

## University Faculty Senate – Spring Plenary (Upstate)

### President's Report (Keith Landa)

- There will be a DEISJ Conference on Nov. 3-4; call for session proposals out soon
- Prior Learning Assessment
  - o PLA Fellow (system-wide position, thought was Academic Affairs at System needed someone who will help coordinate with campuses over this policy, work with pilot programs, building repositories, etc.; ; repository of PLA examples; ACE military template; procuring CAEL (Council for Adult and Experiential Learning) services
- Presidential Searches (ongoing at Buff St., Delhi, Oswego, and Poly; Potsdam recently hired one)
- Chancellor's Team – Keith emphasized that searching for a permanent Provost (who will also now be president of the research foundation) is critical.
- Budget – no enacted budget now; it is being held up by issues not related to higher ed (Gov's push for housing, bail reform, etc.)
- Distinguished professor appointments – Keith highlighted that campuses recommend many for distinguished professorships but fewer for distinguished service professors or distinguished teaching professors

### Executive Committee Report & Resolutions (Jan Trybula)

- Resolution #1: Resolution to Condemn Abusive Workplace Behavior . . . ; policy that came from Buffalo back in 2020; language developed in consultation with UUP
- Resolution #2: Best Practices for Administrative Searches at the Associate Dean Level and Above
- Resolution #3: Restoration of Incentive Programs for Cross-Campus Research Collaboration
- 2 Resolutions from Community Colleges (cannot be revised by us, simply endorsed)
- 2 Resolutions from Governance regarding by-laws
- 2 Resolutions from the floor

### Interprofessional Education in SUNY

- Presenters from SUNY Upstate and Downstate; focused specifically on healthcare but they claim it is applicable in other professions as well; went through 4 different competencies, etc.

### FCCC (Faculty Council of Community Colleges) Report (Christy Woods)

- Many presidential searches ongoing (Nassau, Broome, Erie, Herkimer, Jefferson, Rockland)
- Working on guidelines for what is considered upper and lower division courses (as course numbering doesn't mean much anymore).
- Referred to the 2 resolutions they passed that they have asked SUNY to endorse at this plenary.
- Budget
  - o Timeline is probably into May
  - o FCCC is dealing with some ambiguity as there have been some competing proposals regarding FCCC budget

### Alexandra Chun (SA)

- Nice summary of the organization's activities and priorities over the past year

### CUNY Report (John Veranzi & Matthew Cotter)

- CUNY UFS recently celebrated their 55<sup>th</sup> anniversary
- New provost has pushed a number of new initiatives in their first 6 months (online, transfer, etc.)

- Created a standing community on the state of their community colleges
- Created a committee on DEISJ
- Budget
  - o Current estimate projects a gap of \$117 million (with 10 campuses hit the hardest); federal funds will help this year but not next year. Recently CUNY had an “exercise” whereby campuses had to plan out 5-7% cuts.
  - o CUNY has worked hard lobbying to get the “upgrades” that SUNY got in the Governor’s Budget.
  - o Community College funding in CUNY is overly dependent upon NYC which puts them in a unique funding bind.
  - o Enrollment – currently they are up 28% from same time last year; admin is optimistic this trend will continue.
  - o AI – updating their academic honesty policy to try to contend with this new technology.

#### Chair of Nominations Committee (Patrick Doyle)

- Only one nomination, Keith Landa
- Keith made some comments and then there was a short Q & A

#### Board of Trustees Chair (Merryl Tisch)

- Couldn’t attend due to illness

#### Chancellor John King

- On campus visits: wonderful to meet with faculty, staff, and students. He mentioned his visit to Oswego, meeting future teachers, the weather balloon launch.
- Enrollment:
  - o Yield is a top priority (applications into admitted students)
  - o System has assisted in busing students to admitted student day (along with parents)
  - o Emphasized roles of faculty and students in recruiting students to campus.
  - o Briefly discussed the “cascading” enrollment policy
  - o Referred to the digital marketing campaign and other strategies
- Covid Mandate – discussed the end of the vaccine mandate to a “strongly recommended” position.
- SCOTUS & Affirmative Action
  - o King assumes that Court will end Affirmative Action this June; could have impact on federal funds; and numerous elements of our DEISJ efforts. The General Counsel has been working on a system-wide response to decision. He noted that the UC system has never recovered from the end of this policy in terms of African-American students.
- Diversity & Academic Freedom
  - o Florida & Texas – events unfolding these states and elsewhere are a threat to higher education and, more significantly, our democracy. SUNY needs to play a significant role in standing up for DEISJ values and under-represented students.
    - Chancellor gave a very affecting story about the property where his family was enslaved in Maryland (land still owned by the direct descendants of the people who had enslaved his ancestors). He shared several interesting anecdotes about his family’s relations with the family that still owns that land.
    - Chancellor transitioned into a defense of free speech on campus, even when we find it abhorrent.
- Sector Questions

- Health Sector (asked 2 questions) – first was on this sector promoting health and wellness across the System (asked for a cabinet level position).
  - Chancellor discussed his efforts to get more funding for mental health services from the legislature.
  - Answered a question on financial relief for hospitals, he focused on Downstate due to its deficit and the people safety net hospitals serve.
  - Highlighted the research being done by places like Upstate
- Specialized & Statutory Sector
  - What guidance can SUNY provide to help these institutions assist students to make a successful transition to college?
  - Chancellor began about discussing how to reach students (market positioning—ex. schools calling themselves universities rather than colleges). “Each campus needs to think about who they are communicating to and what are they trying to communicate?” Seems to want to give more leeway to schools
- Tech Sector
  - Tech raised desperate need for this sector to diversify its faculty as they are the least diversified yet the student body is increasingly diverse. Included the difficulty of recruiting and retaining faculty of color due to their rural locations, presence of racial imagery, and poor/non-competitive pay.
    - The PRODIG program doesn’t seem to be working for them. Can tech sector schools have access to the PRODIG Fellows program like the Comps currently due?
    - Chancellor’s response: there is a future where a reconfigured PRODIG program exists (SUNY just hired a new diversity officer).
      - Chancellor discussed how PRODIG and faculty recruitment could be significantly impacted by SCOTUS decision. Such programs may have to be retooled to defend against a legal challenge.
      - He noted how few students and faculty of color we have already and the decision would make things much worse.
  - Chancellor asked how system can help reduce barriers for Tech schools to hire international scholars (they don’t have the resources)?
    - System has created a new federal relations position that should come up with policies to ameliorate the situation.
  - Chancellor asked about the heavy-teaching loads (4/4-5/5) and how SUNY system can help improve the situation (places where research is still expected and service declining).
    - Chancellor: at the end of the day this is a question of resources. Over the past four decades this country has not invested in higher ed so this is the naturally outcome. The only way we can get beyond this is more investment. “When I am not on a campus I am meeting with legislators.”
    - Noted the decline of the Pell Grant money (from 80% in 1980 to 28% today).
- Comprehensives
  - We thanked him for his support for the liberal arts and thanked him for his visits. Can you tell us about how you spread your commitment to the liberal arts to parents, taxpayers, etc..
    - Chancellor: We need to continue to emphasize the civic mission of public education and the liberal arts; he also emphasized the importance of the liberal arts for the non-liberal arts major (Ethics course for a geneticist; philosophy for an AI programmer).
    - We need to do a better job packaging our courses to appeal to student demand ranging from merely changing names to changing class content.

- Wendy asked a nice follow up about how is he encouraging college presidents to support liberal arts programs in remaining viable so they can help support professional programs. Chancellor talked about positioning courses to teach things like the History of HIV; History of Science, etc.. “We need to find new ways to reach student’s passion.”
  - How do you envision comp faculty helping raise the research profile of SUNY? Can communication and resources be made available?
    - Chancellor commended Comps on getting students involved in research at early stages (unlike R1s). Mentioned the Physics program at Geneseo.
    - He once again said we need to make the case for more resources once again. Get the NYS and the Fed Govt to help and increase our enrollment. On the latter, he once again said “yield is everyone’s job.”
    - He reflected upon his history teaching days and noted the parallels between the dismantling of Reconstruction in the 1870s and the post-Obama period in the U.S.A..
- CGL Sector
  - More discussion about resources, funding for positions, etc..
  - Chancellor offered some thoughtful comments on telecommuting and its impact upon work culture. Basically he is deeply ambivalent but he ultimately he falls on the ground that “we haven’t figured out how to work and teach in a Zoom world.”
  - Now that we seem to be going test optional and regents exams what can System do to help campuses support students that may need extra assistance.
    - Chancellor: resources (he joked about being a broken record); he also warned that we shouldn’t overestimate legislators willingness to spend money to continue to deal with Covid mitigation efforts in terms of skills and academic gaps.
      - He suggested we think about corequisite education to help deal with gaps (something that community colleges used to do). We need to be very intentional in terms of course and program design.
      - Need to grow tutoring capacity; also work study for tutors.
  - Other items
    - Chancellor notes our transfer process is not seamless despite rhetoric
    - Program approval is too small, needs to get more nimble and more responsive to local needs (educational and economic). We are losing out to predatory, for-profit schools here.
    - We need more black and latino faculty members
  - Question: What is the Chancellor’s perspective on shared governance in System thus far
    - He likes how faculty and staff work together well
    - The presidents that he has seen handle shared governance best are the most transparent, even when that is hard. This means in terms of budget, enrollment, and hard conversations about trade-offs. On the latter, in a world of constrained resources difficult conversations should happen.
    - He was pushed on outlining what metrics he would use to evaluate shared governance on individual campuses. The Chancellor committed to taking it very seriously but wouldn’t commit to a particularly approach.
- Eve asked a great question about the tension between academic freedom and student success/safe places, etc.
  - Chancellor said they are both good values; he emphasized treating all of us with grace, we need to cultivate empathy (an intentional curricular strategy). Creating areas where students get to know each other better (helps soften the edges of classroom conflict);

- Challenge students to think about problems from a perspective that is not there one (literature excellent for this, conversations in class). For many students this may be the first time they are exposed to this level of thinking.
- Creating spaces of diversity (it is a problem if there are only white, male students in a robotics class).

### Provost's Report (Shadi Sandvik)

- Discussed Chancellor's Four Priorities (Student Success, DEI, Research & Scholarship, Economic Development and Upward Mobility)
  - o SUNY's Total Research Expenditures is \$1.5 billion (\$547m is federal funding); need to expand our portfolio if we are going to reach the Governor's goal of doubling total—Chips Act, Infrastructure Bill, Inflation Reduction Act, NY Green Chips Act—represent opportunities
- Kind of her usual boiler plate talk (outlines some initiatives sponsored by SUNY to push money, create "alignments" etc) Ex. SUNY GROW Team
- Award of Academic Credit (PLA) Program
  - o Revision is an important confirmation of SUNY to PLA and expanding it
  - o Expanding ACE Guide
  - o Looking at possibly working with CAEL
- SUNY Digital Learning Environment: Learning Object Repository (LOR)
  - o Will be created on Brightspace – a searchable archive that contains objects, etc.
  - o Naturally a taskforce has been created to think about how "we" create and leverage the Lor.
  - o I really don't understand this project
- A General Discussion of OER Efforts
- Discussion of Inclusive Access (from publishers)
  - o Campuses need to be discerning when using these programs at an individual, program, or department level. See inclusiveaccess.org for a rather neutral analysis of these programs.
- Campus Surveys
  - o Campus Violation survey is out, please complete
  - o DEI campus survey forthcoming
- Q & A

## **Day 2**

### Committee Reports

- Communications Committee:
- EID Committee
- Ethics Committee
- Governance Committee
- Graduate & Research Committee
- Operations Committee
- Programs & Awards Committee
- Student Life Committee
- Undergraduate Committee

### Resolutions

- Resolution #1 (workplace bullying)
  - o Passed after a long debate
- Resolution #2 (administrative searches best practices)
  - o Passed unanimously
- Resolution #3 (call for resources to support cross-campus collaboration, restoring monies)
  - o Passed
- Resolution #4 (endorsement of FCCC resolution on all access book option)
  - o Passed unanimously
- Resolution #5 (endorsement of FCCC resolution on ideological threats, etc.)
  - o Passed unanimously
- Documents #6 & 7 (endorsement of changes to UFS guidelines and consultation language)
  - o Passed by voice vote
- Resolution #8 (Call to increase diversity among faculty in the Colleges of Technology)
  - o Passed unanimously
- Resolution #9 (change to meaning of “unit” for health and center sectors)
  - o This is a 2 plenary discussion, to be voted on next fall
  - o The vote was to send the proposal to the Governance Committee for further consideration

### UFS President’s Vote

- Keith Landa was reelected by acclamation