

STATE UNIVERSITY OF NEW YORK  
COLLEGE AT OLD WESTBURY

Faculty Senate Meeting

Friday, April 5th, 2024

12:35 p.m. - 2:00 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

**I. Call to Order**

- **Executive Committee:** Kyle Anderson (CHAIR), Patrick O'Brien (VCHAIR/ATLSOB), Lisa Chin (SECTRS/APPC), Xavier Marechaux (ECATL1/AE), William Gillis (ECALT2/BS)
- **Roster of Senators Present:**  
Renu Balyan (MACS), Catherine Bernard (VA), Maureen Dolan (MACS-ALT), Bonnie Eannone (PROFSTAFF2/FY), Alireza Ebrahimi (MMF-ALT/FUAC), Lina Gilic (EE), Keisha Goode (ATLSAS2), Chris Hartmann (PH-ALT), Curtis Holland (SY/APPC), Deepa Jani (ATLSAS3), Svetlana Jovic (PY), Jon Kleinman (PROFSTAFF1), Laurence Krause (PEL), Angel Lara (ML), Lisa Lewin (MMF), Rachel Littenberg (PROFSTAFF3), Joseph Manfredi (AS), Renee Markowicz (CE), Amira Crystal Richardson (SGA1), James Seraphin (SGA2), Jing Yi Song (HP), Jessica Williams (EN), Shameika Williams (PH)  
**Ex-Officio Voting Members:** Youngjoo Kim (FRRC), Yogesh More (TLRC), Lorenz Neuwirth (FUAC), Geta Techanie (CAP)  
**Non-Voting Members:** Tim Sams (PRES), Jo-Ann Robinson (VPEXEC), Martha Santana, (CFO), Bryan Terry (VPEM&M)  
**Visitors:** Betty Berbari, Lee Blackstone, Alison BrckLorenz Patrick Cadet, Nicholas Capriola, Danielle Collins Groner, Ruomei Gao, Barbara Hillery, Amy Hsu, Peter Ikeler, Ambeeka Jewnandan, Shanthi Konkoth, Anthony Kostick, Malini Kumar, Danielle Lee, Kinning Poon, Lisandra Ramos, Shebuti Rayana, Bianca Rivera, Nicole Sieben, Joe Weinstein  
**Roster of Senators Absent:** Runi Mukherj (USEN/PARL/ATLSAS1), Jason Kaloudis (LIB), Matthew Lippert (CP), Roger Mayer (AC), Xavier Miles (SGA3), Blidi Stemn (ATLSOE)  
**Roster of Absent Ex-Officio Voting Members:** Maria Zulema Cabail (LEC), Linval Frazer (APEL), Mohamed Khalefa (N&E), Jeanne Shimizu (ARPT),

## **II. Approval of Minutes for March 1<sup>st</sup>, 2024 Meeting**

- Minutes correction – Jillian Crocker should be listed as the Alternative Senator for Sociology Department.

## **III. Faculty Senate Chair Annual Report (Kyle Anderson)**

- FRRC
  - Held an open forum on equity-minded faculty workloads. Youngjoo Kim and Patrick O'Brien moderated the forum.
    - The issue comes from an American Council on Education survey conducted in wake of COVID-19. Copy of the study sent out in an email to the faculty.
      - There is a slideshow link in Kyle's report; slideshow launched the discussion.
      - Included in the slides is a template for a spreadsheet that can help guide department chairs in asking who to do volunteer work (e.g., attending open houses, Accepted Student Days, Commencement); transfer student advising, and serving on department committees.
      - Some departments have implemented some version of these practices with success.
      - Encourage the Provost's Council to explore tools to help ensure equity-minded faculty workloads, especially as it relates to service.
  - There will be a second open forum to discuss the CUTE Survey results in late April.
- Nominations and Elections
  - Ballot for elections will be released before the April 19<sup>th</sup> meeting
  - Several vacancies available on important committees. The goal is to have more nominees; runners-up who receive enough votes can fill vacancies later if needed for the full terms (without the need for more temporary FS Chair appointment to fill a vacancy later). Can self-nominate or nominate someone else. Nomination form link: <https://forms.office.com/r/6kCnkc55Cb>. Thanks to Mohamed Khalefa, Marty Cooper, and Erik Benau for their hard work on the Nominations and Elections Committee.
- TLRC
  - Holding interviews with faculty to hire a part-time Director for Center for Excellence in Teaching and Learning (CETL). Thank you to Yogesh More, TLRC Chair for his continued work.
- APPC
  - Working on a resolution "Updating and Making Transparent the University's Dual Degree and Double Major Policies". The resolution will be read at the next Faculty Senate meeting on April 19<sup>th</sup>. Thank you to APPC, Curtis Holland, Lisa Chin, and Lisa Lewin for drafting important resolutions for Faculty Senate to consider.
- Faculty Handbook
  - Received feedback from FRRC, BWG, APRT, and chairs of TLRC and PRODiG, and the EC. Special thanks to Maureen Dolan from BWG for working overtime in providing feedback.

- Working with Academic Affairs to synthesize all of the comments into a comprehensive set of recommendations to provide to Academic Affairs and guide them in revising the draft.
  - Will probably not a version that faculty can vote on before June 15<sup>th</sup>.
  - Standing governance will continue working with Academic Affairs on drafting the handbook until we have a viable version that the full faculty can vote on.
- Policy on Shared Governance & Consultation
  - President Sams emailed the “Policy on Shared Governance and Consultation” document to the OW community on March 21<sup>st</sup>.
    - Policy was first introduced to the Faculty Senate Executive Committee (EC) in 2022-2023 academic year and arose out of a broader effort to put all university’s policies digitized online, recommendation from Middle States during OW’s accreditation review.
    - The EC has been working with the President’s office for approximately two-and-a-half semesters, iterating the outline of this policy on shared governance.
    - This policy does not supersede faculty bylaws, which are written by the faculty and must be voted on by the faculty to change.
    - This policy represents an overarching policy of the administration on how they will be guided in decision making.
    - Encouraging the OW community to read through the policy on shared governance and consultation and submit their feedback through the Google forms provided in the March 21<sup>st</sup> email.
- Policy Repository
  - Being created to upload all old policies online.
  - Creating a Policy Review Team to review policies that are uploaded to repository, identify the policies that conflict with practices and help to socialize them before they go into effect. Currently, Runi Mukherji is the only person serving on the PRT. Thank you to Runi for her hard work.
  - If someone is interested serving on PRT, please contact Kyle.
- SPAAR
  - Hosting check-in events for strategic planning subcommittees to discuss their goals.
    - First even in on April 4<sup>th</sup>; two additional events on April 10<sup>th</sup> and April 11<sup>th</sup>. April 10<sup>th</sup> and 11<sup>th</sup> events will be held as hybrid events – in-person in the Student Union MPR and meeting on Zoom.
- Childcare
  - Returning to SUNY Old Westbury; Academic Explorers will provide childcare services to the campus. They are in the process of finalizing the licensing process. Academic Explorers will host an Open House for the OW community on Saturday, April 27<sup>th</sup>, 2024 from 10AM-2PM in the Campus Center.
- Code of Student Conduct
  - Being updated as part of the annual updating process.
  - Timeline for revisions:
    - A committee including the FS Chair and Chair of the Student Conduct Committee (SCC) will meet on Zoom in April to discuss the edits and feedback.

- April-May: Make all edits and final touch before sending it to University Council to start revising and provide new feedback.
- September-October: University Council Presentation/SUNY Legal Approval/Final Approval. Anyone interested in participating in the process, please contact Kyle or Patrick O'Brien, Chair of the Student Conduct Committee.
- Faculty Senate Administrative Assistant
  - Dinorah Martinez, the longstanding administrative assistant for the Faculty Senate has announced her retirement.
    - She has worked for the Faculty Senate for years and her service is much appreciated. Dinorah will be missed.
    - If anyone is interested in helping on the search committee to hire a new administrative assistant for Faculty Senate, please let Kyle know.
- President's Listening Session on Chief Diversity Officer Search
  - President Sams will be holding a listening session during May 1<sup>st</sup> Common Hour
- Student Satisfaction Survey
  - Kyle asked faculty to implore their students to complete the survey.

#### **IV. Asian Studies Resolution (Deepa Jani)**

- There were verbal comments in support the resolution, in particular for OW to have curriculum to reflect the 21<sup>st</sup> century and its diversity.
  - 21 Yes; 0 No; 0 Abstentions

#### **V. CUTE Survey (Alison BrckLorenz)**

- Alison BrckLorenz, Associate Research Scientist at Indiana University gave a presentation on OW's CUTE (College + University Teaching Environment) Survey results.
  - 1/3 of faculty participated
  - The theme of the survey is institutional climate for diversity; 4 domains measured:
    - Policies and Processes
      - Balance between teaching and scholarship; balance and flexibility for work and life
      - Equity in hiring, tenure, and promotion
    - People
      - Values of senior leadership
      - Faculty community and collegiality
    - Resources
      - Instructional development
      - Time, support, resources
    - Affect
      - Respect, belonging, stress, motivation, etc.
  - Analysis based on between institution comparison; compared OW to six similarly sized Master's granting institutions
  - Looked for items with statistically significant, medium-large effect differences
  - Within SUNY OW – looked for differences at faculty experiences by gender identity and racial/ethnic identification
    - Very few differences in experiences by racial/ethnic identification

- Differences found by gender identity, with women having lower rated responses for the following:
  - Processess + Policies
    - Expectations for how much teaching, research, and service are reasonable
    - The expectation of the merit review process are reasonable
    - The merit review process is fair
    - I am satisfied with the merit review process
  - People
    - Socializing you to the norms of your institution
    - Improving your teaching practices
    - Although not different from other Master's granting institutions, women at SUNY OW felt notably less that their mentor has helped them achieve research goals
  - Affect
    - My institution helps people resolve their disagreement with each other
    - My institution is committed to resolving conflicts that involve bias, discrimination, and prejudice
    - I feel physically safe at this institution
- Equity Recommendations
  - Review expectations for workload and the merit review process
  - Focus on mentoring programs
  - Conflict resolution and safety
- Positive Findings
  - Faculty love their students and teaching
  - Faculty want to do well for their students
- Recommendations
  - Identifying the balance on workload and work-life
  - Strengthening mentoring
  - Conflict resolution
- Qs & As
  - What are the best practices for merit review and conflict resolution?
    - Bias training about merit review; collegial interactions
- Larger Discussions
  - What is out of balance regarding the workload?
  - What about merit review is inequitable?
- Qualitative Data – Open-ended Responses
  - Qualitative data cannot to be released due to possible identifying information
  - Qualitative data can be coded by Indiana University
    - Cbe protected but the generative informative data

#### **VI. Student Government Association (Amira Crystal Richardson)**

- SGA Week – March 25<sup>th</sup> to March 29<sup>th</sup>
- Voted to keep Student Activity Fee mandatory
- Other events in the upcoming week
  - CAB event
  - Fresh Check Day

- 90s Pool Party
  - Silent Disco Party
- Check for upcoming events on Panther Connect SUNY Old Westbury --  
<https://oldwestbury.campuslabs.com/engage/events>
- Resources available to support students impacted by the Woodlands 2 dormitory fire

#### **VII. UUP Report (Peter Ikeler)**

- Impact negotiation with administration regarding extended course instruction time to 100-minutes/week
  - Adjunct faculty to receive a one-time payment of \$388.90/course they taught in Fall 2023
  - For FT faculty, achieve equity in service requirement in balance with the increased class time
- General membership meeting on April 9<sup>th</sup> during Common Hour
- Issues regarding increased workload, in particular among professional staff
  - Professional staff encouraged to review their performance program to avoid workload creep
- UUP Delegate Assembly Meeting – April 12<sup>th</sup> and 13<sup>th</sup>, 2024

#### **VIII. New Business**

- Lorenz Neuwirth – Brain Awareness Week had 150-160 students participating
- Kyle Anderson – SEJI Photography event in Woodlands 1

#### **IX. Adjournment**

- Meeting adjourned at 2PM