

STATE UNIVERSITY OF NEW YORK  
COLLEGE AT OLD WESTBURY

Full Faculty Senate Meeting

Friday, September 20, 2024

12:38 p.m. - 2:46 p.m.

ALL MEMBERS OF THE CAMPUS COMMUNITY ARE WELCOME TO ATTEND

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

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

## MINUTES

I. **Call to Order** 12:38 Call to order

- **Faculty Present:** Joe Manfredi, Bonnie Eannone, Shiyama Vijayendran, Cody Garrison, Caudia Diaz-Combs, Renu Balyan, Shebuti Rayana, Tanya Thurman, Marissa Hoffman, Mohammed Khalifa, Svetlana Jovic, Stephanie Schneider, Kyle Anderson, Jeanne Shimizu, Amy Hsu, Blanca Rivera, Patrick O'Brien, Pascale Fils-Aiwe, Fred Fleisher, Patty Harris, Megan Valenti, Betty Berbari, Naomi Podber, Ozar Akgar, Xavier Marechaux, Lisa Chin, Kinning Poon, Bill Gillis, Alireza Ebrahimi, Juan Galvis, Yumi Nicholson, Nicole Sieben, Jessica Williams
- **Visitors:** Ryan Baker, Timothy Sams, Martha Santana, Danielle Collins, Mike Kinane, David Lanoue, Jo-Ann Robinson, Bryan Terry, Cheryl Wilson, Paul Ferrante, Betty Berbari
- **Approval of Minutes from May 17<sup>th</sup>, 2024 Full Faculty Senate Meeting**
  - Corrected spelling for two faculty members.
  - Minutes accepted by acclamation.

II. **Faculty Senate Chair's Report (Kyle Anderson)**

- The chair discussed issues facing the department. Thanks to Jillian Crocker, ARPT is now complete. ARPT needs departmental guidelines on the Faculty Senate Website. Most departments submitted their guidelines, but some are missing. Those are Chemistry & Physics, Math/CIS, Politics, Economics, Law, Public Health, and School of Professional Studies.
- A faculty senate website contains information about each committee, members, resolutions, and ARPT guidelines.
- A Bylaw working group was established.
- The faculty handbook is being worked on. Thanks to the new Provost, Dr. David Lanoue, for wasting no time in helping to draft the faculty handbook. We received thorough feedback from the FRRRC, including the BWG, ARPT, and the chairs of TLRC and PRODIG. David has helped synthesize this feedback and offered creative responses to it. We are still finalizing the next draft of the handbook, but once it is available, it will be shared with these same representatives of standing governance committees. We aim to disseminate and vote on this handbook by the end of the fall 2024 semester.

- Departmental Bylaws: Departments are being asked to draft up-to-date bylaws to define the membership, rights, and responsibilities of their respective communities, clarify processes related to departmental decision-making, and promote equity among departmental stakeholders. This will allow for flexibility while maintaining and establishing transparency about expectations for all of us. I have attached a sample of departmental bylaws, but departments have wide latitude in drafting a document that works for them.
- Strategic Planning: Thanks to Roger Mayer for agreeing to co-chair SPAAR. Strategic Planning is still ongoing. SPAAR has several meetings scheduled for this year. We are committed to having a strategic plan by the end of the fall 2024 semester.
- The chair reiterated the importance of this process in securing funding for new computers, lines, equipment, etc., and advocated for faculty involvement.
- Facilities: A timeline for completing the renovations to the NSB will be shared this week.
- The Green Committee and the SUNY Chief Sustainability Officer met to discuss planned or already underway improvements. Maureen Dolan organized this meeting.
- Other facility issues are ongoing, including difficulties with the shuttle schedule. It has been changed to align closer to the course schedule. The chair asks for patience with this process.
- The daycare is open. Joann Robinson has more information.
- There is more Asian American and Pacific-Islander content. 11% are AAPI, and this is increasing across the country. ANNHPI week is next week.
- Vacancies:
  - Micro-credentials committee (NCMCC). We are looking for a representative for the SOB.
  - ARPT is now filled.
  - ASCBD is seeking someone to fill the vacancy.
  - SCC (FJC)- 3 Vacancies (1 SOB, SAS, 1 at-large).
  - LEC is now filled.
  - FRRC is now filled.

### **III. President's Welcome (T. Sams)**

- The President is excited about the new faculty's diversity and expertise.
- President got guidance from SUNY for sharing new expectations about the protests last spring across other SUNY campuses. President thanked Kyle Anderson for taking an educational approach and ensuring our students were well-informed. Some other campuses had mass arrests, tent cities, and other disturbances.
  - Five points:
    - a)**    Posting parameters
    - b)**    IDs- show student IDs to officials (police) who ask.
    - c)**    Assemblies- time, place, and manner. To ensure educational programs are not interrupted.
    - d)**    No camping overnight
    - e)**    Institutional neutrality- this is consistent with other SUNY colleges.
  - The president urges faculty to stay alert and provide resources available to students, staff, and faculty as we approach October 7<sup>th</sup> and the upcoming election.

- Homecoming is approaching. Look for events to take part in.
- There are posters in classrooms for students who are in distress. They will be in the faculty offices next week.

#### **IV. Introduction of New Faculty**

- Introduction of new faculty
- Announcement of Chancellor's winners.
- History and legacy of Old Westbury. Remarks on how our legacy is worth considering recent geopolitical events.
  - The mission of social justice and how this helps improve Old Westbury's reputation within the SUNY system. Thank you to President Sams for his work on this.
  - Standing faculty governance is essential to work as direct democracy at Old Westbury.

#### **V. Faculty Governance Organization**

- Chairs of standing committees presented their committee charges.
  - APPC- Academic Policies and Practices Committee
  - ARPT- Appointment, Reappointment, Promotion, and Tenure Committee
    - a) There will be a workshop at the end of October or the beginning of November.
  - ASC- Auxiliary Services Corporation Board of Directors
  - CAP- Curriculum and Academic Programs
  - SJC-Student Conduct Committee
  - FUAC- Faculty University Awards Committee
  - LEC- Liberal Education Committee
  - FRRC- Faculty Rights and Responsibility Committee
  - SLC- Student Life Committee
  - TLRC- Teaching Learning Resources Committee
- Vision for shared governance. Chair shared his vision about shared governance and how each document shapes faculty responsibilities, expectations, and rights. The chair thinks this is the direction we are moving towards and is working with faculty to get these written and/or revised.
  - UUP Contract
  - Policies- system, and campus
  - Faculty Bylaws
  - ARPT Manual
  - Faculty Handbook
  - Chair's Handbook
  - Adjunct Faculty Handbook
  - Department ARPT Guidelines
  - Departmental Bylaws
- Parliamentary Presentation
- Q and A
  - Who gets to vote? What is the distinction between senators, full faculty, and lecturers?
    - a) The voting typically happens in faculty senate meetings because it is easier to establish a quorum. Departments can determine who is allowed to become a Senator and vote.

- When there is a resolution, there are two meetings. One is to introduce the resolution, and one is to vote on it. The resolutions are not binding.
- Martha Livingston stated that it is hard for new faculty to get onto the standing committees and urges people to look to serve through UUP. The Chair also mentioned ad hoc committees that come up occasionally.

#### **VI. IT Resolution (B. Gillis)**

- The resolution was emailed to all faculty.
- It was brought to Bill Gillis' attention by members of the IT department, who agreed to take it up.
- B. Gillis read out the resolution.
- Discussion:
  - Question- Why is this resolution part of the faculty meeting, not just HR?
    - a) HR still needs to resolve this issue. Faculty can also add any amendments.
    - b) Follow up on whether faculty can investigate this matter as well. There have been conversations with faculty and IT. Faculty, based on these conversations, noted a hostile working environment.
  - A motion to add a friendly amendment for a faculty investigation into the complaints brought forth by the IT department. R. Baker rejected this motion.
  - The only other vote of no confidence brought up by faculty was of a previous president.
  - Faculty said they cannot vote on this because of a lack of facts.
  - A. Babic said that there were meetings with HR and UUP. There were great files. The Union lawyers were brought in to deal with these issues.
  - Ryan Baker, an IT member, said he would take questions.
    - a) Breach Insurance- if any hackers steal personal information, OW must provide support reparations for that person whose data was stolen.
    - b) Faculty laptops are not being replaced every five years. It used to be that IT would be able to replace them. There are no longer laptops to replace faculty laptops since Mr. Pastine did not want to purchase new laptops.
    - c) IT staff are spread too thin, and longtime positions must be filled. One staff member quit within six weeks of being employed.
    - d) The last time there was a telephone system was five years ago. The phone system is antiquated. There is no one to answer calls in IT.
  - Another friendly amendment was raised—to put alleged in all the “whereas” statements in the resolutions. R. Baker agreed to this.
  - Motion to extend time by 15 minutes.
  - A faculty member wanted to add an amendment for HR to investigate this matter more expediently. Ryan Baker agreed to this.
  - A faculty member mentioned that this is a long-term IT issue. How does this issue fit into the systemic issues of IT? B. Gillis mentioned that many of these issues are caused by Mr. Pastine.
  - The Chair said that faculty can bring in specific language to the EC.
  - A faculty member mentioned that this resolution was brought forth by people with less power on campus. She mentioned that we need to support it since we are a social justice University.

- a) This was seconded by more faculty.
  - b) We can raise the issues. This is seen as a plea for faculty support.
- o The chair reminded everyone that this is not a binding resolution.
- o The IT department has the right to revise this resolution if needed.
- o Department senators should speak to their departments about this resolution to see how it impacts them.
- o The need for phones in Woodlands is an issue for faculty.

**VII. Bylaw Working Group Update (A. Ebrahimi)**

- Alireza introduced members of the committee.
- Significant change is defining which faculty can vote.
- Increase in professional employee representation in the Faculty Senate.
- Outgoing bylaws reviewed by FRRRC.
- Increase in membership on FUAC.
- There is still work to be done, but the faculty bylaws are expected to be completed by the end of the semester.

**V. UUP Report (A. Babic)**

- General membership meeting 10/1/24 at 1:30 on Zoom.
- Adjunct pay is up.
- Academics got a 3% pay raise.
- Professionals got a pay raise.
- Oct. 22<sup>nd</sup>, "Know your Rights" meeting.

**VII. New Business**

**VIII. Motion to Adjourn**

Motion to adjourn at 2:46.