

**STATE UNIVERSITY OF NEW YORK COLLEGE AT OLD WESTBURY
FULL FACULTY MEETING**

**Friday, May 11, 2018
12:30 p.m. - 2:30 p.m.
Location S-100**

***** ALL MEMBERS OF THE CAMPUS COMMUNITY ARE WELCOME TO ATTEND. *****

Documents for this meeting are available at:

<https://sites.google.com/site/oldwestburyfacultysenate/archive>

Non-Voting Members of the Senate Present: Patrick O’Sullivan (Provost), Wayne Edwards (VP Inst. Adv.), Barbara Hillery (Dean SAS), Raj Devasagayam (Dean SOB), Nancy Brown (Dean SOE)

Non-Faculty Senators Present: Jon Kleinman, Ana Martinez, Alonzo McCollum

Faculty Present: Minna Barrett, Lee Blackstone, Carolina Bustamante, Jillian Crocker, Jennie D’Ambroise, Christa DeVirgilio, Veronika Dolar, Bright Emenike, Joseph Foy, Curt Friehs, Bill Gillis, Jacob Heller, Peter Ikeler, Deepa Jani, Jason Kaloudis, Maureen Keefe, Yu Lei, Ashlee Lien, Martha Livingston, Anissa Lynch, Joseph Manfredi, Manya Mascareno, Andrew Mattson, Diana Papademas, DoYoung Park, Lillian Park, Dana Prewitt, Frank Sanacory, Jeanne Shimizu, Nicole Sieben, Shalei Simms, Sarah Smith, Joanne Spadaro, Kathleen Velsor, Dana Tomlin, Nick Werner, Lori Zaikowski, Ali Ebrahimi, Fernando Guerrero, Amanda Shigihara, Costas Hadjicharalambous

Visitors: Anthony Barbera, Benedette Adewale, Yumi Nicholson, Ed Bever, Omar Estrada Torres, Linda Camarasana

DRAFT MINUTES

- I. Call to Order at 12:38 p.m.
- II. Approval of Minutes of Feb 16 2018
 - For full faculty meetings do not identify senators present, only faculty present.
 - First page says 2017 should be 2018.
 - Wayne Edwards title should be updated to VP Inst. Adv.
 - Jill Crocker was present
- III. FS Chair’s Report
 1. **Faculty Senate Chair:** Nominations will close and the election will be held on Friday May 18 at the final Senate Meeting of the semester. There are currently no nominations.
 2. **SUNY Chancellor Kristina Johnson Meeting with Faculty Governance:** The chancellor met with the Faculty Senate Executive Committee on Thursday, May 10, in the Office of the President for 20 minutes. The meeting was brief but constructive. The Chancellor asked about the “challenges” we face and asked how SUNY can help meet these challenges. The EC response touched on sustainability, transparency, resources, ratio of full-time faculty,

class size, student faculty ratio, transportation, student life, and a number of other topics. The Chancellor asked about completion rates and time to graduation. The EC responded with a discussion of our student population and the factors that explain our improving completion and time to graduation data.

3. **Represent your School! Creation of SPAAR Task Force:** On April 27, the co-chairs of the Strategic Planning Process (Barbera, Quarless, Mattson,) sent a memorandum, "Suggestions for Establishing the Strategic Planning, Assessment, Analysis and Review (Spaar) Task Force" to both the office of the President and the Faculty Senate Executive Committee. Faculty governance will now work with the Office of the President to create and charge the SPAAR Task Force, which will create and charge the Strategic Planning, Assessment, Analysis, & Review Committee (SPAAR), which will coordinate and monitor the implementation of the Strategic Plan. Each school will require at least one representative on the SPAAR Task Force.
 - **Action Item:** Deans, Chairs, Faculty, please identify at least one faculty member to represent your school (SOB, SOE, SAS) on this task force.
4. **Micro Credential Working Group:** In response to the request for guidance from CAP, the EC is creating of a working group to draft a proposal to submit to CAP and the EC for approval by the Senate. The working group could consist of one representative each from the following: SOB, SOE, SAS, SPS, TLRC, CAP, Registrar, Academic Affairs, SGA.
 - **Action Item:** Are you willing to serve on this working group? Contact the FS Chair if you are interested.
5. **Faculty Compensation Working Group:** How shall we improve the transparency and accountability of the process for assessing faculty compensation including compression, inversion, gender, and other issues relating to the salary equity?
 - **Action Item:** To join the EC working group on Salary Inequity contact the Faculty Senate Chair.

IV. President's Report

- Dr. Butts is not able to be here today.

V. Provost's Report

- The Provost asks the faculty to approve the list of graduates. This is an annual event. The Provost reads aloud the resolution. The list of candidates is approved by unanimous vote. There are no oppositions and no abstentions.
- Veronika Dolar announces that SUNY Old Westbury was among 10 candidates in the Up To Us competition and we won. Lots of students signed the petition to not put debt and burden on the younger generation. We got \$10,000 for future events engaging students. Students were in D.C. at the fiscal summit and they met with Congress. Nancy Pelosi talked and many important people mingled with our students. We will prepare a video showing them accepting the award. Among 103 colleges we won.
- Chancellor Johnson visited yesterday morning. She visited NSB, the labs, the library, math tutoring and NAB. She is supportive of our want for a new science building. Her Chief of Staff Terry Miller said this visit was one of the best visits in terms of preparation and in terms of meeting lots of students. Thanks to all.
- Faculty appreciation reception, please RSVP to Amanda Gist.

VI. Old Business

A. UUP update (Martha Livingston)

- Thanks to Andy Mattson and the Senate for raising the issue of the new contract with Chancellor Johnson.
- The contract rally happened. There is no answer yet. We feel we are getting closer. Until there is a deal there is nothing to report. Other state unions which have already settled got 2% across the board and longevity increases or other ways of above-base pay. We don't want a cheesy bonus. We want something that will stick on the base. We don't prefer DSI as a way to add to our salaries. Some want DSI because it adds to base. But there is a separate issue of management adding money to the base based on who they like or not. We want money on base across the board. Faculty apply individually for money and the Provost decides but professionals go through their department heads. We don't have a contract yet, we hope it will be soon. If we have 5 year contract it would end in 2021 since it goes back to 2016. Every provision of our expired 2016 contract still applies but we don't get joint labor management funds or professional development grants such as getting a semester off pre-tenure. It helped some of us in the past, but hopefully will be reinstated when we have a contract.
- The Janus case is in the Supreme Court, this is essentially Fredrich's round 2. This case does the following. Public sector employees do not have to be part of the union. Folks could get benefits from the union without paying into the union. Unions now become much weaker. This makes union business harder to conduct. Time and money is part of what unions fight for. This decision is likely to come down next month. We will be in a different landscape. We need to encourage everyone to be active in the union.
- Newsletter goes out online and on paper. Let us know stories we cover and stories.
- See Newsletter attached below.
- Students are not allowed to sell our syllabi. We can also give creative commons copyright so that syllabi could be shared. The Librarian can send Martha language about that. This is a larger governance issue about copyright of faculty creations. Admin and UUP are joining forces on this.

B. Micro-credentials (Ed Bever)

- Micro-cred could be completed by non-students or by those with a Bachelor's.
- Two areas are proposed for a pilot – IT and business. This could complement our efforts to do some kind of curricular mapping.
- Student affairs already has a certificate in leadership.
- Faculty asks about getting students involved in activities outside of classroom. Can we offer micro-cred for students who participate in study abroad or do a research presentation?
- Badges should be small, a couple of courses 2-4. This is open for us to determine.
- Faculty should maintain control over curriculum. We have an opportunity to be flexible and think more outside of the box for certifying people outside of our traditional majors and minors.
- Defining how badges work will determine whether they are competing for resources with minors and majors. The main motivator is to get more students and there is great potential to make better use of the resources. There is a possibility of competing resources and we need to be careful. Pat Smith wants to start small for implementing

this. We can integrate into banner and degree works. Tracking non-credits is a different procedure. If it becomes large scale we might need a more permanent system that would be justified by the extent to which they are being used.

- The non-credit badges such as interviewing and networking, there is career and preparation. The focus is academic related badges, but they don't need to be could be other work life skills. Something like research and outside of the classroom can be into the badge. It is wide open. Faculty governance should come up with a general framework for a mechanism for badges.
- There could be a badge in not-for-profit or grant writing.
- B. Hillery mentions Stony Brook as example. Look at how they use them. Badges are electronic, and it goes to LinkedIn and it is not in the transcript. Different colors distinguish credit courses and non-credit courses.
- Andy Mattson will send an email to chairs and deans to get folks involved in this working group.

VII. New Business

A. FRRRC on Syllabus Strategies update (Sarah Smith, Peter Ikeler, and Ali Ebrahimi)

- We compiled a list of syllabus criteria based on student grievances. It is much easier to make decisions if syllabus is very clear. For new faculty we have a document available to outline syllabi. For student grievances, describing how you grade is important. Describing your contact policy and formatting expectations. Course withdrawal policies and access to the learning centers is important too. We have an example of a course calendar. More structure is helpful. The syllabus is very helpful when grievances are submitted. If your program has certain accreditation requirements you may need certain language in your syllabus. Thanks to all members of FRRRC for working on this. There must be a mutual understanding if there is copying of syllabus between faculty. Keep in mind that your syllabus is your intellectual property.
- You may want to add to the syllabus for classes with internships to say something about felony charges so that we don't put people where they are not supposed to be such as child abusers in schools. SUNY has a statement about this.
- Not all rights come with responsibility. Adjunct syllabi should be reviewed by chairs.
- Should add student learning outcomes to all syllabus according to middle states.
- There should also be a parallel construction with how you are assessing the learning outcomes.
- It may be appropriate to include library for research intensive courses.
- Course description should be the same as it appears online.
- Could include college logo.
- Can you send it in doc format, so we can format it?
- The school is legally obliged to provide what is in the course description, FYI.
- This is an opportunity to revise and update course catalog descriptions.
- Faculty includes a statement of responsibility for the learning process. Come on time, do your reading, ask questions. Also list what is the professor's responsibility. It is a formal acknowledgement of what the student will do. Some people include a signature line.

VIII. Call to Faculty: Other New Business

- Jacob Heller presents a resolution for creation of ad hoc OER committee. At next senate meeting vote. This body can override anything senate does. Faculty are above the senate. Senate just represents body. Senate acts when faculty is not in session.
- Faculty Senate website is being updated with old documents. We are looking for help.

IX. Announcements

- Apologies from Duncan Quarless about course evaluations. The evaluations will be open until 8am Monday.
- Governor has announced initiative for relief in Puerto Rico. D. Quarless is the point of contact for our campus. Any student of any SUNY campus can go sign up for relief effort during the summer. We are being asked that our campus make a commitment for credit bearing activity. We think potentially first year credits. We would end up owning credits issued offered by another campus. L. Anker comments they list 4 campuses and we are not listed so the process is a bit confusing. There is another category of “other”. That is because some other campuses are part of the hub coordinating center. Campuses reroute students from us to the hub. They are going to cover the students for up to 3 credits – they will pay for that. We should be part of those 3 credits, we should do a week before it to prepare students, and we should be doing research on international or civic engagement. Students can come back with PTSD. It is intense, and the program ends fast and is overwhelming. We should provide something before and something after the program. There is a student application process. They will not be accepted just because they apply. If our students get accepted and if we don’t have course ready to go they potentially can earn credit that another campus will provide. There are 2 nonprofits at the center of this – all hands and hearts (plug and play for SUNY in Puerto Rico, they have base campus for students, have strong policies on sex harassment etc., will provide ground transport in addition to room and board). The second is a non-profit that will not be in place until mid-July. Students have a one-week window to apply. They have until next Friday to apply. This is travel within the US, but we do not put DACA students on a plane ever. There are stories of DACA students being stopped. This has resulted in families being deported in some cases in the past. We should send a message to students saying the opportunity is there but also saying the issues. Media and public relations can send a message to all students.

X. Adjournment 2:23pm



WAVELENGTHS

United University Professions * Old Westbury Chapter

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WE'RE BACK! After a six-year hiatus, *Wavelengths* is back! We'd like to invite YOU to contribute stories, and let us know about things you'd like us to discuss: academic concerns, professional concerns, contingent concerns, etc. This issue was produced by (in alphabetical order) Kyle Anderson, Ryan Baker, Martha Livingston, Carol Quirke and Regina Scarbrough.

UUPers Rally For a Fair Contract

By Martha Livingston, UUP-Old Westbury Chapter President

"What do we want? A fair contract! When do we want it? NOW!" It's been 22 months since the end of our old contract. On March 1st, over 70 UUP-Old Westbury members, along with UUPers on every campus statewide, rallied to demand that SUNY sit down with us and negotiate a fair contract!

Our members wrote their own signs, and we rallied and chanted as we walked around the Campus Center. The rally culminated with our handing our petitions, signed by over 200 members, to the President's Office asking our campus administration to put some pressure on the Chancellor to get this contract done.

Featured at our rally was a message of solidarity brought by CSEA-Old Westbury President Tommy Noble; a number of other CSEA members also joined and marched with us in solidarity. Dom D'Angelo, 4, the son of member Phil D'Angelo, also brought his own message of urgency: "My daddy needs more money!"



WHO OWNS YOUR SYLLABUS? by Carol Quirke, American Studies

Digital media has disrupted the travel industry, print media, the music industry, the taxi industry—and of course it is shaping higher education as well. Massive Open Online Courses (MOOCs) were touted by *The New York Times* and the *Chronicle of Higher Education* as game-changers. The MOOC revolution has not yet transpired, but online, hybrid and flipped courses are altering higher education. Two digital developments threaten UUP members' intellectual property rights. All faculty should be aware of possible encroachments by companies and some SUNY administrators and of what UUP members can do to address this concern.

New companies aimed at selling professors' course materials are popping up. Companies like Study Blue, Course Hero, Study Soup, and Chegg Study take professors' course material from students—things like syllabi, exams, course notes, homework notes and study guides—and then sell them to other students. (Entry to the sites often requires providing such materials.) SUNY Old Westbury School of Business materials were found on Study Blue and Course Hero, for example, and Biology exam support was found on Course Hero. Chegg Study offers students photographs of quizzes taken by students in the Physics Department. Study Soup offers notes from multiple classes.

The union is asking departments or professors who are facing the theft of intellectual property to alert them. The statewide UUP Vice President of Academics is Jamie Dangler, who can be reached at (800) 342-4206, or jdangler@uupmail.org. The union is compiling examples of this practice and is consulting with attorneys at New York State United Teachers (NYSUT) about possible options to address this problem. Of course some professors may wish to have some course materials shared in this way; SUNY *Policies of the Board of Trustees*' "Title J" clarifies that such materials belong to professors, and that they alone have the right to share their materials. (See <http://system.suny.edu/media/suny/content-assets/documents/boardoftrustees/SUNY-BOT-Policies-June2014.pdf>)

Additionally, at some campuses, professors are being informally pressured to make their online materials perpetually available to the university, thereby bypassing the professor's right to share materials. The union suggests offering a one-time permission that would require the university to ask for permission again if it wishes to pass materials along to others a second time. Lest this seem overly cautious, when Long Island University faculty went out on strike in fall 2016, administrators taught classes from faculty syllabi. While SUNY faculty cannot strike due to the Taylor law, one can imagine circumstances where a faculty member could lose control of their course material. Many departments enjoy collegial relations, where syllabi, readings, and other course material are regularly shared. Nonetheless, our intellectual labor was engaged in developing courses, and faculty should be aware that they retain the rights for their intellectual property.

The union is taking other actions in addition to exploring legal options. UUP's statewide leadership has recommended that its campus chapter officers discuss the sale of syllabi with administration to explore possible campus actions such as revising the Student Code of Conduct. UUP also recommends that faculty put their copyright on course materials and consider covering this in courses and workshops that cover plagiarism and copyright issues. They have been in communication with University Faculty Senate leaders and believe both student governance and campus faculty governance should be apprised of these pressures on faculty. Our campus administration has asked to work with us to guard against these encroachments.

UUP's Geneseo chapter has presented a resolution to address this problem to its campus senate. It has been shared with all UUP chapters as a possible model for UUP-Senate collaboration. Finally, UUP has brought this up in Labor-Management meetings with SUNY Central, which has agreed to inform individual campuses of members' concerns, and their rights through the Board of Trustees Policies. Many campuses have developed clear policies regarding online education to clarify that faculty own their course materials regardless of how a course is taught. SUNY Potsdam has one of the clearest and best examples of campus policies on this.

Interested in more information about intellectual property rights? The union has provided this broad overview: <http://uupinfo.org/reports/reportpdf/IntellectualPropertyUpdated2018.pdf>.

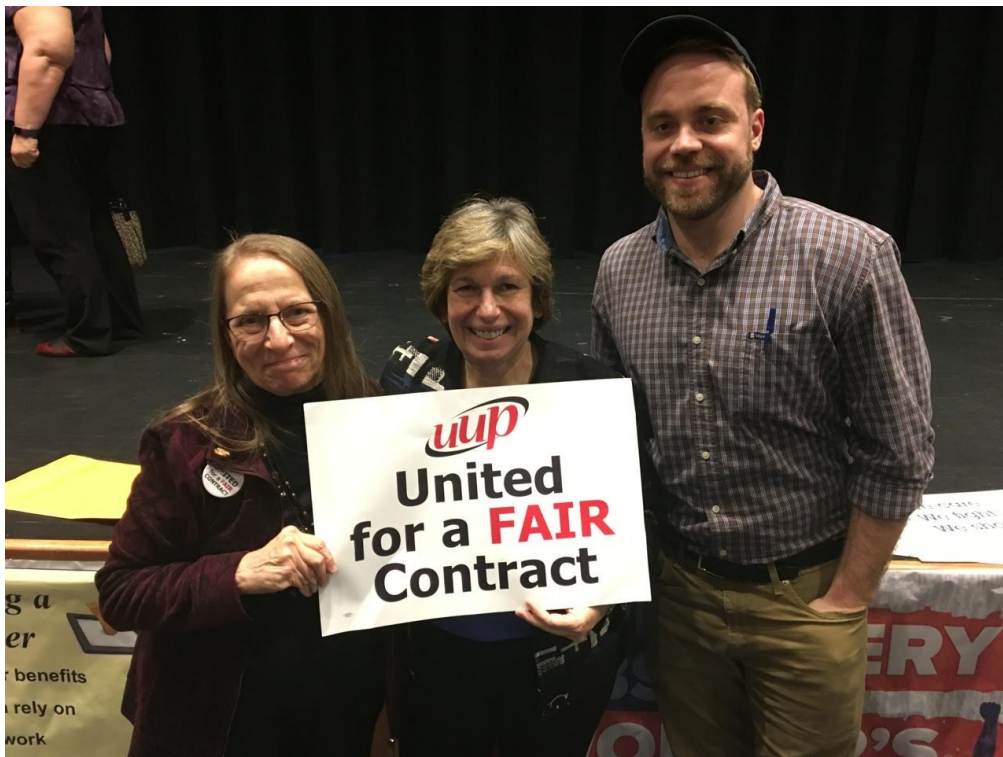
AN IMPORTANT SUPREME COURT CASE by Kyle Anderson, History & Philosophy

Last February, Randi Weingarten, the President of the American Federation of Teachers [UUP's parent union] spoke to a group of teachers from across Long Island about the Supreme Court case of Janus vs. AFSCME. Mark Janus is an employee of the Illinois state government, and he felt his rights were violated when he was forced to pay "agency fees" to the union that had used collective bargaining to negotiate his contract, even though he was not a member of the union.

Agency fees have long been collected by unions to compensate them for the work they do in negotiating contracts and representing employees in grievances and arbitrations. Because all employees benefit from these activities regardless of whether or not they join the union, agency fees are an important way for unions to prevent so-called "free rider problems," where people can benefit from the union without contributing anything to it.

While Mr. Janus has claimed that his personal free speech rights are violated when he pays a fee to the union that has negotiated his contract, the powerful allies he has attracted have not joined the fight out of any altruistic concern for the first amendment. The right-wing State Policy Network, where Mr. Janus has posted videos, recently stated of his case: "this is our opportunity to defund and de-fang one of our freedom movement's most powerful opponents: the government unions." The Janus case is not about free speech, it is about union-busting, and it is funded by billionaire donors like the Koch Brothers.

With President Trump's recent appointee, Neil Gorsuch, joining the court one year ago, the Janus case may well be decided in favor of the plaintiff. But that is not cause for despair. We will fight back against Janus by convincing people of the benefits of their union. We need to sign even more people up, and show people who are hesitant to pay agency fees that we are not abandoning them, and that we appreciate their membership.



Martha Livingston, President, Old Westbury UUP, Randi Weingarten, President, American Federation of Teachers, and Kyle Anderson, Faculty Member, History & Philosophy (L to R)

SNOW DAY BLUES by Ryan Baker, Information Technology

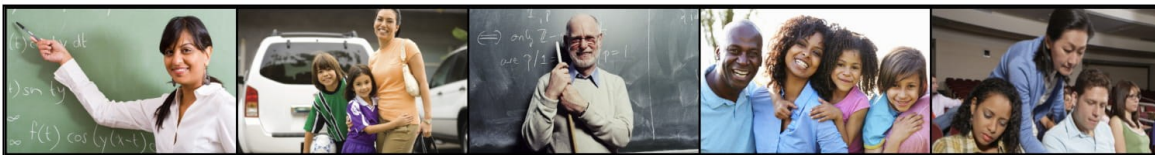
Roughly 170 miles separate the campus of SUNY Old Westbury and the Governor's Mansion in the state capital of Albany. While Long Island is surrounded by deep seawater for miles in nearly every direction, Albany is a mostly-landlocked city perched on the shore of the Hudson River, a mere 878 feet wide and 12 feet deep. These two locations are separated by both considerable distance and localized climates, making it all the more difficult to understand why the decision to cancel classes and activities for the safety of our students and faculty can be made locally by a group of administrators, but the decision to order the campus closed for the safety of the professional staff can be made only by the Governor, who sits more than a hundred and fifty miles away and whose view out the window gives no indication whatsoever of the severity of inclement weather in Nassau County.

When the decision is made in Old Westbury to cancel classes, students and faculty can stay home in relative safety, whereas the professional staff are expected to report to work to provide service to an empty campus, or else expend a day of hard-earned vacation time. This creates an unsafe situation in which professional staff are compelled to risk commuting to work on dangerous roads to arrive at a campus whose pathways and parking lots have not yet been cleared.

What kind of mixed message does such a system create when the county has been declared a state of emergency, travel advisories have been issued, and yet our campus offices remain open and our professional staff are still being asked to report to work? Why can't our professional staff be afforded the same simple courtesy of a "snow day" extended to our faculty and students? I suspect that a sizable number of SUNY Old Westbury UUP members would be curious to learn the answers.

Upcoming Events:

- Coming Soon: Department Rep. meeting. Watch this space!
- Chapter Action Project (CAP) fun event! Wednesday, May 2nd, MPR B, drop in any time from 12:30 to 3:30 for "Take a Break," to ask questions and play games, win prizes, and partake of coffee and cookies.
- General Membership Meeting & Picnic, 12:00pm-3:00pm, Wednesday, May 23rd, 2018, Campus Center.
- Chapter Outing to Mets game, 1:00pm, Sunday June 3rd, 2018 vs. the Chicago Cubs. Contact office if interested.



NYSUT Member Benefits thanks our UUP members

We appreciate our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts
- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

United University Professions
SUNY Old Westbury Chapter
Campus Center E204

UUP Old Westbury Chapter Office
Chapter Assistant:
Mary Navarra
Chapter Office Hours:
Tuesday-Friday
10:00 a.m. to 4:00 p.m.
Phone: (516)333-5770
E-mail: oldwestbury@uupmail.org
UUP website: www.uupinfo.org
NEW! Chapter Website:
www.oldwestburyuup.wordpress.com

WHO IS YOUR DEPARTMENT REP?

If you can't answer this question, it could be that your department *does not yet have* a department rep. Call the UUP office (333-5770) and ask our Chapter Assistant, Mary Navarra, who your department rep is. If there isn't one yet, how about YOU??

Old Westbury UUP Chapter

President:	Martha Livingston
Chapter Assistant	Mary Navarra
VP Academic:	Carol Quirke
VP Professional:	Eliliana Martinez
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Delegates (Professional):	Candelario Franco
	Ana Martinez
	Rafat Sada
Labor Relations Specialist:	Lynda Larson
	llarson@nysutmail.org

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