

Fall 2005—Faculty & Professional Staff Meetings: Agendas & Minutes

September 9
October 18
November 15
December 13

Agenda: Faculty and Professional Staff Meeting

September 9, 2005
Lecture Center 102

1. Call to Order.
2. Reading and Approval of the Minutes of the Faculty & Staff Meeting of May 13, 2005 (attached).
3. Announcements.
4. Report of the President. “State of the College.”
Questions and action items from the floor.
5. Special Order: Introduction of New Faculty and Professional Staff.
6. Unfinished Business.
7. New Business.
8. Adjournment.

Minutes of the Faculty and Professional Staff Meeting

May 13th, 2005
Coykendall Science Building Auditorium

1. Call to Order – The meeting was called to order at 11:35 AM.
2. Approval of the Minutes of the Faculty & Professional Staff Meeting of March 22nd, 2005.
 - The minutes are approved as distributed.
3. Announcements
 - Glenn Geher (Psychology) – this Sunday, May 15th, is the New Paltz Regatta. This is the first year in which SUNY New Paltz will have a boat in the regatta.
4. Report of the President. See Attachment A for the President’s Report. Question and action items from the floor.

Responses to questions:

- *SUNY New Paltz Drug Use Policy*. There have been numerous meetings regarding the SUNY New Paltz's student drug use policy, and the college's policy will not be changed. Students expelled for violation can attempt to be re-admitted.
- *Renovation of the Student Union Building*. It's too early to know exactly what the schedule and process for SUB will be taken off-line for renovations, although it is unlikely to be completely off-line all at once. It was suggested that we look for opportunities to foster student-faculty interaction when planning these renovations.

He encouraged faculty to attend the May 24th picnic.

5. Reports and Action Items from Officers, Standing Committees, Ad Hoc Committees, and other agencies of the College Faculty. Questions and action items from the floor.
 - *Johanna D'Aleo (VP for Administration) - Budget Report*: See Attachment B. Questions included whether current budget policy may reward departments for spending any excess funds at the end of the fiscal year, and how units can deal with immediate and unexpected refurbishing/repair needs, predictions for next year's utility expenses, and where accessibility and improving Humanities (in terms of "openable" windows and air conditioning) fall in terms of budget priorities.
 - *Peter Brown, Budget, Goals, and Plans Committee*: Continuous consultation and transparency of process was encouraged. Specific highlights include:
 - i. Proposed an increase in adjunct faculty compensation to \$1,000 per credit taught. The adjunct base has been increased significantly and is a step in the right direction.
 - ii. Expanding the composition of Capital Planning Committee to include 2 faculty and 2 students, and this has been accomplished.
 - iii. The budget process in general seems to be in fairly good shape at this point, and the committee has met regularly with the administration.
 - iv. A budget calendar is available via the Internet:
<http://www.newpaltz.edu/budgetcommittee>
 - v. A budget survey was conducted ($N = 90$ faculty/staff). 60% reported having had a department meeting about their budget. 50% discussed hiring decisions regarding full-time staff. Lower percentages for future hires or decisions about part-time staff. Results will be available on the website.
 - vi. Peter thanked his committee and co-chair Mary Crier.
 - *Paul Zuckerman, Educational Technology Committee* – the committee met several times. The major work was done by the SCAP subcommittee, which turned back non-awarded funds to Computer Services. There has been some discussion of Banner, a new student records system that the college is being encouraged by SUNY to adopt (and which has the benefit of SUNY technical support), and the future possibility of wireless technology on campus. The administration is considering the implications of switching student records systems.
 - *Ed Lundergan, Organization Committee* – see Attachment C.
 - *Kevin Caskey, Curriculum Committee* – the committee regularly evaluates new courses, courses submitted for revision or for GE status, and new/revised programs. Specific points:
 - i. The committee now is involved in the commenting on program assessment plans. This is not an approval process, where revisions would need to be re-submitted to the Curriculum Committee.

- ii. In terms of GE courses, more courses have been submitted under the “ethical reflection” category than in the past, but few under the “information literacy” category.
 - iii. Unlike in past years, there is student representation on the committee.
 - iv. The committee has also discussed the trend toward 4-credit courses; implications of such changes need to be carefully considered.
 - v. New courses that are to be designated as writing intensive (WI) must be so independent of the instructor teaching a given section (some sections of a course cannot be WI while others are not).
- *Myra Mimplitsch-Gray, Personnel Task Force* – the Task Force has been established and constituted. There is a feeling that the issues are complex and diverse, and the task force plans to focus on flexibility versus standardization of procedure, communication/transparency, trust/justice, record-keeping (including the possibility of a move to electronic medium) and mentoring. The Task Force will hopefully have a report for this body for next Spring.
 - *Glenn Geher and Ben Endres, Academic Affairs Committee* –
 - i. AA Committee has been charged with reviewing the SEI process. An ad hoc committee was formed, and a report was shared with faculty. The most significant recommendations are present in the motion, which follows. There were other recommendations: revision of the core items on the current SEI for clarity, and more systematic alternative forms of teaching assessment.
 - ii. A motion, previously approved by the Academic Senate, was made:

“We move that the Academic Senate and full Faculty create a task force to reform the SEI as the Academic Affairs’ SEI Report suggests. Specifically, this task force should develop proposals regarding:

- A. SEI-item content including both universal (evaluative) and optional (assessment-based) items*
- B. Whether the SEI should be implemented in an on-line format; and if so, how.*
- C. A statement regarding the use of SEI data by all bodies involved in personnel decisions.*

This committee is to be comprised of an elected member of each of the five academic divisions in addition to the head of Institutional Research as an ex officio member.

The results of this task force would be presented to the Academic Senate in a timely manner (we hope prior to June 2006).”

Discussion ensued. Comments were made encouraging such a task force to (a) consult widely, including students; (b) include members of the ad hoc committee of the Academic Affairs Committee.

A motion was made to amend the motion to replace the sentence beginning with *“This committee is to be comprised of...”* with...

“The existing committee will act as the proposed SEI committee along with members of the administration who will be carrying out the SEI process.”

The amendment was seconded. A hand vote was taken, 15 for the motion, 30 against. The amendment did not pass.

A second amendment to the motion “Members of the former ad hoc committee who are interested would be encouraged to be part of this committee. We would also have a student representative provided by the Student Association.”

This motion was withdrawn.

A third amendment to the motion was made (including friendly amendments) – this statement is to replace the statement after “C.” in the original motion. “The committee formed to implement the SEIs will be comprised of an elected member of each of the five academic divisions (including any willing members of the former ad hoc committee), plus one undergraduate and one graduate student representative, and the head of Institutional Research as an ex officio member.”

Seconded. A hand vote was called. 27 for the motion, 14 against the motion. The amendment to the motion carried.

The question on the amended motion was called. The motion to end discussion carried unanimously.

A vote was then taken on the amended motion, which carried.

- *Academic Senate* – this report was postponed until the first meeting of the next semester.
- *Report of the Presiding Officer of the Faculty and Professional Staff*
 - i. The Presiding Officer thanked the chairs of faculty governance committees who have served this year, and called for more involvement in campus governance.
 - ii. There have been positive changes to improve the communication and consultation between the administration and faculty. The Presiding Officer sent a letter recently to the President asking for the faculty to hear from him more ways in which he believes that this trend could be continued.

6. Unfinished business

- No unfinished business

7. New business

- No new business

8. Optional reading of reports of Officers, Committees and other agencies of the College Faculty.

- None – several will be reporting in the Fall, including the personnel committees.

9. Adjournment – the meeting was adjourned at 1:51 PM

Respectfully submitted by
Douglas C. Maynard (Psychology)

Attachment A – President’s Report
Attachment B – Budget Report (VP for Administration)
Attachment C – Report of the Organization Committee

Attachment A – President’s Report

President’s Report Faculty and Professional Staff Meeting May 13, 2005

State Budget Update: As you’ll recall from my all-campus memo last month, we have an approved state budget with a fair amount of good news for SUNY and for New Paltz, including:

- Restoration of funding for negotiated salary increases (absence of which would have necessitated a tuition increase);
- No cuts to EOP;
- No adverse changes in the TAP program, and
- Improved base aid to our sister community colleges.

The Legislature and governor did not enact a rational tuition policy for SUNY, but debate on that topic will continue.

The college’s state allocation for 05-06 is larger than this year’s, partly because the salary increases for this year, including the lump sum payments and last summer’s contractual increases, are being paid to us now. A major objective in next year’s budget – as it has been in past years – will be hiring as many new full-time, tenure-track faculty as we can reasonably afford. Discussions among the Deans and the Provost on this topic are in full swing.

The most significant news for New Paltz is the approval of a \$10 million supplemental appropriation to renovate our Student Union Building. This will be the first significant infusion of money into this building since it was built 34 years ago. Just to reiterate and dispel any confusion, this appropriation is in fact the same funding that was included in last year’s budget but was vetoed by the governor. Fortunately, our legislators and students did not give up the fight. Our persistence has paid off. Perhaps this is restating the obvious, but these funds are not fungible; they cannot be redirected for other projects, nor are we receiving them in lieu of funds for other capital (much less operating!) needs. This was a capital need that resonated with our students and elected leaders, and I am very grateful for their support.

Construction/Physical Plant:

Renovation of van den Berg Hall is proceeding on schedule. We are ordering furniture and outfitting computer labs and smart classrooms while contractors test the heating and cooling systems. The building is scheduled to be “open for business” for the Spring 2006 Semester. The Athletic Center is currently a month behind schedule, but the Construction Fund continues to assure us that the work will be completed by late fall.

Projects on tap for this summer include:

- Installing new carpeting in the Library;
- Starting work on the Welcome Center in the HAB Lobby for a late fall completion;
- Repairing the stairs between the Library and the Lecture Center;
- Replacing some of the second- and third-floor windows in Humanities classrooms that do not open with ones that do (We’ve also bought 42 quiet fans for Humanities classrooms that aren’t air-conditioned. These ameliorative measures will help us while we work for eventual air conditioning on the third floor.);
- Installing an electronic classroom in Smiley Arts Building;
- Installing a Graphic Arts computer classroom in the Old Library;
- Painting, carpeting and interior work in College Hall and Bouton Hall, and
- Replacing windows in Capen Hall.

Fall 2005 Enrollment: Our yield activities paid off. Yield for freshmen jumped from 18 percent to 21 percent. My thanks to the faculty – and of course our Admissions staff – for helping us achieve this result. Given these yield numbers, we're going to have a big incoming class this fall – perhaps as many as 1,050 first-year students. The Provost tells me he's fairly confident that we have the staff, classrooms and resources to accommodate this group. The caliber of this incoming class is once again very high. In fact, 91.4 percent of our freshmen are coming from SUNY Quality Groups 1 and 2, up from 89.7 percent last year. Recall that as recently as fall 2000, only 59.7 percent of our first-year students were from these groups.

Our target for transfers this fall is 700, and we currently have deposits for 796. However, because the freshmen will take up most of the available housing on campus, we anticipate some melt from this group.

Mission Review: Our meeting in April with interlocutors from System Administration went well. I appreciate the involvement of the three faculty governance representatives who took part in this session. By late summer/ early fall, we should have a draft Memorandum of Understanding from System, which we will share with the campus community. Areas that System Administration thinks we need to work on include:

- Raising our four-year graduation rates
- Reducing our over-reliance on part-time faculty
- Addressing the fact that we lag behind other SUNY colleges in the realm of assessment.
- Generating more sponsored research (Here, I want to note that we've garnered some wonderful grants recently, including the renewal of the TRIO grant from the U.S. Department of Education, and Lawrence Fialkow's, National Science Foundation grant, just to name two!)

Faculty/Staff Campaign: If you haven't already given to the Faculty/Staff Campaign, it's not too late to do so. The campaign will wrap up at the end of June. We are currently at 30 percent participation, and our goal is 40 percent. Please show your devotion to the college yet again by taking part in the campaign. Thanks!

Commencement: I hope to see as many of you as possible at our two Commencement ceremonies. For me, these events are the most palpable reminder of why we're here and what an impact our work has.

All faculty/staff appreciation barbeque: And I certainly hope you'll come to the faculty and staff appreciation picnic on the Old Main Quad on Tuesday, May 24, from 11-2 p.m. My Cabinet colleagues and I will be serving up hot dogs, hamburgers, salads, chips, drinks with a side helping of gratitude for your hard and successful work this academic year.

Have a great finals week and a productive summer!

Attachment B – Budget Report (VP for Administration)**SUNY NEW PALTZ****State Purpose - Revenue and Expenditures****2004-05 Fiscal Year as of May 31, 2005****REVENUE**

	<u>Budget</u>		<u>Receipts</u>		<u>Receivable</u>		<u>Over/(Under)</u>
Fall Tuition \$	16,199,650	\$	16,048,833	\$	14,801	\$	(136,016)
Spring Tuition \$	15,230,950	\$	15,427,468	\$	136,236	\$	332,754
State Support \$	13,657,700	\$	13,657,700	\$	-	\$	-
Int, Fees, OH \$	536,200	\$	678,875	\$	-	\$	142,675
Unfunded salary increases \$	1,849,300	\$	1,849,300	\$	-	\$	-
EOP \$	877,893	\$	877,893				
Temp Allocations \$	198,280	\$	198,280	\$	-	\$	-
TOTAL \$	48,549,973	\$	48,738,349	\$	151,037	\$	339,413

EXPENDITURES

<u>Regular Payroll</u>	<u>Allocation</u>		<u>Expenditures</u>		<u>Encumbrances</u>		<u>Balance</u>
Non-Instructional \$	19,941,099	\$	17,464,186	\$	2,230,911	\$	246,002
Instructional \$	16,414,312	\$	14,054,038	\$	1,854,662	\$	505,612
Unallocated \$	217,071	\$	-	\$	-	\$	217,071
EOP \$	270,410	\$	242,739	\$	32,848	\$	(5,177)
Subtotal	36,842,892	\$	31,760,963	\$	4,118,421	\$	963,508

Temp Payroll

Non-Instructional \$	168,562	\$	374,618	\$	18,263	\$	(224,319)
Instructional \$	2,818,678	\$	2,684,318	\$	41,347	\$	93,013
Student Temp Service \$	384,362	\$	450,171		-	\$	(65,809)
Unallocated \$	350,000					\$	350,000
EOP \$	16,123	\$	42,424	\$	-	\$	(26,301)
Subtotal \$	3,737,725	\$	3,551,531	\$	59,610	\$	126,584

Other Than Personal Service

Supplies & Equip \$	1,782,585	\$	1,274,535	\$	286,734	\$	221,316
Contract Services \$	2,513,974	\$	2,155,140	\$	297,940	\$	60,894
Travel \$	361,251	\$	238,271	\$	65,158	\$	57,822
Utilities \$	2,600,000	\$	2,015,788	\$	86,803	\$	497,409
Academic Equip Replacement \$	119,580	\$	81,195	\$	37,256	\$	1,129
Unallocated \$	606	\$	-	\$	-	\$	606
EOP \$	591,360	\$	599,003	\$	2,049	\$	(9,692)
Subtotal \$	7,969,356	\$	6,363,932	\$	775,940	\$	829,484
Total \$	48,549,973	\$	41,676,426	\$	4,953,971	\$	1,919,576

Attachment C – Report of the Organization Committee
ORGANIZATION COMMITTEE
ANNUAL REPORT, 2004-05

Committee Activities:

- I Maintenance of Central Committees membership list (available at <http://www.newpaltz.edu/governance>)
- II Consultation on faculty governance issues:
- Electronic voting system for faculty meetings
 - Voting status of administrators at faculty meetings
 - Student membership on central committees
 - Adjunct faculty representation in governance
 - Evaluation of management/confidential administrators other than academic deans
 - Grievance procedure for personnel decisions
- III Elections:
- Final validation of Spring 2004 constituency elections
 - Compiling and distributing descriptions of Central Committees and their activities
 - Consultation with constituency governing bodies on Spring 2005 elections
- IV Plans for Next Year:
- Minor by-laws revisions
 - Continued discussion of adjunct representation, student membership on committees, and evaluation of management/confidential personnel

Committee Members:

Richard Bodenschatz, Enrollment Management
Barbara Chorzempa, Education
Heather Gillman, Admissions
Gwen Havranek, L A & S
Ping Jin, Music
Reif Kanan, Business
Edward Lundergan, Music (Co-chair)
Stephan Macaluso, Library (Co-chair)
Larry McGlinn, Geography
Andrea Noel, Education
Tom Meyer, Education
Jin Park, Computer Science
Sangsook Park, Art Education
Francis Paz, English

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FACULTY AND PROFESSIONAL STAFF MEETING

Tuesday, October 18, 2005

11:30-12:15

Lecture Center 108

Revised Agenda

1. Call to Order.
2. *Approval of the Minutes of the Faculty & Professional Staff Meeting of September 9, 2005.*
3. Announcements.
 - Robin Cohen
4. Report of the President. Questions and action items from the floor.
5. Action items from Officers, Standing Committees, Ad Hoc Committees and other agencies of the College Faculty. Questions and action items from the floor.
 - Bernadette Morris & Richard Bodenschatz.
 - Academic Senate Motions:
 - i. “The Academic Senate concurs with the recommendations of the GE Board and the College Curriculum Committee, and recommends that the critical thinking assessment be done using rubrics instead of a standardized test.”
 - ii. “The Academic Senate permits the College Curriculum Committee to approve course proposals developed by adjunct faculty.”
6. Reports of Officers, Committees and other agencies of the College Faculty.
 - Elaine Hofstetter, Tenure and Reappointment Committee.
 - Johanna D’Aleo, Report on the Budget.
7. Report of the Presiding Officer of the Faculty and Professional Staff. Questions and action items from the floor.
8. Unfinished business.
9. New business.
10. Adjournment.

Minutes of the Faculty-Staff Meeting

September 9, 2005

Lecture Center 102

I. Approval of Minutes

The minutes of the May 13, 2005 faculty meeting were approved as written.

II. Announcements

A. Melanie Hill announced that the UUP Women's Rights and Concerns Committee will be conducting a survey on parenting in Academia. The survey will address the beliefs and experiences of women and men, faculty and staff members.

B. Nancy Schniedewind announced the 11th Annual Multicultural Conference at SUNY New Paltz on November 4. The keynote speaker is Pedro Noguera of NYU.

C. Elizabeth Brotherton announced the New York Conference for Asian Studies, which will be held at SUNY New Paltz on September 30th. Students and faculty from New Paltz may attend panel discussions for free.

D. Gerald Benjamin announced the common reading for the "One Book, One New Paltz" program from November 1 to 7. The book that has been chosen for the program is *The Curious Incident of the Dog in the Night-Time* by Mark Haddon. Rachel Rigolino and Dean Benjamin will provide more details about events connected to this program.

E. Wilma Feliciano announced the production of "Anna in the Tropics" a Pulitzer Prize winning play. The production represents a collaboration by a number of departments on campus and will be performed on October 27 at 8:00pm in McKenna Theater.

F. Carole Cowan of the Music Department announced a performance by David Krakauer and the Hudson Valley String Quartet, September 13 at 8:00pm in Studley Theater. The concert will include works by Osvaldo Golijov, Prokofiev, and George Gershwin.

G. Heather Hewit, Chair of Women's Studies, announced a conference on "Women, Gender and Science" on October 22, 2005. The keynote speaker is Evelyn Fox Keller and there will be a number of panels. The conference is free to New Paltz students.

H. Frank Trezza of Theater Arts announced a performance by Bill Irwin, a Tony Award winning actor, Friday, September 16 at 8:00 pm in Studley Theater. Tickets are \$65 for premium seats, \$45 for general admission and \$25 for students.

I. Itty Neuhaus announced a presentation by Jonathon Talbot, visiting artist: Lecture Center 102, Wed, Sept 14 at 7:30 pm.

J. John VanderLippe announced the retirement of Gary Kitzmann as Faculty Senator. The executive committee is presenting Dr. Kitzmann with a gift certificate for dinner at the Mohonk Mountain House out of gratitude for his work on behalf of the faculty.

III. Report of the President

President Poskanzer provided a "State of the College" address, which he intends to make a tradition at the first faculty meeting of the year. In the interest of time, he did not respond to questions or comments after the address (see Appendix A).

Before beginning the formal address, the President commented on some of the ways that the college has responded to the crisis created by Hurricane Katrina on the Gulf Coast. New Paltz has accepted three students for the fall semester from universities in and around New Orleans and will likely accept at least one more in the spring semester. The college will charge in-state tuition for these students, and any fees, including room and board, will be waived.

IV. Report of the Presiding Officer

John VanderLippe discussed several on-going efforts in his work as president of the faculty.

A. He has sought to have one faculty representative on the Capital Planning Council and to have at least one open meeting of this body.

B. Mission Review 2: SUNY System Administration is developing this plan for the future of the University. Relevant documents from this project will be posted on the web. A “memorandum of understanding” related to this mission review will also be posted this fall.

C. The Personnel Task Force, formed last year, continues its work to look into the processes of reappointment, tenure, promotion and merit increases to make sure that these processes are as open and as fair as possible.

D. The Organization Committee is currently certifying election results. It is also considering the integration of part-time faculty into the governance process.

E. Middle States Review: Every ten years the college is reviewed by this accrediting body. Currently, a committee of faculty, staff and administrators is preparing a five year interim progress report, which will be posted for faculty and staff comment.

V. Introduction of New Faculty and Staff

New faculty and staff were introduced by their department chair or relevant supervisor.

VI. Unfinished Business

There was no unfinished business.

VII. New Business

There was a motion from Glenn Geher, chair of the Academic Affairs Committee:

“I move that the Academic Affairs Committee develop a recommendation regarding communication using campus-wide electronic resources.”

The motion was motivated by several recent controversies involving listservs on campus, including the recent termination of a listserv and website used by the Adjunct Faculty Association.

In the discussion of the motion, it was suggested that Academic Affairs consult with computer services in its consideration of this issue. Glenn agreed that such consultation was consistent with the spirit of his motion.

Eugene Heath questioned whether Academic Affairs was the appropriate committee to address this question. He also suggested that the charge of the committee was not clearly specified enough in the motion.

There was then discussion about whether a new committee should be formed to address this question.

The question was called. A strong majority supported calling the question.

The motion was then passed in an oral vote.

VIII. Adjournment

There was a move to adjourn from the floor, which carried overwhelmingly.

Respectfully submitted,

Ben Endres

Appendix A: Report of the President: The State of the College, September, 2005

President's State of the College Address

September 9, 2005

Colleagues both old and new, welcome to the start of the College's 178th year!

It's been my practice, at the first faculty and staff meeting, to make some observations about long-range issues. Starting today, I want to formalize this custom. I shall devote my report at our initial fall meeting to the "State of the College": what we have accomplished in the recent past; where we stand; and what we must do together to realize our aspirations.

It's wise to take the institution's "pulse" at regular intervals, to talk about what we have found and what it means. Successful colleges rely on carefully-tended bonds of trust and respect between students and faculty; between faculty and administration; between staff in different units; and among faculty colleagues. Such trust and respect are promoted by sharing information, by appropriate consultation on matters of mutual interest and responsibility, and by clear channels of communication. My hope is that by giving a "State of the College" speech each fall we can launch every academic year in a spirit of collective commitment to New Paltz.

In April 2004 when I was inaugurated as president I confidently declared that New Paltz was poised to be "the site of the finest and most intellectually engaging undergraduate education in the State University of New York and a worthy rival to fine liberal arts colleges across the nation." Over the last year, my conviction that such excellence is within reach has only strengthened. We have:

- Recruited our most academically-talented freshman class-as the *Times Herald-Record* declared on its front page-"SUNY New Paltz Students Are Smarter Than Ever."
 - This fall, the average SAT for our freshmen is 1160, with a high school average of 90.
 - Six years ago, 59% of our freshmen came from the top two SUNY Quality Groups. This year 94% come from those Groups.
 - And we're also proud of the diversity of our entering class, with more than 21% coming from historically under-represented groups.
- We recruited 23 new full-time faculty to join us this fall, with 25 new and continued searches-four more than we initially thought we could afford-already underway for next year.
 - While we don't keep formal tallies, the deans and the provost tell me that we've never done so well in landing our first-choice candidates.
- We secured a huge slice of additional state funding-\$10 million!-to renovate and build an addition to our Student Union Building;
 - As a reference point, until 2005, New Paltz's historical total of special appropriations from legislators was only \$300,000.

- A series of construction projects are improving the beauty and functionality of the campus.
- Finally, in 2005 we set a new record for fundraising-more than \$2.5 million, including a one million-dollar bequest for recruitment scholarships for high-achieving students.

In the midst of this good news, New Paltz also has some genuine vulnerabilities. As part of Mission Review, SUNY has pushed us to address several longstanding problems; I expect many of these same deficits will draw criticism when we submit our Periodic Review to Middle States in 2006.

- First, as a cost-saving measure, the college has for years relied too much on part-time faculty to teach both general education and major courses. The remedy is simple: we need more full-time faculty and we need to reduce the proportion of key courses taught by adjuncts.
- Second, notwithstanding our past achievements, we must raise the profile of our entering classes even further.
- Third, our graduation rate is too low-especially the four-year rate that is the norm at other selective colleges. According to our most recent data, only 28% of entering freshmen graduate in four years and only 54% in six years. In comparison, the six-year rate at Geneseo is 78%!
- Fourth, New Paltz does not garner enough external research funding, particularly given the scholarly bent of our faculty.
- Fifth, our assessment efforts lag behind those of other campuses. We do not yet have a culture of seriously assessing student learning outcomes-led as it must be by faculty champions.
- And last, while our balance sheet is in the black, we do not have enough money to do all that we need and want to do. Which means we must continue to make smart and sometimes hard choices.

Two years ago I promised to meet with every academic and administrative unit on campus to listen and learn about their work, to discuss the college's future, and to ensure that our choices for New Paltz are well-informed. I've kept that promise, holding almost 70 such meetings. In addition, I've been meeting regularly with elected faculty governance, UUP and CSEA leadership. And I've been having focused discussions with the academic deans and senior administrators to build a stronger sense of teamwork and shared goals.

An essential part of my duties as President is to position New Paltz for success and prominence in a rapidly changing and highly competitive environment. Let me share with you where New Paltz is headed-and how with your help and leadership we shall get there.

I suspect that much of what follows will not sound "new." That's because it isn't. Indeed, the key tasks before us have been central to our identity and aspirations for more than two decades. Most can be traced back to the work of previous generations of administrators and faculty leaders, to past strategic efforts and planning documents, and to our prior conversations.

While we've made great progress, our work is not yet done. So what remains on our "To Do" list? I see eight items:

First, we must continue raising the academic quality and selectivity of our students. We shall do this while remaining a very diverse institution in terms of student ethnicity, socioeconomic status, geography, and intellectual interests.

Our current undergraduate size (about 6,600) suits us well, and we have no plans to grow. But our focus on ratcheting up student quality-which has its roots in the Chandler presidency and continued under Roger Bowen-must remain a priority. Demographers tell us that high school graduating classes in New York State will grow in size until 2009 but dip modestly

thereafter. That's why New Paltz should seize the next few years to lock itself into position as a school of choice.

Primary responsibility for this falls upon Enrollment Management, but we all play a supporting role. Last spring, to ensure that more of the students we most wanted actually came, faculty worked the phones to recruit students. We also consciously made summer Orientation part of our recruitment strategy. The net result was a nearly 40% jump in our yield rate for the highest-achieving students, and a freshman class that was better-and, unpredictably, bigger-than we'd expected.

To successfully recruit the best students, we must offer competitive scholarships. Doing so is consistent with our push for quality and our pledge to educational access. My responsibility: keep raising money to endow such scholarships.

Second, we must hire and retain faculty who are serious about both their scholarship and teaching. New Paltz faculty will be gifted at and care about their teaching. But they will also be meaningfully and consistently engaged in peer reviewed scholarship and creative activity. The pace and volume of such scholarly and creative activity will be more modest than is the case for faculty at a research university, but the quality will still be high.

Having wise colleagues make tough calls about recruitment, reappointment, tenure and promotion is how the academy ensures its quality and independence. So I am pleased that this year a faculty governance task force will look at these personnel processes to eliminate discrepancies and gaps across departments and schools, and to help our central committees and academic administrators carry out their duties even more effectively. The good ideas that emerge from such consultation-along with improved communication with junior faculty-can dispel confusion and lessen unnecessary anxiety.

Third, we must teach a curriculum that prepares students for their careers and lives.

New Paltz students will be taught by faculty who take teaching and learning seriously, beginning with a general education curriculum that is the focus of one's first years at the college and is designed by our faculty to impart content and build competencies grounded in the liberal arts. There will be regular dialogue among faculty about effective pedagogy, and we will use technology and provide access to information that helps teachers teach and students learn. Part of our teaching responsibility is assessing whether students are in fact learning and growing at the high levels envisioned by our curriculum.

Our faculty's ownership of and pride in our curriculum are admirable, especially our tradition of regularly revising our General Education requirements. The Curriculum Committee will continue to safeguard the depth and heft of New Paltz academics. And as we push to raise our graduation rate-a need that was identified in the college's 1999 strategic plan-our Gen Ed offerings assume even greater importance. Our students ought to view General Education courses as intellectual appetizers that lead to the careful choice of a major. Gen Ed is not a prescribed dose of castor oil to be swallowed at the tail end of one's college career.

To support teaching, we've also put more money into academic equipment and library collections, along with a new budget item for classroom upkeep.

Next, we must link student intellectual growth with faculty scholarship.

Our faculty's excitement about their own research and creative activity should inspire students, both in the classroom and in focused capstone experiences for undergraduates (For example, joint faculty-student research; faculty-mentored student research; internships; teaching practica; exhibitions and recitals). Connections between undergraduate learning and faculty scholarship will be an important part of what makes New Paltz different from

community colleges, research universities and less-distinguished comprehensive and liberal arts colleges.

Those of you who attend our annual Research Symposium know how profoundly excited students are about their first scholarly achievements, and how this experience opens new career vistas. I'm grateful to the faculty who've supervised such research, and believe we should do more to support and reward their efforts. So we have earmarked \$90,000 each year to fund semester- or summer-long faculty and student research projects, with awards ranging from one to three thousand dollars. This will bring us closer to making a capstone available for all New Paltz students who want one. Of course, some faculty's research and creative agendas will not lend themselves easily to student involvement, and we have a duty to support their research, too.

I look to the Provost and the deans to begin discussions with faculty about how best to link student learning and faculty scholarship, and here I also expressly request guidance from faculty governance on whether we should constitute a Student Research and Creative Activity Board that might function like our Writing Board.

Fifth, our residential character must reinforce our educational goals.

To realize our ambitions, most of our undergraduate students will live on campus and many faculty and staff will live in close proximity to campus. We want to offer a rich and lively co-curriculum that

- reinforces what students learn in the classroom;
- responds to students' interests; and
- takes full advantage of New Paltz's extraordinary geographic location.

The intellectual and social life of the campus should draw substantial numbers of faculty, staff and students to events during evenings and on weekends. And we must pay more careful attention to the campus' physical appearance and maintenance, which reflect our values and affect our morale.

We need to create physical spaces and offer programs that let us all reap the benefits of living, learning and laboring in a residential college. Topping this list, our Student Union Building should become a true agora: our public gathering place. Fortunately, we now have the means for this project, and this fall we'll convene a broadly representative group to identify priorities for the SUB renovation.

Which brings me to a sixth objective, which is meeting student needs. Faculty and staff alike must appreciate-and demonstrate through our actions and attitudes-that meeting student needs is vital to the institution's success. We must understand the services that students require to achieve their goals and our administrative processes and policies must help us provide those services.

Student-centeredness was a defining element of the 1999 strategic plan, and it remains critical today. The hours we are open to do business; the times when classes are scheduled; the availability of food service for evening students; the attention paid to advisees; and the courtesy and care shown when answering the phone or dealing with a frustrated parent-all contribute to lasting impressions. As part of our assessment efforts, we shall collect and analyze data on new students' expectations and their subsequent experiences. And I've asked the Human Resources office to offer training that promotes high levels of service to students, parents and faculty, as part of a broader staff development mission.

An important component of student service is the administrative computing system that allows us to keep records, generate bills, and calculate financial aid. Ever since we started using computers, we've relied on "home grown" programs to support such activities, while

more and more colleges have switched to widely-available, well-proven suites of computer programs developed and supported by national firms. SUNY is urging campuses to migrate to the Banner system currently used by 11 of the 13 comprehensive colleges; non-Banner campuses have been offered significant financial incentives to convert. Having talked with the affected offices and several Banner campuses, we have decided that this is the time for New Paltz to switch. With this change, the college can have more efficient and rational student services. Equally important, we will no longer be vulnerable to the collapse of locally written programs that already show strain and that very few programmers know how to fix. A successful Banner conversion will require staff training and more staff.

Seventh, we must address regional economic and schooling needs. We will be a willing partner-and supplier of talent in the form of graduates and faculty expertise-to local business and industry, school districts, and social service agencies. With the exception of our MFA programs that have national reputations, meeting such regional needs will be the principal focus of our graduate programs, whose quality we also seek to enhance.

Faculty and decanal leadership ensure that our programs meet these academic and community service goals. Our graduate enrollment is currently about 1,400, and there is some room to grow in selected areas. One exciting recent example is the Psychology Department's revised graduate clinical program that will link to a new program leading to an M.S. in school counseling. We are searching for new faculty to launch this track, which will fill a gaping need in local schools.

Eighth, New Paltz will be a cultural and intellectual hub for the mid-Hudson region.

Our fine and performing arts events, athletic contests and public lectures should be magnets that draw friends and fans to the college. We will proudly proclaim our cultural and economic impact, and aim to be celebrated as a regional resource and gem.

Last year I trumpeted to local audiences how the college contributes almost \$200 million annually to the mid-Hudson economy. We'll update these figures regularly to build appreciation of New Paltz's importance. A Welcome Center will open in the Administration Building lobby next spring to provide visitors with maps, parking passes and information about our academic and cultural offerings. And in the meantime, a Branding Task Force that includes faculty and staff is researching our image among key stakeholders and will develop strategies to market the college skillfully.

Everything I have been speaking about today-from the people we recruit to how we carry out the tasks of teaching and discovery-lead to two fundamental outcomes: first, the meaning of a New Paltz degree and second, how we build academic quality. Let me conclude by making a few observations on each, explaining why they encapsulate the raison d'etre of the college.

What a New Paltz degree should mean.

If we all do our work brilliantly, staying true to both the formal requirements and the animating spirit of the curriculum, undergraduate students will graduate from New Paltz, typically within four years, with:

- (a) a solid general education core upon which their academic major and their preparation for graduate study or a career will rest;
- (b) they'll graduate with intellectual confidence and curiosity;
- (c) with a sophisticated understanding of the diversity and complexity of the world in which they will live and work;
- (d) they'll graduate having worked closely with a faculty member on a capstone experience that demonstrates intellectual maturity;
- (e) and with at least one faculty mentor with whom they expect to keep in touch; and

(f) they'll graduate with a genuine appreciation as alumni that their time here has changed their lives for the better.

Such graduates will make a positive difference in our world and support the college as it Builds academic quality.

Through our faculty's research and creative activity, new knowledge will be created and a richer understanding will emerge of our world and lives. This in turn will raise both the profile and reputation of individual faculty and the stature of the college, which enhances our ability to recruit talented faculty and students.

I am excited by the way in which our success promises to reinforce itself in a continuous "feedback loop," where each set of accomplishments makes it easier to rise to the next level.

The central tasks I have articulated must drive our budget and operational goals, including new investments and reallocations of effort and/or resources. While much of the necessary work is already underway, it will still take years to complete our "To Do" list-so we must measure our progress toward these goals with appropriate data, share the results broadly, and discuss how we are doing with interested constituencies.

New Paltz can and should be an elite, highly selective, residential public college. That is our overarching objective. And all of us are engaged in the same academic enterprise, whether we share knowledge directly with students, create new knowledge ourselves, or enable others' learning and discovery. We must always keep this unity and nobility of purpose in mind.

Thank you.

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FACULTY AND PROFESSIONAL STAFF MEETING

Tuesday, November 15, 2005

11:30-12:15

Lecture Center 108

Agenda

1.Call to Order.

2.*Approval of the Minutes of the Faculty & Professional Staff Meeting of October 18, 2005.*

3.Report of the President. Questions and action items from the floor. Steven Poskanzer

4.Action items from Officers, Standing Committees, Ad Hoc Committees and other agencies of the College Faculty.

• Academic Senate Motions:

- i. "The Academic Senate concurs with the recommendations of the GE Board and the College Curriculum Committee, and recommends that the critical thinking assessment be done using rubrics instead of a standardized test."
- ii. "The Academic Senate permits the College Curriculum Committee to approve course proposals developed by adjunct faculty."

- iii. “Be it resolved that the Academic Senate of SUNY New Paltz support the SUNY Faculty Senate proposed resolution on the Academic Bill of Rights of October 29, 2005.”
- iv. “The Academic Senate moves that a student listserv be created for the distribution of coursework-related surveys. Students would have the option to unsubscribe from this listserv.”
- v. Be it resolved that the Academic Senate support expanding the SUB advisory committee to increase student, faculty and staff membership.
Be it further resolved that the details be worked out at the next SA/RHSA/Presidential cabinet meeting.

5. Reports of Officers, Committees and other agencies of the College Faculty.

- “Unlocking the Mystery.” Bernadette Morris & Rich Bodenschatz
- Budget. Johanna D’Aleo
- Promotion & Salary Increase Committee. Carole Cowan

6. New business.

7. Adjournment.

Minutes of the Faculty and Professional Staff Meeting
October 18, 2005
Lecture Center 108

1. Call to Order – The meeting was called to order at 11:35 AM.

2. Approval of the Minutes of the Faculty & Professional Staff Meeting of September 9, 2005.

- The minutes are approved as written.

3. Announcements

- Robin Cohen—UUP Rep to SEFA announced the kick off to 2006 SEFA campaign, noting letters would soon be arriving
- Tonda Highly and Steve Deutsch—announced new CAS internship competition to provide stipends to SUNY students engaged in non or low paying professional internships, funding for 6 each semester and 4 in the summer. Application forms were handed out, and are available on the H drive
- Major Connections has funding for \$10,000 worth of programming for refreshments and can provide up to \$250 for outside speaker fees
- Stella Turk announced the Speech Language Hearing center is undergoing accreditation process and invited all to a public meeting on Nov 7 in HUM 22 from 5-6 pm
- Heather Hewitt reminded faculty about the upcoming Women’s Studies conference Sat. Oct 22 on Women, Gender and Science
- Donna Goodman announced the UUP is sponsoring a talk on AFL-CIO split Oct 26 at 8 pm in CSB auditorium

4. Report of the President. See Attachment for the President’s Report. Question and action items from the floor.

President announced that the SUNY system was being more aggressive in seeking additional

funding during ongoing legislative hearings on the budget. Provost Lavallee is serving on the Committee to Rev. the Budget Process.

Responses to questions:

- *Funding in New Paltz Budget request for adjunct salaries.* President said the campuses were asked to provide information on four areas of need in preparing budget requests: 1) need for full time tenure track lines 2) technology resources and needs 3) public service projects and 4) enrollment needs
- *Increased class sizes at New Paltz this semester.* No official policy to try and grow the incoming classes, some increase a function of salary increase provided to adjuncts last year.
- *Student-Faculty Research monies.* Working with faculty governance to develop criteria and eligibility, over 30 awards worth up to \$90,000 total are expected this year. The President responded that these monies are in addition to other available professional development funds and were not a replacement of those funds.
- *Adjunct Salaries.* Faculty asked the President and Provost to provide a public information session on the trade-offs involved in increasing salary of adjuncts, class size, and hiring full time lines so process is clear and transparent. The provost agreed to such a session in the near future.

5. Reports and Action Items from Officers, Standing Committees, Ad Hoc Committees, and other agencies of the College Faculty. Questions and action items from the floor.

Elaine Hofstetter—Tenure and Reappointment Committee Report

Recommendations: The committee made four recommendations for preparing future dossiers based on the experience of reviewing last year's 56 dossiers:

- a) each school/college should host a workshop on dossier preparation;
- b) letters written by Chairs and Deans should be clear and direct and specific to the individual being reviewed, and signed by all members of any subcommittees;
- c) faculty personal narratives need to conform to guidelines posted on the web;
- d) dossiers need to be organized along the guidelines posted as well.

Reporting on last year's work, the Chair noted that 56 dossiers were evaluated

In 51/56 cases, the committee's recommendation was in unanimous agreement with all other recommendations of subcommittees, chairs, deans and the President and Provost;

In 1/56 cases, the committee disagreed with a Dean's recommendation;

In 2/56 cases, the committee disagreed with a Chair's recommendation;

In 3/56 cases, the committee disagreed with decision of the Provost/president.

She finished by noting that LA&S needed to replace the vacancy left on the committee by Tom Olsen's sabbatical.

6. A motion was made to have the remainder of the agenda left to unfinished business for the next faculty meeting. The motion carried.

7. Adjournment – the meeting was adjourned at 12:22

Respectfully submitted by

Kathleen M. Dowley, Political Science

President’s Report
Faculty and Professional Staff Meeting
October 18, 2005

At the first Faculty and Professional Staff meeting of the year, I spoke about the steps we should take as a campus community in the coming years to help make New Paltz an even more outstanding college. (You may wish to refer to my speech at: <http://www.newpaltz.edu/president/stateofthecollege.html>). At the outset of this periodic report, I wanted to reiterate the eight items on our “to-do” list:

1. We must continue raising the academic quality and selectivity of our students. We shall do this while remaining a very diverse institution in terms of student ethnicity, socioeconomic status, geography, and intellectual interests.
2. We must hire and retain faculty who are serious about both their scholarship and teaching.
3. We must teach a curriculum that prepares students for their careers and lives.
4. We must link student intellectual growth with faculty scholarship. Our faculty's excitement about their own research and creative activity should inspire students, both in the classroom and in focused capstone experiences for undergraduates. To this end, we have earmarked \$90,000 each year to fund faculty/student research projects.
5. Our residential character must reinforce our educational goals. We want to offer a rich and lively co-curriculum that
 - reinforces what students learn in the classroom;
 - responds to students' interests; and
 - takes full advantage of New Paltz's extraordinary geographic location.
6. We must meet student needs. This means understanding the services that students require to achieve their goals and making sure that our administrative processes and policies help us provide those services.
7. We must address regional economic and schooling needs. We will be a willing partner-- and supplier of talent in the form of graduates and faculty expertise -- to local business and industry, school districts, and social service agencies.
8. New Paltz will be a cultural and intellectual hub for the mid-Hudson region. Our fine and performing arts events, athletic contests and public lectures should be magnets that draw friends and fans to the college.

These tasks must drive our budget and operational goals, including new investments and reallocations of effort and/or resources. While much of the necessary work is already underway, we will still need to measure our progress toward these goals with appropriate data, share the results broadly, and discuss how we are doing with interested constituencies.

I will be happy to take questions about this speech--as well as any other topics--at our meeting next week.

Enrollment Management: Our growing popularity has made it necessary for us to close transfer

admissions for Spring 2006 in September -- even earlier than in previous years. Traditionally, we have taken 300 transfer students for the spring semester, but this year we only have capacity for 200 given the large freshman class and the large number of continuing students. We have historically accepted transfer students on a first-come, first-served basis. However, going forward, we will base admissions decisions for transfers who apply to New Paltz without an A.A. or A.S. degree on high school transcripts and SAT scores as well as college transcripts.

Construction: This summer, the campus completed several construction projects and made progress on several others.

- The van den Berg Hall renovation will be finished shortly and the School of Business and Nursing Programs will move into the new space in time for the beginning of spring semester. The building's HVAC system is up and running and all rooms have been painted on the 2nd and 3rd floors. Fire alarms are being installed and punch list work is nearly done.
- We are told the new Athletic and Wellness Center will be completed by the end of December, a few months behind schedule. We are seeking recompense for financial losses we suffer because the project will not be completed when expected.
- This summer we removed existing carpet, abated vinyl asbestos tile, installed new carpet and replaced all windows in Capen Hall. We refurbished the common areas in Bouton and College Halls, and will make similar upgrades in other halls next summer. In addition, the final phase of our total overhaul of the residence hall fire alarm system was completed ahead of schedule to accommodate occupancy by the Empire State Games athletes in late July.
- We opened a west entrance to campus—known as Hawk Drive—off Route 208. Landscaping work is being done along the new entrance road.
- Our renovated tennis courts, athletic fields and dugouts are now sporting New Paltz blue and orange. Our four racquetball courts have also been repaired.
- In the Old Library, we are creating new graduate student space and a 20-station teaching/working computer lab for the Graphic Arts program. Completion is expected next month.
- In the Sojourner Truth Library, new carpet was installed on much of the main floor.
- College Hall has new doors. They are manually operational at this point and automation for the openers is being installed as I write. The card swipe installation will soon follow.
- The Student Union Building renovation will be led in conjunction with the New Paltz Facilities Management Office by Vice President for Student Affairs Dave Rooney, who managed a similar project at California State University, Sacramento. A committee that includes three students, John VanderLippe (Presiding Officer of the Faculty), Ray Schwarz (Associate Vice President of Student Affairs), and Sue O'Driscoll (Student Activities Director) has been formed to advise Dr. Rooney. A Request for Proposals for selection of a architectural firm has been advertised. The program study and design will follow through Summer, 2007.
- Middle States Periodic Review: The campus committee working on our five-year Periodic Review Report for Middle States Commission on Higher Education convened this week to make assignments for sections of the report. The committee includes:
 - Mick Adams, Professor, Mathematics
 - Kristin Backhaus, Assistant Professor, School of Business
 - Mary Beth Collier, Executive Assistant to the Provost, Academic Affairs
 - Johanna D'Aleo, Vice President, Administration
 - L. David Eaton, Vice President, Enrollment Management

Laurel Garrick Duhaney, Associate Provost, The Graduate School
David K. Lavalley, Provost and Vice President, Academic Affairs
Kelli Parmley, Assistant Vice President, Institutional Research
John VanderLippe, Presiding Officer, Faculty Governance
Shelly A. Wright, Executive Assistant to the President, President's Office

A draft report will be available early in the spring semester for campus review.

As I write this report, we are gearing up for Alumni Reunion Weekend. I hope to see lots of faculty and staff attending the weekend's events.

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FACULTY AND PROFESSIONAL STAFF MEETING

Tuesday, December 13, 2005

11:30-1:30

LC 102

Agenda

1.Call to Order.

2.*Approval of the Minutes of the Faculty & Professional Staff Meeting of November 15, 2005.*

3. Announcements.

4. Special Order of Business: Motion from the Academic Senate (see Attachment A).

5. Report of the President. Questions and action items from the floor.

5a. Provost's Report on Budgetary Matters. David Lavalley.

6. Reports of Officers, Committees and other agencies of the College Faculty.

- "Unlocking the Mystery." Bernadette Morris & Richard Bodenschatz.
- Dean of Graduate Studies. Laurel Garrick-Duhaney

7. Action items from Officers, Standing Committees, Ad Hoc Committees and other agencies of the College Faculty. Questions and action items from the floor.

- Academic Senate: Resolution on New York State College of Ceramics (see Attachment).
- Organization Committee. Mary Kahl & Stephan Macaluso.

8. Report of the Presiding Officer of the Faculty and Professional Staff. Questions and action items from the floor.

9. Unfinished business.

10. New business.

11. Adjournment.

Attachment A: Motion on Black Solidarity Day from the Academic Senate

“WHEREAS Black Solidarity Day is a national event that has take place since 1969, and

WHEREAS Black Solidarity Day has been celebrated at SUNY New Paltz since 1971, and

WHEREAS approximately three hundred students participate in Black Solidarity Day each year, and

WHEREAS this event always occurs on the first Monday in November, therefore

BE IT RESOLVED that it is required that no tests, quizzes, or graded material of any kind should be issued or due on Black Solidarity Day, and that students who are participating in Black Solidarity Day should notify their professors beforehand, and that these students will not be held accountable for absence on Black Solidarity Day.”

Attachment B: Resolution in support of NYS College of Ceramics, from the Academic Senate:

**University Faculty Senate
141st Plenary Meeting
Empire State College
October 29, 2005**

Resolution in Support of NYS College of Ceramics

Whereas the University Faculty Senate of the State University of New York is deeply concerned by the treatment of our colleagues at the NYS College of Ceramics (NYSCC) at Alfred University.

Whereas the University Faculty Senate supports the actions of system administration and the SUNY Board of Trustees in their efforts to restore the College’s SUNY identity and the integrity of the College’s governance as originally intended by the laws establishing the statutory colleges.

Be it resolved that the University Faculty Senate endorse the NYSCC faculty’s principles of:

1. Support for the NYSCC statutory mission
2. Support for a stand-alone NYSCC unit head in the college that is a joint appointment by SUNY and AU
3. Support for statutory faculty’s participation in the search for a NYSCC unit head
4. Support of meaningful shared governance including participation in policy development, strategic planning, budget process, etc.
5. Support for SUNY representation on the Alfred University Board of Trustees, and

Be it further resolved that the University Faculty Senate encourage the campus governance bodies to support their colleagues at Alfred Ceramics by endorsing this resolution and writing letters of concern and support to appropriate officials, including but not limited to the Governor, Legislators and SUNY officials.

141-02-1 Resolution in Support of NYS College of Ceramics
Passed without dissent
October 29, 2005

.....

November 3, 2005

To: SUNY campus Senators and Campus Governance Leaders

From: University Faculty Senate and the Faculty Council of the New York State College of Ceramics (NYSCC)

RE: NYSCC Information for campus governance bodies and letters of concern

The New York College of Ceramics (NYSCC), originally School of Clay-Working and Ceramics, was created by an act of the state legislature in 1900 to reside at and be administered by Alfred University (AU). When SUNY came into existence, the College became part of SUNY as a statutory unit.

Until 2000 the NYSCC's governing structure was within the College. The School of Art and Design and the School of Engineering Deans reported to a Dean of the College (Unit Head). In the 90's tension built between the AU administration and the College. In 1996 the Dean of the College was forced to resign without faculty consultation.

In 2000, again without faculty consultation, the presiding College Dean was forced to resign, and the position was dissolved. The College Unit Head became the responsibility of the AU Interim Provost with no job description. In other words, the College Unit Head was not a member of the College (SUNY) and had no clear understanding of job responsibilities.

The faculty of the NYSCC was patient, adopting a mostly "wait-and-see" attitude in the hopes that the new governance structure would save money without diminishing the College. Subsequently, the Unit Head position shifted from the AU Interim Provost/Associate Provost to AU Provost, then to the College's School Deans (co-Unit Heads), and then to another AU Interim Provost. All but the first interim appointment were made without official approval from the SUNY Board of Trustees, and none with faculty consultation. Because of recent SUNY BOT action, AU submitted the name of the Dean of Art and Design as a Unit Head candidate. This would bring the position back into the College, but does not meet the stipulations of the Chancellor, since AU intends for one person to cover both positions.

Also since 2000

- Budgetary decision-making was removed from the College, and oversight of expenditures of SUNY money resides with the AU Provost.
- College business and human resource offices were integrated into non-statutory offices without consultation with either the College Deans or the College faculty
- School Deans and Directors (Scholes Library and College physical plant) report through different governance lines.
- Almost all references to SUNY have been removed from recruitment materials on the advice of a marketing consultant.
- A recent recruitment blitz emphasized "one university" without adequately addressing the needs of professional program marketing. College recruitment materials have not been of the caliber needed to attract students from competitive markets. The number of academically qualified student applications has decreased.
- One sixth of the engineering faculty have left taking with them a significant amount of sponsored-research dollars.
- NYSCC Staff have been let go without the approval of the Deans.
- Research funding has dropped. A newly created research department in the private sector was slow to develop policy and make decisions, which slowed contract negotiations.
- The professional staff of the NYSCC voted to join a union, the first union at Alfred University. Over two years of negotiations have yet to produce a

contract. The support staff has been denied the SUNY/State approved and allocated pay raises. Morale is low.

The faculty of the College believes that the position of Unit Head not only needs to be in the College, but should report directly to the AU President and to the Chancellor, a situation that has not been in practice since 1988. At that time the College Dean became Provost of Alfred University, and subsequent College Deans were required to report to the Provost. Also, there should be a clearly-stated policy that permits the NYSCC as a unit, its two academic units, and Scholes Library to fund-raise. With a qualified person, the position could more than pay for itself. When the Unit Head has the authority to lead the College's mission through recruitment, communication, research, and development, the College will once again flourish.

We want a healthy, vibrant partnership with Alfred University and SUNY that benefits the citizens and industry of our region. Your faculty support for our position, the UFS recent resolution, and the actions of system administration and the SUNY BOT, will help us secure a Unit Head, whose sole responsibility is to promote our mission and oversee expenditures of SUNY money.

Minutes of the Faculty and Professional Staff Meeting

November 15, 2005

Lecture Center 108

1. Call to Order – The meeting was called to order at 11:35 AM.
2. Approval of the Minutes of the Faculty & Professional Staff Meeting of October 18, 2005.
 - The minutes were approved as written.
3. Announcements were postponed in order to allow the faculty to finish agenda from the last meeting and proceed with new business.
4. Report of the President. See Attachment for the President's Report.

Questions from the floor.

The President was asked if he had addressed broader concerns raised by the faculty about improving communication between the faculty and administration. The President noted that he had addressed this in his State of the College Address, but that he was also continuing to meet regularly with the Presiding Officer, and that now that he was finished making the initial visits to each Department, he was considering other informal ways to meet with faculty such as Brown Bag lunches. He noted that any individual concerns could be addressed by appointment and his door was open.

5. Reports and Action Items from Officers, Standing Committees, Ad Hoc Committees, and other agencies of the College Faculty. Questions and action items from the floor.

Academic Senate Resolutions and Motions to be voted on:

- “The Academic Senate concurs with the recommendations of the GE Board and College Curriculum Committee and recommends that the critical thinking assessment be done using rubrics instead of standardized tests.”

Discussion ensued about the nature of the rubrics, where they came from and if they were flexible enough to be adopted by the diversity of courses offered under critical

thinking. It was noted that the rubrics were developed by faculty representatives from all the SUNY campuses, and were sufficiently broad to allow individual courses some freedom in implementation.

The motion carried, with one abstention.

- “The Academic Senate permits the College Curriculum Committee to approve course proposals developed by adjunct faculty.”

There was discussion about whether the current mandate of the Curriculum Committee required such a change, and it was determined that it did. Discussion then ensued about whether such a change was good for the development of departmental curriculum. Faculty noted that the “special topics” offerings ought to be enough to allow adjuncts room to develop new courses without implying permanence that existing tenure track faculty could not guarantee.

An amendment was proposed by Paul Zuckerman that only adjuncts who had taught here at least five years could propose permanent courses. Amy Kesselman spoke against the amendment, noting that Women’s Studies was virtually entirely dependent on good adjuncts to offer regular courses to support the major. Giselle Hendel-Sebestyen spoke in favor of it, arguing that the original motion moved the faculty in the wrong direction, turning too much autonomy for program development over to adjuncts. Myra Mimlitsch-Gray suggested there was no need for the amendment, noting that there were plenty of checks in the system already, in that all course proposals needed to be signed off on by Department Chairs. Reva Wolf noted that the Senate had considered a more restrictive and specific version of the resolution, but come to this version after agreeing with Myra’s earlier point that there were checks already in place to ensure the course proposal process is not subverted.

The amendment failed to carry.

The motion in its original form was adopted.

- “Be it resolved that the Academic Senate of SUNY New Paltz support the SUNY Faculty Senate proposed resolution on the Academic Bill of Rights of October 29, 2005.” (which the Presiding Officer reminded the faculty called on the Board of Trustees to reject the Academic Bill of Rights)

The motion was immediately called to question and was carried, with 1 no vote and 1 abstention.

- “The Academic Senate moves that a student listserv be created for the distribution of course-work related surveys. Students would have the option to unsubscribe from this listserv.”

Glenn Geher clarified for the faculty what “course-work related surveys” was meant to imply, and responded to questions about how computer services would monitor access to the listserv. It was also noted that the resolution implies IRB approval as all such surveys would require an IRB review.

The motion carried, with 1 abstention.

- “Be it resolved that the Academic Senate support expanding the SUB Advisory committee to increase student, faculty and staff membership. Be it further resolved that the details will be worked out at the next SA/RHSA/Presidential Cabinet meeting.”

The question was asked of David Rooney whether this resolution was now moot, because the students had been offered additional representation. He noted that an offer of dialog and additional representation had been extended to both students and faculty and staff, and they were open to further suggestions.

Therefore, the faculty concluded there was no need to debate the motion and it was deleted without dissent.

6. Report from Carol Cowan—Chair of the Promotion and Discretionary Salary Increase Committee. See attachment B.

7. Meeting was adjourned at 12:25.

Respectfully submitted by
Kathleen M. Dowley, Political Science

Attachment A – President’s Report

President’s Report

Faculty and Professional Staff Meeting

November 15, 2005

Enrollment Management: Thanks to everyone who made our Open House on Saturday a resounding success. David Eaton, Vice President for Enrollment Management, estimates attendance at 6,000 people, of whom 2,500 were interested students. Faculty and staff did a terrific job representing departments and assisting visitors. The campus looked great and whoever was in charge of the weather deserves our special thanks. We’re getting better and better at handling large influxes of people on campus. All of this translates into the figure I want to share with you now. Enrollment is up 3.4 percent from 7,600 last fall at this time to 7,860 at this point of the semester. Let me reiterate as we start recruiting for next fall’s freshman class that our intention is to seek a far smaller class than this fall.

Federal Appropriations: For the first time in the history of SUNY New Paltz, we are receiving monies in the form of a federal appropriation, thanks to the efforts of our alumnus and Congressman Maurice Hinchey ('68, '70g (D-NY). The money, funded through the Energy and Water Appropriations Bill.

The funding is part of a joint proposal submitted by New Paltz and SUNY Ulster this spring. The two schools will use the funds to offer a full range of environmental education and training opportunities that address biological, geological, and chemical water issues and problems, including growing concerns about bioterrorism threats to the region's water supply.

The monies will refurbish and modernize existing laboratories at each school, create new laboratories at each school, equip a mobile monitoring unit and strengthen an existing health, safety and environmental training center at SUNY Ulster – all with the specific focus on the study of water availability, storage, transport and protection.

The award will also allow New Paltz to jump start recruiting for the new Environmental Geochemical Science program and will support our Geology, Chemistry and Biology programs, especially the research of some of our faculty in those programs.

State Budget: I'm sure that you've been reading the same newspaper articles that I've been reading about the state budget. The yearly ritual for state funding has begun. The first news we've received is positive. System Administration is asking for significant increases in funding for SUNY and there is no tuition increase in the Chancellor's Budget Proposal. The best pieces of information for New Paltz include the proposal for full restoration of the \$50 million that was taken from some campuses to subsidize others. For New Paltz, that would mean a return of \$3.3 million to our base operation budget, which would allow us to hire more full-time faculty. The Chancellor has also asked for more funds to cover additional energy costs and negotiated salary increases, which have not been funded in previous years, leading us to have flat budgets or essentially budget cuts. System is also pushing for more monies to support honors colleges and honors programs, which New Paltz could certainly take advantage of. Essentially, you don't get unless you ask, so let's see what the Governor and the Legislature do with the Chancellor's Proposal. We're leading off on the right foot in this annual budget dance!

Student Union Building Advisory Committee: In an effort to comply with the Academic Senate resolution passed on November 4, Dr. David Rooney, Vice President for Student Affairs, has expanded the Student Union Building Advisory Committee to increase student, faculty and staff membership.

Dr. Rooney met with John VanderLippe, Presiding Officer of the Faculty, on Tuesday, November 8, and asked him to suggest a second faculty member to expand faculty participation on the committee. Dr. Rooney also discussed his plans to expand the Committee, at which time Dr. VanderLippe indicated he believed the plan to be reasonable and responsive.

Dr. Rooney reviewed the space requests for the Union, and found that the Educational Opportunity Program is the most frequent user of space in the SUB among non-academic departments. He then asked the EOP Director to suggest a member of the EOP staff to fill the call for additional staff representation.

In accordance with the SA call for greater student representation, Dr. Rooney asked Dr. Ray Schwarz, Associate Vice President for Student Affairs, to speak with Student Association President RJ Partington III regarding additional student slots, including, but not limited to an athletic representative (perhaps the president of SAAC Student Athletic Advisory Committee), a Greek (perhaps the president of SGA), and some agreement between SA and RHSA about general student representation. These students would be in addition to the RHSA president, and two students who had previously agreed to serve on the advisory committee, including a graduate student, Danielle Howard, and a Student Activities Manager, Nicole Potestivo. The meeting between Dr. Schwarz and Mr. Partington took place on November 9. Mr. Partington said he would need to discuss it with other students before responding. To date, Dr. Rooney has not heard from Mr. Partington.

Stanley K. Coffman Memorial Service: The college will hold a memorial service for the late Stanley K. Coffman Jr., president of SUNY New Paltz from 1972-1979, at 4 p.m. on Saturday, Nov. 19, at the College Terrace. The service is open to the public and I would encourage faculty and staff who knew President Coffman to attend. Dr. Coffman, 88, of Kingston, died on Tuesday, May 24, 2005.

At the Nov. 19 service, I will make remarks, and past Executive Assistant to the President, Gail Gallerie, whose 34-year tenure included Coffman's seven-year term, will share some memories. In addition, Bill Connors, former dean of the Sojourner Truth Library, will read selections of poetry. Members of the Coffman family will also offer remembrances.

During his tenure, Dr. Coffman created the college's professional programs in business, nursing and computer science. He also chartered the SUNY New Paltz Foundation, making New Paltz one of the first SUNY campuses to pursue private support.

Attachment B-Promotion and Salary Increase Committee Report

Report on Promotion and Discretionary Salary Increase Committee for 2005

For 2005 our committee included Eudora Chikwendu, Francois Deschamps, Amy Kesselman, Alvin Konigsberg, Gowri Parameswaran, Barbara Petruzzelli, Mary Sawyer, and Surinder Tikoo.

We reviewed 26 promotion folders and 143 DSI applications. I believe this was a very thorough and thoughtful committee. For promotion, the central committee votes supported the recommendation of the departmental subcommittee 100% of the time. In 3 of the 26 cases, the Provost and the Vice President did not take our recommendation and denied promotion. In two of those three cases, the Provost and the Vice President agreed with the recommendation of the Dean., and in only one case the Provost and the Vice President did not accept the recommendation of the subcommittee, the department chair, the central committee, and the Dean. For the 143 DSI applications, in 6 cases the Provost and President were more generous than the DSI committee, and in 11 cases they were less generous.

I will no longer be on this committee, as I have become Music Department Chair, and chairs do not serve on the Central Personnel Committees. As a result of this rule, I am concerned that we have a smaller pool available for these central committees and we have several vacancies on this committee we are still working to fill. The newly-elected chair of the committee will be Keqin Li.

I was invited to meet with the Personnel Task Force Committee, along with Elaine Hofstetter of the Tenure and Reappointment Central Committee, and we discussed ways to make the process of these committees more uniform and clear. We all favor very thorough work of the departmental subcommittees, when possible, since they are the most familiar with the applicant's area of expertise. We would appreciate a more uniform approach from the Deans, one that would, at a minimum, give an explanation for a recommendation. Another issue regards the record keeping, or lack of record keeping, of these committees: such as whether the votes on candidates should be kept with notes of the deliberations; where this information should be kept; by whom it should be kept; for how long it should be kept; and other privacy and confidentiality issues. I'm sure we will be hearing about the results of these deliberations of the Personnel Task Force Committee on this type of issue and even more important issues.

This year's DSI Committee feels that each year the DSI Committee should decide certain issues, such as whether members can vote on a folder if they are not present for the discussion. This year we voted NO on this issue. Also, several faculty members asked to appeal subcommittee or chair decisions by explanatory letter. We decided we could not deal with appeals, as we already had a rigorous schedule, and there are other avenues for redress. We did seek supplemental historical background in some instances.

Again I thank the committee for their time and devotion to the process, and I also want to acknowledge and thank Michele Atkins in the Provost's office for her professionalism, guidance, and good humor.

Respectfully submitted,
Carole Cowan, Chair of Promotion and Discretionary Salary Increase Committee – 2005
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