You can sort of ascertain the faculty/staff respondents

Staff – lost people from unit, not replaced, not directed or supervised on how to make it happen.

Faculty – likely related to service.

Question Matt M – unpack operationalize workload, uneven workloads

Senior/Junior – service and work requirements

Between departments – with similar enrollment

Invisible labor – availability on campus

Respondents did not make a distinction – a lot of labor was not operationalized, not in IRB – not being published and kept it general.

Bruce Simon UFS – this was the #1 issue for FCCC as well. Will offer support from officers to help get it published – system is aware. For example, people need time to help prepare for title II.

[Eve's presentation is available on the FA website.](#)

**X. New Business**

No new business this meeting.

*The meeting was adjourned at 4:16 PM*

**Finito**  
**See you in February**



Faculty Assembly Attendance 25-26

17-Nov-25

Accounting, Finance and Law			
Graig Arcuri		24-26	
Richard Skolayik	ALT	24-26	<i>Richard Skolayik</i>

Computer Science			
James Early		24-26	<i>JE</i>
Doug Lea	ALT	24-26	

Administration			
Laura Spenceley		23-25	
Vicki Furlong		23-25	<i>VF</i>
Kristen Eichhorn	ALT	23-25	
Sarah Weisman	ALT	23-25	

Counseling and Psychological Services			
Sean Finnerty		24-26	<i>Absent</i>
	ALT	24-26	

Anthropology			
Jordan Dalton		24-26	<i>Absent</i>
Michael Channess	ALT	24-26	

Criminal Justice			
Matthew McLeskey		23-25	<i>Matthew McLeskey</i>
	ALT	24-26	

Art & Design			
Rick Metzgar		24-26	<i>RM</i>
Cynthia Clabough	ALT	23-25	

Curriculum & Instruction			
Jed Locquiao		24-26	<i>JL</i>
Eric Olson		24-26	<i>EO</i>
Alex Hong-Lun Yeung	ALT Fa	24-26	
Bonita Hampton	ALT Sp	24-26	

Atmospheric & Geological Studies			
J.R. Slosson		21-23	<i>J.R. Slosson</i>
Steve Skubis	ALT	21-23	

Economics			
Elizabeth Schmitt		24-26	<i>EOS</i>
David Andrews	ALT	24-26	

Biological Sciences			
Jennifer Olori		23-25	<i>JO</i>
Karen Sime		24-26	<i>KAS</i>
Jim MacKenzie	ALT	24-26	

Electrical & Computer Engineering			
Sungeun Kim		23 - 24	<i>Absent</i>
Adrian Ieta	ALT	23 - 24	

Chemistry			
Alireza Shayesteh		23-25	<i>AS</i>
Casey Raymond	ALT	24-26	

Educational Leadership			
Peter Ghazarian		23-25	<i>Peter Ghazarian</i>
Tamara Lipke	ALT	23-25	

Cinema and Screen Studies			
Josh Adams		24-26	<i>JA</i>
Chris Lalonde	ALT	23-25	

English and Creative Writing			
Doug Guerra		24-26	<i>DG</i>
Michael Raicht	ALT	24-26	

Communication Studies			
Jason Zenor		24-26	<i>JZ</i>
Andrea Vickery		23-26	<i>AV</i>
Francisco Suarez	ALT	24-26	
Taejin Jung	ALT	24-26	

Health Promotion & Wellness			
Jessical Harris		23-25	<i>JH</i>
Amy Bidwell	ALT	23-25	

History			
M. McCune/L. Hernandez		24-25	<i>mm</i>
Uyi	ALT	24-25	

Human Development			
Rebecca Burch		24-26	<del>REDACTED</del>
David Sargent	ALT	24-26	

Library			
Catherine Carra		24-26	<del>REDACTED</del>
Laura Harris	ALT	24-26	

Marketing and Management			
Steve Abraham		24-26	<del>REDACTED</del>
Thomas Ingram		24-26	
David McLain	ALT		
Thomas Ingram	ALT		<del>REDACTED</del>

Mathematics			
A. Nanthakumar		25-27	HN
Zoe Misiewicz		23-25	ZM
Magdalena Mosbo	ALT	24-26	

Modern Languages and Literatures			
Roseli Rojo		24-26	<del>REDACTED</del>
Patrick Schultz/Lenuta G	ALT	23-25	

Music			
Juliet Forshaw		22-24	Absent
	ALT	19-21	

Philosophy			
Craig Delancey		23-25	Absent
	ALT	23-25	

Physics			
Natalia Lewandowska		23-25	Absent
Mohammad Islam	ALT	23-25	

Politics			
Josh Plencner		24-26	On Leave F25
Lisa Glidden	ALT	23-25	

Psychology			
Ashlee Moore		24-25	Absent
Paul Stewart	ALT	23-25	

Professional Staff			
Holli Stone		25-27	Absent
David Runge		25-27	DR
Jackie Wallace		24-26	JW
Judith Wyman Collette	ALT	25-27	
Allison Ayotte	ALT	25-27	
Mallory Bower	ALT	24-26	

Senator			
Grace Maxon Clarke		23-26	GC
Isabelle Bichindaritz		23-26	IB
Ritu Redhkrishnan	ALT	23-26	RR
Steven Abraham	ALT	23-26	

Sociology			
Evelyn Clark Benavides		23-25	ECB
Jennifer Hites-Thomas	ALT	23-25	

Student Association			
Zay Donato		24-26	Absent
		24-26	
		24-26	
		24-26	

Technology			
Rich Bush		24-26	RB
Chris Stein	ALT	24-26	

Theatre			
Krystal Kennel		24-26	KK
Steven Mazzoccone	ALT	24-26	

Vocational Teacher Preparation			
Star Matteson		24-26	SM
	ALT	21-23	

Peter Nwosu President	
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Scott Furlong Provost and VP for Academic Affairs	
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Nicholas Lyons VP for Administration and Finance	
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Kathleen Kerr VP for Students Affairs & Enrollment Mgt	
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 VP for Development & Alumni Relations	
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Kristin Croyle Dean of Liberal Arts and Sciences	
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Laura Spencely Dean of Education	
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 Dean of Business	
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Julie Pretzat Dean of Comm, Media & the Arts	
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Kristen Eichhorn Dean of Graduate Studies	
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Jill Pippin Dean, Extended Learning	
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Christy Huynh Dean of Students	
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Paul Tomascak Interim Assoc. Dean, CLAS	
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Frank Byrne UUP	
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