STATE UNIVERSITY OF NEW YORK

COLLEGE AT OLD WESTBURY

### Full Faculty Meeting

### Friday, March 4, 2022

### 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), Laurie Morris (USEN), Robert Mevissen (SECTRS | HP ALT), Dana Sinclair (ECATL2 | LI | APPC), Laura Anker (FY), Renu Balyan (M&CS), Erik Benau (PY), Rachel Brown Littenberg (Professional), Lisa Chin (ATL SAS3), Jillian Crocker (ARPT), Bonnie Eannone (Professional), Alireza Ebrahimi (FRR Committee), Lina Gilic (ATL SOE | EE), Eric Hagan (VA), Chris Hartmann (TLRC), Curtis Holland (SY), Jon Kleinman (Professional), Danielle Lee (LEC), Martha Livingston (PH), Edislav Manetovic (PEL), Renee Markowicz (SOE CE), Lorenz Neuwirth (FUAC), Christos Noutsos (BS), Oluwademilade Ogunlade (SGA1), Sheyi Oladipo (APR), Chelsea Shields-Más (HP), Jessica Williams (EN), Sara Williamson (MMF), Ryoko Yamamoto (CAP)
  + **Alternate Senators Present**: Linval Franzer (AC), Lisa Lewin (MMF), Roger Mayer (AC), Patrick O’Brien (ATL SOB)
  + **Non-voting Members**: Timothy Sams (PRES), Duncan Quarless (PROV/AVP), Monica Calzolari (VPEnroll), Jeffrey Fischer-Smith (VPIA), Thomas Lilly (DSAS), Jo-Ann Robinson (VPEXEC), Martha Santana (CFO), Usama Shaikh (VPDEI), Shalei Simms (DSOB),
  + **Visitors**: Ozgur Akgun, Veronica Ambrose, Cynthia Anderson, Art Angst, Betty Berbari, Ed Bever, Carolina Bustamente, Patrick Cadet, Natalie Caesar, Wen-Wen Chien, Carolyn Cocca, Danielle Collins, Jesse Curran, Stacey DeFelice, Bonnie Eannone, Joshua Fyman, Laura Gallagher, Ruomei Gao, Ruben González, Keisha Goode, Ricky Guerra, Barbara Hillery, Chante Hope, Janay Jackson, Denee Jenkins, Sarah Kamens, Michael Kavic, Youngjim Kim, Mike Kinane, Samantha Kloeckener, Evan Kobolakis, Anthony Kostick, Malini Kumar, Angel Lara, Pat Lettini, Gary Levanti, Shijian Li, Kathleen Lieblich, Matthew Lippert, Joe Manfredi, Anne Marie, Claudia Marin Andrade, Manya Mascareno, Andrew Mattson, Orquidea Morales, Yogesh More, Rose Muzio, Yumi Nicholson, Sangeet Nischal, Cris Notaro, Diana Papademas, Lillian Park, Lisa Payton, Kinning Poon, Carol Quirke, Lisandra Ramos, Shebuti Rayana, Rebecca Rothe, Frank Sanacory, Werner Sbaschnik, Regina Scarborough, Chandra Shehigian, Jeanne Shimizu, Samara Smith, Sarah Smith, Blidi Stemm, David Tomanio, Lisa Whitten, Lori Zaikowski,
  + **Roster of Senators Absent:** Llana Barber (AS), Seirrah Brown (SGA2), Hana Elgoarany (SGA 3 | APR), Bright Emenike (CP), Xavier Marechaux (SOE AE), Elizabeth Morphis (TLRC | SL), Kathleen O’Connor-Bater (HLC),

1. **Approval of Minutes for Nov 19, 2021**
   * Minutes approved by unanimous consent as amended
2. **Faculty Senate Chair’s Report (J. D’Ambroise)**
   * Announcements:
     1. Chante Hope appointed to vacancy on Nominations and Elections Committee
     2. LMS Migration Advisory Committee constituted
     3. Submitted Middles States’ SIR
        1. Campus visit will take place April 14/15th
     4. Presidential Committees posting committee minutes
     5. Faculty Bylaws Review process underway
        1. Look through materials thoroughly to provide feedback – possible town halls to
           1. Alireza Ebrahimi: stakeholders should review and provide feedback – by end of Spring Break (March 28)

Reminder: March 25th Persian New Year (dinner and music)

* + - 1. Find language that is inclusive, informative, and helps everyone participate in governance

1. **President’s Report (T. Sams)**
   * Updates
     1. NSB Renovation
        1. construction fund and SUNY that Phase 1 and Phase 2 will occur
        2. Surge dynamic – what will happen to people during this building? Perhaps overflow into Building A – perhaps use funds to refurbish so it can be used after the surge
           1. Standing committee working on this, get an update what is required to use this space
        3. Pushing to get expansion done – has talked to local leaders and to those in Albany about expansion
     2. Students don’t have athletic grounds or center – next week there will be reopening on 8th (Clark Center) everything but gymnasium (where vaccination work will continue)
     3. Suggestions for mask requirement – after the break we may revisit, though students have provided feedback on that
        1. Will ask students about this
     4. Thanked everyone
   * Benefits Activity (David Tomanio)
     1. There have been efforts to rectify the benefits (less than half are fully complete but many are still pending)
     2. Jo-Ann Robinson: pointed out that this was something admin wanted to take collective action on rather than just individual contributions
        1. Martha Livingston: was not aware of this progress, was surprised the admin didn’t acknowledge that UUP brought this to admin’s attention
        2. Jo-Ann Robinson: this was just following up on UUP’s contribution and presentation previously and this is just the statistical overview
   * Financial cancellation process (Pat Lettini)
     1. Committee in the fall to help retain students while awaiting payment
     2. Sending out communications to make students aware of their impending cancellation
     3. Helped significantly reduce financial cancellations
     4. Thanks to collaboration
   * Comments/Questions
     1. Runi Mukherji: were students blocked from Blackboard because of this cancellation policy?
        1. Response: maybe COVID-related
     2. Martha Livingston: this seemed like vulture culture – pouncing on students who haven’t paid
        1. Response: yes, there has been much less heartache and fewer concerns surrounding registration
     3. Alireza Embrahimi: is there a way to help students out who pay this fee without access to
        1. Response: met with DOE and Homeland Security – request them to leave the facility when COVID numbers were decreasing
        2. Offered space in Building A with funds to renovate, so they will leave by July
           1. We estimated loss of $650,000 to one million dollars and asked if we could recuperate to compensate students fees, loss of revenue for not renting out gym, and upgrades (because they built inside the gymnasium with walls and electricity)
           2. DOE: cannot pay athletic fees, but will ask FEMA about some of those costs recovered
2. **Provost’s Report (D. Quarless)**
   * Supplemental Information Report – thanked members of steering committee and the contributions of assessment work done across campus
     1. School of Education: Jan 14 decision meeting – received information that SOE accredited by AAQEP
   * \*Digarc: A Modern Campus Company\* was the company selected to help us update the online catalog
     1. Lots of components on campus – ITS, Registrar,
   * Brightspace LMS Migration (Ed Bever)
     1. Wanted Brightspace earlier, and now we’ll go to what we want
     2. We lose access to Blackboard by end of December, so we’re migrating and will be set up by this Fall
     3. There is an advisory committee set up to help with migration, there is a sandbox site (a place to try out functions) available already to us
     4. Questions:
        1. Lisa Whitten: advantages of Brightspace over Blackboard?
           1. Response: during the presentations, general impression was that Brightspace was better. Blackboard function/architecture is based on 90s
        2. Lorenz Neuwirth: how will that work with training?
           1. Response: there should be lots of synchronous and asynchronous training options
        3. Runi Mukherji: many problems with interfacing iPads/tablets and other non-computers on Blackboard
           1. Response: don’t yet know about the app, but Panopto and Zoom will be embedded into D2L
        4. Duncan Quarless: the Implementation Group will take this up.
   * Final Thoughts
     1. If you need regalia, must request by March 18
     2. Whoever the marshals/Honor Guards are
     3. Commencement: May 22nd
     4. Honors Convocation April 28th – early ending
3. **UUP Report (M. Livingston)**
   * Sunday: go to Brooklyn Borough Hall for march to get money for SUNY
4. **Title IX Report (U. Shaikh)**
   * Title IX is regulations for any institutions that receive federal funds – protection against discrimination from age, color, gender identity, marital status, ethnic origin, physical or mental disability, pregnancy, race, and others
   * New language: sexual harassment can be considered discrimination, a single instance of rape or sexual assault can constitute discrimination
   * Need to be prompt responding to complaints and following through on cases to resolution AND preventing future cases
   * Policy at SUNY - anyone who reports violence or sexual assault can lodge complaint without fear that they may get in trouble for any drug or alcohol use
   * Staff and Faculty: we are Mandated Reporters. Means: if someone shares information with us about an incident, we MUST notify Usama Shaikh in the DEI office- as the Title IX representative,). Only people who are exempt – religious figures or Mental Health counselors)
   * What should we do? Answer questions, use DEI office, just listen (don’t share your experience), don’t tell them what to do/feel, inform you are a Mandated Reporter, empower to reach out to DEI Office)
   * There is a lengthy process to help students who report an incident and there are many off-campus resources (visible on the IX website)
   * Questions:
     1. Joe Manfredi: can we get the powerpoint? do we get emails about Title IX certification?
        1. Response: yes
5. Request extension of time
   * Approved
6. **Full Time Faculty Task Force Recommendations (B. Hillery and M. Kavic)**
   * Established last spring, committee recently finished its work
   * Read through recommendations on how to strengthen full time faculty
     1. What hiring practices may improve? No standard process for hiring faculty or staff
        1. What are best practices and implement them – implement a handbook to distribute?
        2. Perhaps developing a timeline in disciplines – so that admin knows when to advertise for position in conjunction with department timeline
        3. Clear onboarding process – standardize practice
        4. Prioritize inclusive excellence – how to excel at teaching/mentoring diverse student body – make sure we promote our mission and strategic vision to get best applicants
     2. Want clarity on who receives lines – transparency in the process so we know which lines are granted
        1. Develop metrics? What is full time to adjunct ration, majors, who many service courses provided, etc
        2. Next committee should determine – baseline criteria
           1. Not just a question of majors – is there a curricular need
     3. Visiting lines – should not be decades of visiting lines, they can help – is there a plan for these people?
        1. Inclusion of lecturers or pathway for adjuncts. Job security? Multi-year contracts?
     4. As department loses people to administration – we need replacements, not make the department work harder with fewer people
     5. What resources are needed – let’s give those – to help support excellence in teaching
   * Questions
     1. Martha Livingston: UUP has discussed in labor management meetings pathway for longer contracts – admin seems interested
     2. We need to discuss needs for departments that already had lines approved (and hires on the line)
        1. Response: everyone agrees that those circumstances need to be standardized so there isn’t a situation where people lose permission
     3. Andrew Mattson: In item #3 on Line allocation. Is there a mention of the role of CAP and faculty governance in standardizing line allocation and approval?
        1. Response: yes
     4. Runi Mukherji: what about a committee that may also oversee?
        1. Response: noted
           1. And need for transparency of DSI and pay equity
           2. Response: yes, agreed – data collected and resources to distribute
     5. Samara Smith: resources for creative work and balancing with heavy teaching load – and release time for grants? We need to support opportunities that are occurring
        1. Response: we acknowledge service load not equitably shared
        2. Response (Mike): we don’t have infrastructure to help our researchers. We don’t expect more because we aren’t giving tools to our researchers to do more. We hope the new task force will help address this
     6. Martha Livingston
        1. DSI is a demotivating tool distributed by admin. Unclear why some people get more than others, but WHY the disparity? And even worse for professionals
   * Final thoughts:
     1. Mike Kavic: wanted to thank Mandy Frisken whose comments helped establish the task force
7. **SGA Report (O. Ogunlade)**
   * Mental Health Week coming up (SGA will host event) to address students who are facing mental health crises
     1. Setting up student survey to all 64 campuses
   * SGA Week last week of April
   * Senior week first week of May
   * ITA Professor Angel
     1. Three workshops mental health, implicit bias, and student leadership
   * Rally for students with disabilities
     1. Budget is $2 M – not enough for 64 campuses – especially campus ethos that is INCLUSIVE (DEI) and inclusive of these groups
        1. Working/collaborating with Stacy in OSSD
   * Mask mandate
     1. Students have mixed feelings – several schools in SUNY have dropped, some haven’t, some compromise (in classroom or offices)
   * Questions:
     1. Alireza Ebrahimi: so many problems, hard to concentrate, hard via Zoom, any solutions or outreach that students have discussed?
        1. Response: no, and can advocate that faculty and staff know how to spot situation when mental health crisis presents itself
     2. Laura Anker: will you advertise the workshops
        1. Response: yes, the more the merrier if it were advertised
        2. FY could send out
8. **Sharing of Concerns/Announcements**
   * Laurie Morris: University Senator position open for nomination, highly recommend, system-wide, lots of new people
9. **Adjournment**
   * Motion to adjourn – unanimous consent