STATE UNIVERSITY OF NEW YORK

COLLEGE AT OLD WESTBURY

### Faculty Senate Meeting

### Friday, November 05, 2021

### 12:30 p.m. - 2:30 p.m.

ALL MEMBERS OF THE CAMPUS COMMUNITY ARE WELCOME TO ATTEND

Documents for this meeting and calendar of meetings are available at:

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

# MINUTES

1. **Call to Order**

* **Roster of Senators Present**: Jennie D'Ambroise (CHAIR), Runi Mukherji (VCHAIR | Senator At-large SAS | USENALT), Maureen Dolan (PARL), Deepa Jani (ECATL1 | ATL SAS 2), Dana Sinclair (ECATL2 | LI | APPC), Robert Mevissen (SECTRS | HP ALT), Laura Anker (FY), Renu Balyan (M&CS), Llana Barber (AS), Erik Benau (PY), Rachel Brown Littenberg (Professional), Lisa Chin (ATL SAS3), Jillian Crocker (ARPT), Bonnie Eannone (Professional), Alireza Ebrahimi (FRR Committee), Bright Emenike (CP), Eric Hagan (VA), Chris Hartmann (TLRC), Curtis Holland (SY), Jon Kleinman (Professional), Danielle Lee (LEC), Thomas Lilly (PEL), Martha Livingston (PH), Laurie Morris (USEN), Lorenz Neuwirth (FUAC), Christos Noutsos (BS), Patrick O’Brien (ATL SOB), Oluwademilade Ogunlade (SGA1), Sheyi Oladipo (APR), Chelsea Shields-Más (HP), Blidi Stemn (CE), Jessica Williams (EN), Ryoko Yamamoto (CAP)
* **Alternate Senators Present**: Solomon Chak (BS), Roger Mayer (AC), Lisa Lewin (MMF)
* **Non-voting Members**: Timothy Sams (PRES), Duncan Quarless (PROV/AVP), Jo-Ann Robinson (VPEXEC), Martha Santana (CFO), Amanda Frisken (DSAS), Usama Shaikh (VPSA), Shalei Simms (DSOB), Diana Sukhram (DSOE), Monica Calzolari (VPEnroll)
* **Visitors**: Cynthia Anderson, Kyle Anderson, Jermaine Archer, Edward Bever, Patrick Cadet, Natalie Caesar, Penny Chin, Stacey DeFelice, Veronika Dolar, Wayne Edwards, John Estes, Becky Evans, Ruomei Gao, Marisa Glaser, Ruben González, Keisha Goode, Ricky Guerra, Patty Harris, Barbara Hillery, Marissa Hoffmann, Chante Hope, Amy Hsu, Janay Jackson, Denee Jenkins, Annette Johnson, Michael Kavic, Mohamed Khalefa, Mike Kinane, Anthony Kostick, Malini Kumar, Youngjoo Kim, Gary Levanti, Kathleen Lieblich, Ashlee Lien, Candice Mahaffy, Edislav Manetovic, Jerilyn Marinan, Renee Markowicz, Manya Mascareno, Fred Millan, Orquidea Morales, Yogesh More, Yumi Nicholson, Cris Notaro, Lisa Payton, Frank Pizzardi, Kasia Platt, Kinning Poon, Lisandra Ramos, Courtney Raeford, Shebuti Rayana, Faylon Robinson, Frank Sanacory, Anna Sbano, Regina Scarbrough, Jeanne Shimizu, Elena Smirnova, Samara Smith, Sarah Smith, Kiyara Smith, Joanne Spadaro, Cristine Tesoriero, David Tomanio, Sydney Williams, Hyewon Yi,
* **Roster of Senators Absent:** Seirrah Brown (SGA2), Linval Franzer (AC), Lina Gilic (ATL SOE | EE), Hana Elgoarany (SGA 3 | APR), Xavier Marechaux (AE), Elizabeth Morphis (TLRC | SL), Kathleen O’Connor-Bater (HLC),

1. **Approval of Minutes for Oct 22, 2021**
   * Motion to approve minutes
2. **Faculty Senate Chair’s Report**
   * Report that covid-
   * Pool of candidates for the VP in Institutional Advancement
     1. Open to faculty and students on particular days
     2. Dates and RSVPs on Zoom will be in email
   * Sent a list of nominations for presidential committees for his approval
     1. There were amendments including the EIT committee (which was previously omitted)
     2. Staff nominations were included as well
   * Letter drafted to the president regarding Hanover and Residential College Model
     1. This was sent after faculty input
     2. Verbatim, some summaries
     3. Hanover cost - $45,000
     4. Feedback requested that Presidential Committees coordinate with current contemporaries
     5. President will address these points in Faculty Senate meeting
   * Documents from Hanover shared with FS
     1. First point is looking at Enrollment
        1. Example survey with questions such as “where are you currently enrolled, applications, how they understand various universities, how did they decide on current college,
        2. Tuesday meeting with Cabinet – they will address this, if you have comments, send before then
        3. Sample analysis from Hanover – they investigate certain questions
        4. Survey questions are not vague – Cabinet will advise Hanover what type of questions we specifically want
   * Hanover is coordinating access to dashboards
     1. Some committees already have access (EC, Planning/Budget, IEC, PRODiG, LEC, CAP)
     2. Broader access coordinating, perhaps president has specific timeline
   * Mike Kavic – encourage participation in getting to know VP candidates for Institutional Advancement
     1. Question: were faculty on search committee?
     2. Jo-Ann Robinson said as Chair of search committee she would send list of committee members – included faculty
3. **President’s Report**
   * Addressing Hanover survey questions
     1. Services that Hanover provides?
        1. Generate reports about survey reports
        2. Digital portal – previous reports that anyone on campus can access
     2. Access?
        1. hopefully everyone will have access soon but
     3. Alignment with strategic plan?
        1. We shape this inquiry – at Cabinet level – it will make sure report design will specifically reflect our values
        2. Our strategic plan
     4. Will reports affect enrollment and recruitment?
        1. Yes, we want enrollment to improve
     5. Lack of diversity?
        1. We shape content – we need to make sure that our commitment to diversity and inclusion comes
     6. Why company chosen?
        1. They represented best value for costs with what we get
        2. Five vendors considered – they were the favorite – proven track record and highly regarded
           1. What they do, they provide proper service to link surveys with best practices
     7. Hanover help other campuses?
        1. Albany – and they’re checking with others
        2. President has used at two other institutions
     8. Will Hanover consider history?
        1. Yes, and it’s our responsibility to curate questions and inquiry to
     9. What is purpose of hiring consulting company?
        1. It is not just for this project, but multiple projects a year
        2. We have a library of white papers and research to help us advance our institution to transform into a best-practice college
        3. Align inquiry with strategic ambitions
        4. We need the data to help inform our progress
           1. They move quickly and accurately
     10. What have they asked us?
         1. We haven’t launched enrollment management piece, but we want our vision to drive this
     11. Will there be consultation/collaboration with all units of college?
         1. Yes, Cabinet will identify a member from campus to work with Hanover
            1. Part of this work will be to solicit input from faculty which will shape Hanover inquiry
            2. Cabinet will ensure that faculty input informs Hanover

Enrollment: VP for Enrollment Monica Calzolari

School Identity: Mike Kinane

Portfolio Optimization: talking to Jennie with who could do this

* + 1. Will anyone be involved in data analysis?
       1. Enrollment management will be in charge of section
    2. Next project: what will you do about under-enrolled or underperforming majors?
       1. As it relates to portfolio optimization, we want data-driven information about how to advance platform so we can improve those majors
       2. We need to ensure Hanover is doing what we request, so we know what to do with data so we can improve those underperforming majors or under-enrolled areas
    3. How do we ensure meaningful faculty and student consultation?
       1. Each project leader will ensure appropriate constituents are consulted and we will make sure campus-wide vetting before shared with Cabinet before handing over to Hanover for inquiry
    4. Is outsourcing data analysis the direction our campus is going?
       1. As incoming president, he wanted data, market-basket comparisons, and best practices analysis
       2. Because Hanover can do national norming, compare to rest of nation, this will provide immediate data
       3. That doesn’t mean we won’t eventually try to build in house capacity
    5. Money being generate for Hanover?
       1. Partially funded by EAB and president’s budget
    6. When Hanover finished, where will we get money for recommendations??
       1. We ask that they bake into recommendations the possible funding models.
       2. Depending on the projects they recommend, we will try to build capacity for advancement-orientated packages to fund
    7. Why are we relying on consultants instead of community/institutional knowledge of faculty and staff?
       1. That knowledge can’t be accessed as quickly as Hanover can work – in the future we can work on getting down that institutional knowledge so it can be informative
    8. Questions
       1. Alireza Ebrahimi: Good to use data analytics to inform. How can we ensure that data that they are studying is accurate enough and is there any oversight? Is consultant separate entity?
          1. **Response**: after proper vetting, we will be able to shape their inquiry. Cabinet’s point person will check the integrity question
          2. Hanover is consultant: does not run the program, they give framework and we determine scope and direction – we engage to ensure it reflects what we want
       2. Martha Livingston: worried about transformation, does well even despite limited sources. What support are we getting?
          1. **Response**: direct purpose of strategic plan is continuously transforming itself – need data and best practices, innovation, those institutions make students excited
          2. we need to compete with other places. We may have had a strong grasp on ‘under-representative minorities’ earlier, but now we are competing with other places. We need to identify where we can improve based on data
          3. Support will need more resources. We saw at Provost Council meeting. We’re going to continue to discuss. Expectations at public institutions increase but resources decrease
       3. Roger Mayer: brought up strategy of residency model and he understood about expanding net to draw in students. Questions: How will Hanover support? Is this a recognition that our student base is drying up? If drawing larger net, how will we differentiate ourselves from other institutions also drawing on dwindling numbers?
          1. **Response**: doesn’t want Residence to mean the same as Cohort- he wants to focus on creating cohort
          2. Hanover will give us insight into where we can recruit

We primarily draw on LI students and some New Work and we will continue to flounder if we are limited to this group

Hanover can tell what those groups regionally are interested in (New Jersey? Pennsylvania?) and how can we package our awesome programs so that specific packaging may resonate with specific regions

* + - * 1. Roger Mayer emphasized that he wants to make sure that the President will
    1. President also mentioned he thinks we have great research and great programs and we need to message that better to help others see us and our excellence
       1. Let’s identity those practices, and Hanover can help us quickly package that and let people know
    2. Middle States
       1. We need to demonstrate across the campus assessment despite a decade of them indicating this to us
       2. March 1 report must reflect
       3. Everyone needs to engage, this is nothing that president can do himself
       4. Listed colleges that lost accreditation – want to highlight consequences of not working together
       5. Plan worked on, details will be shared with us soon – we have to demonstrate how we are ASSESSING students, not just planning to assess
          1. Assessment fellows will help
       6. Wants to thank fellows and those who are working hard on this

1. **Provost’s Report**
   * Will show enrollment trend over the past 10 years another time
   * SUNY Implementation Guidance for General Education
     1. Campus had opportunity to respond to guidance – took issue with GE framework and less with guidance but clearly communicated the desire to maintain integrity of LE curriculum
     2. Wondered if after Board of Trustees meeting next week we would have another chance to response before E
        1. We had received memorenda to presidents to implement seamless transfer
     3. Recommend we implement task force
        1. at the time of seamless transfer, Duncan was faculty senate chair, and nature of that requested was beyond what the curricular committee would manage over 1-year period
        2. had a working force, task force – complementary work to implement that seamless transfer
     4. implementation
        1. need to address new students arriving on campus fall 2023
        2. leaves faculty with 1-year period to address moving parts
        3. a task force may help not only GE framework but also Registrar, DegreeWorks, communication to new and transfer students, and GETA General Education Transfer Addendum
        4. we still have 7/10 areas but now
           1. 4 required
           2. 3 out of an additional 6 are required
           3. 2 core competencies
        5. We gave feedback but what we want to from governance (taskforce or LEC?) to have a side-by-side comparison.
        6. What was clear was that there were a few instances where guidance would identify what our campus expressed concern about
        7. But new, broadly stated learning outcomes for areas, we’re going to need some mapping – two in particular
           1. Knowledge: Communication (written and oral) – this would be new for us

Oral in particular

* + - * 1. Natural Science: as long as learning outcomes addressed, campus may make discipline substitutions (of courses normally in Natural Science domain)
      1. But GE approval now campus level
      2. Need to talk to senate – awaiting MTP in December
  + Winter Shutdown Policy
    1. Email from David Tomanio on Oct 22: during this period from December 23-January 2, we will close NAB and SU (Student Union), so anyone working or planning to work would need re-assigned space
       1. Talked to library director
       2. Perhaps small areas of Campus Center
    2. Encouraged to use compensatory time or accrued time
    3. Martha Livingston: does this make sense for UUP members? Professionals find bad. Closing my building and telling me to take paid time off or working elsewhere doesn’t provide good conditions to work
       1. What about working remotely for those who can do so effectively
       2. President Sams response: we don’t have a policy in place yet to reflect this and we’re looking into it – perhaps possible in the future.
  + Student Withdrawing
    1. Academic affairs supports success agenda – if there are reports of students who are being withdrawn that don’t include their initiation
    2. Report to deans or academic affairs so we can support students
    3. Runi Mukherji clarified: who are we reporting?
       1. If students come to us for withdrawal that’s okay
       2. If there are some with compliance issues regarding vaccines, etc where they are automatically withdrawn
  + LMS Migration
    1. SUNY has engaged new learning management system – Blackboard
    2. Details discussed what tools will migrate/be integrated
    3. EIT accessibility report – we recognized accessibility concerns with digital content – we want all students to access
       1. This is Old Westbury practice, not SUNY
       2. Concern about workload – so vendor CourseArc will help faculty get documents in EIT accessibility compliance
          1. Chandra will coordinate between vendor and faculty
  + International Education
    1. SUNY Review of study abroad – standardized guiding principles for study abroad that may occur in spring/summer 2022
       1. Want clear disposition
       2. Last year during Pandemic, SUNY chartered private flights to bring back students from Europe and Far East
       3. Concerns about liability insurance costs – don’t want students to be on the hook for costs if they have to be flown home
    2. Encouraging COIL experiences
       1. Perhaps we can explore more in-depth later

1. **UUP Report (Martha Livingston)**
   * We were part of two meetings with state-wide leadership regarding proposals for negotiating next contract
     1. Eager to hear concerns, state-wide survey sent to everyone
   * Addressing safety and compliance issues that we’re still concerned about
     1. Example is the Open House
   * We have department rep structure – look for in inbox
   * Planning UUP activity on Mon 15/Tues 16 – information to follow
2. **University Faculty Senate Report (Laurie Morris)**
   * Enrollment – major revenue source and we’re seeing numbers decrease even before the pandemic (over a decade)
     1. Impacts some sectors more than others
     2. Chancellor acknowledges need more funding sources, and Chair Tisch thought the new governor was SUNY-friendly
        1. Falling enrollment is problem because enrollment is best factor to determine health of college
     3. Tisch said petitioning legislature for more funding, including things like child care for students
        1. We should also lobby local rep
     4. Decline over 10 years – biggest change is in comprehensive colleges (like Old Westbury) but so have community colleges
        1. Doctoral universities are growing and tech centers are holding stable
        2. Biggest loss under-representative minorities
           1. Perhaps worst hit by pandemic – accessibility, relatives affected,
     5. Demographics
        1. 18-24 decrease in this population number, larger growth in age 25-44 (Chancellor interchanged life-long and adult learners)
           1. We need to attract these older students as well as those out of high school
           2. New course offerings? Micro credentials? Perhaps these would help adult learners
           3. Seemed to stress desire for in-person classes but appreciates need for flexibility
           4. Should we make SAT or GRE voluntary rather than mandatory

Provost says SUNY will investigate

* + 1. Old Westbury’s strengths need to be communicated to Chancellor first so the SUNY Central can notify students which campuses have which strengths
       1. Local network and outreach programs (attract high school students)
       2. Renovating older structures –
       3. Building campus-based endowments (alumni association) – build our own coffers
          1. Acknowledged need for state money for buildings and support student success services
  + Budget little said
    1. Chair optimistic that Governor Hochul would be interested in learning about SUNY
    2. Anticipated 20% EOP funding
    3. $250,000 share our strength non-profit for food assistance to SUNY students (esp. those with children)
  + COVID-19
    1. 98.8% SUNY students vaccinated 2.5% exempted. 98% on-campus presence in compliance
    2. 3,200 students non-compliment most on 10 campuses and are non-residential students
    3. 90% compliance state-wide for faculty
       1. Perhaps some have not reported because they are vaccinated but not in person
  + Fall 2021
    1. 375,000 enrolled, 250,000 in-person
    2. Campuses can make stringent requirements but most reflect CDC guidance
  + Gen Ed Update
    1. Board will make final determination – possibly approved by Board
    2. Drafts drawn up and feedback collected
    3. Implementation guidance, and final guidance in December – and ask Duncan said, pushed back implementation to Fall 2023
    4. This is foundational framework – campuses can build on it
       1. MUST work with seamless transfer
       2. Probably cannot require more than 60 credits
    5. Many wanted to keep Diversity, mostly concerns with limited definition (race, class, gender) rather than other categories
    6. It can enhance requirements – if Provost thought students need more well-rounded education, can add Art, elected categories, etc
  + MINUTES EXTENDED – APPROVED WITH OBJECTION
  + Skipped digital learning section
  + SUNY has DEI initiative
  + Resolutions
    1. Amend UFS Standing Rules: meetings shall be in person but give ability to move online should public health require
       1. Approved
    2. Executive Budget resolution: governor/legislature should consider SUNY issues and prioritize funding these systems
       1. Approved
    3. Increase flexibility for telecommuting
       1. Approved
    4. Contact hours for learning experience: changed some wording for what qualified for applied learning hours – consistent for SUNY
       1. Approved
    5. AAUP statement against legislature’s efforts to restrict education’s efforts to restrict teaching about racism in U.S. history
       1. Approved

1. **SGA Report (Oluwademilade Ogunlade)**
   * SGA wants to hire chief financial officer (max. 22 hours a week) and director of communications (8 hrs a week)
   * Funding meals for students to have thanksgiving meals even if they do not have anywhere to go for Thanksgiving
   * Pushing residential life – kitchen and microwaves in Academic Village
     1. Res Life has worked to meet expectations
   * Lack of dining options on campus
     1. Meeting with ARC and
2. **Sharing of Concerns/Announcements**
   * Ryoko Yamamoto: Assessment
     1. assessment fellows are collecting data and coordinating efforts for the March 1 report
     2. We want a better idea what assessments departments are undertaking
     3. 14 degree programs will conduct assessments – be in contact if assessment fellows write about that
3. **Adjournment**
   * Approved unanimously