

Fall 2007—Academic & Professional Faculty Meetings: Agendas & Minutes

September 7

October 12

November 9

December 10

Agenda: Academic & Professional Faculty Meeting

Friday, September 7, 2007

3:00 p.m.

Lecture Center 102

1. Call to Order.
2. Approval of the **Minutes** of the Faculty Meeting of **May 9, 2007**.
3. Announcements.
 - Glenn McNitt, UUP
4. Report of the President: “State of the College.” Steven Poskanzer.
5. Special Order of Business: Introduction of New Academic and Professional Faculty.
6. Adjournment.

Minutes: Academic & Professional Faculty Meeting

Thursday, May 9, 2007

11:30-1:30

1. The meeting was called to order by Presiding Officer John VanderLippe, at 11:35 a.m. in LC 102.
2. The minutes of 4/10/2007 were accepted and unanimously approved.
3. Announcements.
 1. The Scholarship Golf Tournament will be June 18 at Wiltwyck Country Club. \$30,000 was raised last year. Enroll now for summer sports camps.
 2. Establishment of a Lifetime Learning Institute is being explored. Knowledgeable retirees who are interested in proposing a course should contact Lyn Scorda or Sal Anastasio.
4. Report of the President. (See appendix A.)
 - John Harrington, Dean of the School of Science & Engineering, is retiring. Dr. Dan Jelski, Chemistry, Rose-Hulman Institute of Technology, has been named as a replacement. The Search Committee was chaired by Al Konigsberg.
 - Question: Has an Interim Chancellor been named? “Not yet - waiting for board changes before naming someone to this post.”
5. Report of the University Faculty Senator. Rose Rudnitski. (See Berger Commission Report, Appendix B.) Rose was at a conference and could not be here today. The resolution to support keeping SUNY hospitals in SUNY, which was proposed at the April 10 meeting, was retracted and a new motion was proposed:
“The faculty of SUNY New Paltz support the motion of the University Faculty Senate’s Resolution in Support of SUNY University Hospitals and Opposition to Privatization of SUNY Hospitals (1-27-07).”

Glenn McNitt spoke for UUP in favor of the resolution, which would support keeping SUNY hospitals connected to SUNY, and against privatization of same, citing loss of 3000 union members, as well as the loss of services. Dean Benjamin spoke of a need to be informed and have a substantive discussion of the related issues: “contingencies arise when health care costs rise rapidly and education may suffer.” There was an extended exchange and the resolution to “keep SUNY hospitals a part of SUNY” was passed with eight abstentions.

6. Report of Standing Committees:

- A. Organization Committee. Mary Kahl & Jackie Andrews. This report was submitted electronically (See Appendix C). Changing the title “professional staff” to “professional faculty” will necessitate a change in faculty by-laws. This will be done and there will be two “readings” of this document in the fall. The committee is working on a mechanism for evaluation of upper level administrators. There should be such an instrument in place by the end of next year. Jackie Andrews offered a “snapshot” of results from the latest Higher Education Research Institute (HERI) Faculty Survey. There was a 26% response rate. Stating that there will be more data at a later time, this was just a glimpse.
- B. Academic Affairs. Helise Winters & Lee Cahn. In line with the changes to the Faculty Handbook accepted by the faculty, course syllabi should now refer to the academic integrity policy. Adjustments are being made to convert SEIs to online; there will be more information in the fall.
- C. Budget, Goals & Plans. Christine DeLape. This report dealt with two major issues:
 - 1. FT faculty & PT faculty counts. It is difficult to get an accurate count and an understanding of when PT appointment might be desirable (coaches, field instructors, etc.) and when it is better to have additional FT faculty.
 - 2. The budget process survey reported a 25% response rate, with an overall perception that “allocations never seem to change.” Budgets should be available in the library; new chairs need to be made aware of how to create a budget and the related terminology. Deans should communicate with chairs about budget-making.
- D. Curriculum. Ed Lundergan. Simplification of the course approval procedure would be desirable. The committee has created a checklist of the most frequent reasons for delaying the progress of a course proposal.
- E. Educational Technology. Lura Speth. This group administers SCAP funds, a total of \$135,440. This year there were ten proposals, totaling \$165,586.69.

5. Report of the Task Force on Governance Participation and Voting Rights for Part-Time Academic and Professional Faculty. (See Appendix D.) Doug Maynard reported that 45% of chairs invite PT faculty to departmental meetings, while 30% do not. Concern was expressed over workload. After conversation about whether or not to accept the report of the TFGPVRPTAPF, the report was accepted, with two “no” votes.

6. Report of the Presiding Officer of the Faculty and Professional Staff. John VanderLippe (See Appendix E).

7. New business. Richard Kelder’s report on mentoring of new faculty will be postponed until fall, due to the hour.

8. Adjournment at 2:00 p.m.

Respectfully submitted by
Susan Kraat

Appendix A

President's Report

Academic Faculty and Professional Faculty Meeting
May 9, 2007

As the academic year comes to a close, and as we gear up for a last push through exams, grading and commencement, I can't help but observe that this has been a good spring. In my walks around campus, during my brown bag lunches with departments and in my many conversations with faculty, staff and students, the overall tenor reflects a happy and productive semester. While there is always room for improvement and work that remains undone, with healthy enrollments, a successful round of faculty hiring almost complete, a strong budget for next year and strides toward improving our physical plant, New Paltz continues to make good progress.

Enrollment: The number of overall enrollments is up by 2.5 percent over last year at this time. Undergraduate enrollment has not changed, but graduate enrollment is up by 17.2 percent, from 623 at this time last year to 730 this year.

We are approaching 900 freshman deposits for fall 2007; we anticipate another 100-150. Even with some anticipated summer melt, the entering class for this fall should come in near our target or just over 1,000. Preliminary indications are that the quality of the incoming class is very strong, hopefully even a lot better than last fall's cohort.

Deposits for transfer students are also in line with our target, and the quality of incoming transfers is also high (Most have a transfer GPA of 3.0 or better.).

Faculty Recruitment: We have hired 31 new colleagues for you this fall and there are three more searches with offers out. Five searches have "failed" because we were unsatisfied with the pool or we could not land the candidates that we wanted. This is not an unusually high "failure rate," and we should respect the search committees and departments that have hewed to high standards in making hires. Consistent with our past practice, searches that were unsuccessful this spring will be continued in the fall.

Construction Update: We have an approved schematic design for the renovation of Old Main, based in no small part on input from the School of Education faculty. All of the necessary funds for this \$25 million project are in hand. The newly designed space will accommodate all of the School of Education as well as 30 additional faculty offices. The plan incorporates a number of green design elements for energy savings and sustainability. Demolition of the old interiors will begin immediately after Commencement 2008. Education faculty will be moved to the South Classroom Building and the old Health Center during the renovation.

We are also getting close to an approved schematic design for the Student Union Building addition. This month the advisory committee and the architects have—quite properly, in my view—been discussing the inclusion of green design elements. For instance, the architects are talking about a 12,000-square-foot addition that will be so energy efficient it will not add any heating costs to the campus. This is good as we should be future-oriented environmental stewards when adding to our physical plant.

As you know from John Shupe's recent e-mail, we're also going ahead with the Humanities air-conditioning project this summer. We have a new, lower bid (\$7.4 million instead of \$11.4 million!) for the project, and though it is still over the amount we had budgeted (\$5.5 million), we have decided to proceed anyway, borrowing the remaining \$2 million through the New York State Office of General Services. The project will now be done in three phases. Phase 1, which will be completed this summer, involves removing the existing heating system in the Humanities Building and installing new heating, ventilating, air-conditioning (HVAC) units. Phase 2, which will occur in fall 2007 and spring 2008, involves removing the existing chiller in Lecture Center and installing two new environmentally friendly, energy-efficient chillers. During Phase 3, to be done in summer and fall 2008, we will remove the existing independent HVAC units in Jacobsen Faculty Tower and replace them with an energy-efficient centralized system. With this schedule, cool air should be flowing in the Humanities Building by fall 2008 with completion of the entire project scheduled for October 2008. In short, just one more potentially hot fall and spring in that building.

Finally, cranes are already sitting near the Hasbrouck Complex poised to dig up the aging and rotting high-temperature hot-water (HTHW) lines that serve the southeast quadrant of campus. The work will begin as soon as the students move out of the Hasbrouck residence halls. Because the same contractor has also bid successfully on the HTHW line replacement in the main campus area (including the Library Plaza and Excelsior Concourse), some of that work will begin this summer as well.

Campus Facilities Planning Task Force: We have now assembled the rest of the Task Force, which will include: Stella Deen, Co-chair; John Shupe, Co-chair; John VanderLippe, Presiding Officer; Chris DeLape, Chair of Budget, Plans and Goals; Peter Brown, Faculty Governance Designee; Patti Phillips, Faculty Governance Designee; Michael Vargas, Faculty Governance Designee; a Student Association Designee; Wyatt Krause, Student Ambassador Designee; Elena Adeji, RHSA Designee; John McEnrue, Design and Construction; Brian Pine, Facilities Operations; Portia Altman, Disability Resource Center; Kim Lavoie-Strano, Undergraduate Admissions; Julie Majak, Administrative Services and Parking; Ron Bottali, Staff/CSEA Designee; and Mary Beth Collier, Provost's Office. Alan Dunefsky will be a Faculty Governance Alternate to the group.

As you'll recall, the Task Force will work with an external architectural/planning consultant(s) to offer recommendations to me and the Vice Presidents this fall regarding the elements of a new campus facilities master plan, including overall campus appearance, campus circulation, accessibility, sustainability and the desired future location of building projects we would like to undertake in the next decade. There will be multiple opportunities for community input to and critique of the emergent plans.

Chancellor's Awards: Congratulations to Stella Deen and Jonathan Raskin on receiving the Chancellor's Award for Excellence. Both will be honored at the Undergraduate Commencement Ceremony on Sunday, May 20. Stella has been recognized for outstanding service in her role as chair of the English Department; Jon is being recognized for his achievements in research. I hope to see many of you participating in the Commencement Ceremonies in order to congratulate your colleagues and salute your students.

Campus Safety: What happened at Virginia Tech could have happened at just about any campus in the country; therefore, it behooves all of us to stop and reflect on our preparedness to prevent and to handle such an incident, as well as some of the deeper questions raised about how to identify and help members of a community who are in pain and who need assistance. Our campus Emergency Response Team, led by Police Chief Ray Bryant, has met and will continue to meet this summer to review our current protocols regarding emergency response, campus notification and mental health services. SUNY System Administration has also empanelled its own statewide task force to look into these matters.

Let me share with the campus community some of the resources we have in place to handle situations similar to what occurred at Virginia Tech and how we operate in such emergencies. The University Police Department has in place a comprehensive emergency response plan that outlines how the campus will mobilize to handle a variety of crisis situations, including scenarios that involve armed attackers.

Our campus police are certified New York State police officers and are trained in how to secure the campus, to protect potential victims, and to evacuate an area or building if necessary. Our campus police are also trained to work cooperatively with area law enforcement and emergency response agencies as part of village/town, countywide and New York state emergency response plans. In addition, campus residence life staff members receive training to respond to a public safety crisis, whether that is a fire in a residence hall or a random act of violence.

We are constantly revising our Emergency Response Plan to take into account various scenarios that could arise. The plan is also tested regularly with tabletop drills and the police are planning more actual drills later this summer and fall. To see our plan, go to: <http://www.newpaltz.edu/police/emergency.html>

Regarding campus notification, as you may have read in recent news reports, even before the tragedy in Blacksburg, the college had contracted with a service that allows us to send text messages to all 9,000 members of our campus community (students and employees) within five minutes. Text messages will only be sent in the event of emergencies or school delays, cancellations or closings. Because we do not have a cell phone number on record for every community member and because the service has a minimal charge for each individual cell

phone user, we are not mandating this service at this time. However, we recommend strongly that all students and employees sign up. To sign up, visit: <http://www.newpaltz.edu/txtme/>

Before Virginia Tech, the college was also in the process of purchasing an enhanced 911-communication system to better serve the police in an emergency situation. We are also looking at a variety of additional notification systems, including intercom systems in buildings, remote, wireless radio transmission to such systems and other ways of broadcasting to the campus in times of crisis. System Administration and the New York State Legislature are also discussing how to equip campuses with enhanced communication systems and may mandate such a system or at least provide funding for such equipment and its installation.

Upon your return this fall, the college will make available to interested faculty and staff training sessions with mental health professionals from our Psychological Counseling Center and workplace violence specialists on identifying troubled individuals, on how our campus referral system works and how to prevent escalation of conflict in the classroom and workplace. Campus police will also offer guidance on how to handle classroom emergencies. You may have read in the papers that Chancellor John Ryan has been advocating with the Legislature for additional funds for mental health counselors on campus. I support this notion.

Our thinking on campus safety will, of course, continue to evolve, as there is analysis of the Virginia Tech incident. The UUP Labor Management Committee and the college administration have agreed to have the UUP Health and Safety Committee discuss these issues and offer suggestions to the appropriate offices. Some of you have already offered some suggestions. If you have ideas that you think would be helpful to administrators who are currently wrestling with these issues, please don't hesitate to contact the University Police, Public Affairs, Human Resources or Psychological Counseling Center.

Finally, in the midst of attention to campus safety, let us not forget the terrible human cost of events in Virginia. Let us resolve, each one of us, to do our part to nurture a culture here where those who are depressed, angry, lonely and otherwise in need of friendship and support can be assured of kindness and help.

Faculty and Staff Appreciation Picnic: Please mark your calendars for our fourth annual Faculty and Staff Appreciation Picnic and Barbecue, scheduled from 11 a.m. to 2 p.m. on Tuesday, May 22, on the Old Main Quad. This year, I'll be handing out the new Classified Staff Awards at noon. Please don't miss this chance to celebrate the end of another successful year at New Paltz.

I hope your summer is restorative and productive!

Appendix B

BERGER COMMISSION FACT SHEET

The Governor's Commission on Health Care in the 21st Century—also known as the Berger Commission—issued a wide-ranging report Nov. 28 that recommended hospital and nursing home closures throughout the state as well as mergers and consolidations of various hospitals as a way to address the state's ailing health care system. Unless the State Legislature rejects the report by the end of the year, it will become law in the New Year.

One such recommendation is to join Crouse Hospital and "SUNY Upstate Medical Center under a single unified governance structure under the control of an entity other than the State University of New York and that the joined facility be licensed for approximately 500 to 600 inpatient beds."

Below are some key reasons why the Berger Commission's report must be modified:

- The financial implications for privatization are astounding. It is estimated that privatizing University Hospital would cost upwards of \$860 million. For example:
 - State and federal funding at risk by becoming private is estimated at \$183 million.
 - The cost of retiring University Hospital's debt is estimated at \$310 million.
 - Satisfying the salary, vacation accruals, pension obligations and notification requirements of collective bargaining units is estimated to be as much as \$120 million.

- Acquisition of medical malpractice insurance and the tail insurance from University Hospital is estimated at \$87 million.
 - Loss of revenue streams from University Hospital to the Medical University in support of teaching and research is estimated at \$123 million.
 - Privatization would threaten University Hospital's public mission as a safety net hospital that provides medical care to uninsured and vital regional healthcare services such as the emergency preparedness and medical services, the burn care center and as a Level 1 Trauma Center distinction. The hospital's affiliation with SUNY and its ability to attract public funds allows us to provide a state designated Stroke Center, Poison Center and other important clinical services.
 - Privatizing University Hospital is akin to privatizing university classrooms. As a teaching hospital, University Hospital provides SUNY Upstate Medical University students ready access to significant teaching opportunities with University Hospital medical staff.
 - The size of the merged institutions outlined by the report (500 to 600 beds) is too small to accommodate SUNY Upstate's plan for growth and increased enrollment in its colleges. The recommendation comes at a time when SUNY Upstate seeks to increase enrollment to help the state meet the growing demand for more trained and licensed health professionals. SUNY Upstate needs between 700 and 750 beds meet this growth agenda.
 - The size of the merged institution as outlined by the report (500 to 600 beds) is too small to accommodate current patient volume. A recent combined census for Crouse and University hospitals was well over 600 patients.
 - In a relatively small marketplace such as Syracuse, University Hospital must remain part of SUNY Upstate Medical University to help compete for quality physicians who are committed to education, research and care of the underserved.
- University Hospital must remain part of the State University of New York. The full impact of separating University Hospital from the SUNY Upstate Medical University was not fully appreciated during the Commission's deliberations.

Appendix C

2006-2007 ANNUAL REPORT OF THE ORGANIZATION COMMITTEE--SUNY-NEW PALTZ

I. Overview of involvement for the current academic year

- A. Elections
- B. New Paltz Faculty By-Laws changes
- C. Representation on the Dean of Science and Engineering Search Committee
- D. Evaluation of administrators
- E. Faculty Morale Survey

II. Elections

- The Organization Committee accepts and certifies the election results from all voting units (schools and library) on the campus. To date, we have certified all elections for the 2006-07 academic year and have also processed election results for the 2007-08 academic year from the School of Business and from Liberal Arts and Sciences. Other units will hold their elections in the fall and we will certify those results at that time.
- When an individual is standing for election to a central committee, care should be taken to determine whether that person has served previously on that central committee. The length of allowable service per person, per committee is two terms.
- Vacancies exist on several committees. Please volunteer to serve.

III. Faculty By-Laws Changes

- The New Paltz Faculty By-Laws are being amended to account for the name change of the Professional Staff from "Professional Staff" to "Professional Faculty." These changes are fairly

extensive and will require two readings before this body prior to adoption. For the sake of continuity, those readings will both occur in the fall of 2007.

- Recommendations of the Personnel Task Force calling for By-Laws changes will be treated in the same manner.

IV. Representation, Search Committee for the Dean of Science and Engineering

- The College seats one representative of the faculty at large on Dean's-level search committees. That representative is chosen from the Organization Committee.
- Mary Kahl served this year as the "outside" representative on the search committee for the new Dean of Science and Engineering. A new dean has been selected to replace Dr. John Harrington, who is retiring.

V. Evaluation of Administrators

- Currently the Organization Committee conducts evaluations of Deans, but does not assist with the evaluation of Vice Presidents and other upper-level administrators.
- The Organization Committee has begun this year to review procedures for conducting evaluations of upper-level administrators on this campus.
- We have determined that there are no uniform measures for such evaluations across SUNY campuses.
- We have consulted with President Poskanzer about the scope, content, and uses of such evaluations.
- We will continue with this task in 2007-2008, with the goal of developing an evaluative instrument to be used next year and in subsequent years.

VI. Faculty Morale Survey

- The survey was administered from April 20 to May 4, 2007 to all individuals, both full and part time, who are teaching at New Paltz this semester.
- There was a 26% response rate to the HERI-style instrument.
- Extensive consultation with members of the faculty, administration, and with the Office of Institutional Research resulted in the selection of this survey and the inclusion of many questions particular to New Paltz.
- The Office of Institutional Research, in conjunction with the Organization Committee, will work with the data and offer a complete presentation of the results (including comparison data) next fall.
- Today, we will offer a snapshot of the results.
- Further discussion of the results—with faculty and administrators—will follow next year.
- Professional faculty will be surveyed by the end of the summer. Results from that survey will be presented and acted upon next fall, as well.

We, the undersigned, offer this report on 5/9/2007

Mary L. Kahl, Organization Committee Chair, Communication and Media

Eileen Bastien, Development Office

Rita L. Celariste, Educational Opportunity Program

Lawrence Fialkow, Computer Science

Marinella Garatti, Foreign Languages

Rief Kanan, Business

Ide Katims, Nursing

Colleen Lougen, Library

Itty Neuhaus, Art

Kent Smith, Music

Judith Rance-Roney, Secondary Education

Vika Shock, Graduate School

Frank Trezza, Theatre Arts

Cathy Whittaker, Educational Studies

Appendix D.

Task Force on Governance Participation and Voting Rights for
Part-Time Academic and Professional Faculty
Report to the Executive Committee
May 5, 2007

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INTRODUCTION

The Charge

The following motion passed by the Faculty on May 11, 2006:

Motion to create a Task Force on Governance Participation and Voting Rights for Part-Time Academic and Professional Faculty:

Whereas repeated inquiries have been made on the SUNY-New Paltz campus regarding governance participation and voting rights for part-time academic and professional faculty,

Be it resolved, that a Task Force be created to review the feasibility of granting part-time academic and professional faculty voting rights in departmental, divisional, and campus-wide governance and elections, and

Be it further resolved, that the aforementioned Task Force should reports its findings to the full faculty and professional faculty and may offer suggestions for alterations to the current structures or procedures for governance participation and voting rights by part-time academic and professional faculty

Be it further resolved, that the Task Force should be comprised of voting members, with continuing appointment, from each constituency—Business, Education, F&PA, LA&S, the Library, S&E, and Professional Faculty, and

Be it further resolved that non-voting individuals, such as part-time academic and professional faculty and Management Confidential personnel, shall be consulted, as is needed to support the work of the Task Force, and

Be it further resolved, that the Task Force be constituted, and begin its work as soon as possible, with access to such resources and information as are needed to complete the task.

The Committee

Peter D. G. Brown (Foreign Languages)

Doug Maynard, chair (Psychology)

Irwin Sperber (Sociology)

John Vanderlippe (History)

Brian Wallace (Samuel Dorsky Museum of Art)

The Process

The Task Force has met regularly since October 2006 and has done the following:

- Read several articles relevant to the matter of part-time faculty involvement in faculty governance

- Consulted with faculty governance officers at other SUNY schools regarding their institution's policies regarding part-time faculty involvement in faculty governance
- Consulted regularly with part-time academic and professional faculty as recommended in the charge to the task force
- Surveyed, in November 2006, department chairs (through a campus-mailed paper-and-pencil survey) about their policies, practices and perceptions of part-time faculty involvement in department-level governance. Twenty-two department chairs responded.
- Surveyed, in February 2007 part-time faculty (through an Internet-based survey) about their preferences and availability for involvement in faculty governance. Ninety-six part-time faculty responded.

Please note that issues involving compensation of part-time faculty are beyond the scope of the charge of the task force (see Section 1.a above) and therefore are not discussed here. This in no way implies a lack of concern regarding this issue on the part of the task force members, or satisfaction with the current part-time faculty compensation situation.

2. ISSUES AND RECOMMENDATIONS

o Involvement in Department Meetings and on Departmental Subcommittees

i. Department Meetings

Current Situation

Currently, it seems to be up to the department or department chair to determine whether part-time faculty should be invited to department meetings. Whether an academic department invites part-time faculty to participate in department meetings, and the extent to which part-time faculty take advantage of this opportunity when presented, seems to vary widely from department to department:

- 45% of department chairs report inviting part-time faculty to department meetings either regularly or occasionally, while 30% of part-time faculty report being invited to such meetings
- Among departments who do not invite part-time faculty to department meetings, chairs reported most often not doing so because historically the department has not done so. Other reasons mentioned several times include concern about sensitive topics, lack of expressed part-time faculty interest, a desire not to add to part-time faculty workload, and scheduling difficulties.
- Most department chairs (90%) who invite part-time faculty to department meetings report that one or more will occasionally attend. None indicate that a number of part-time faculty attend most or all meetings. Two thirds (65%) of part-time faculty who are invited report attending at least occasionally.
- Part-time faculty expressed more interest in attending department meetings than any other type of faculty governance B 58% expressed an interest or strong interest in attending department meetings, and 42% indicated that they could arrange to attend department meetings with their current schedule.

Interpretation

We believe that individual departments should retain the right to decide how to handle the business of the department. Therefore, we do not recommend a By Laws change that requires departments to invite part-time faculty to department meetings. However, anecdotal evidence suggests that part-time faculty appreciate the opportunity to participate in department meetings and being provided with minutes from such meetings. Such involvement is a way to foster a sense of community and camaraderie between part-time and full-time faculty. Therefore, we believe that departments which do not currently invite part-time faculty to department meetings should seriously entertain the possibility of inviting part-time faculty or at least sharing minutes from those meetings with part-

time faculty. It should also be recognized that practical matters such as scheduling influence part-time faculty's ability to participate.

Recommendation #1a

Departments should engage in a discussion about part-time faculty participation in department meetings, and ways in which their participation might be encouraged. Interested part-time faculty themselves should be allowed to participate in such a discussion.

ii. Departmental Subcommittees and Other Departmental Work

Current Situation

We asked department chairs to indicate the extent to which at least some of the part-time faculty/staff are involved in various departmental tasks. Results are as follows:

<i>sk</i>	Not at all	Occasionally or Rarely	Regularly
Committee Work	15 (79%)	21%	
Extracurricular Activities	4 (21%)	(79%)	
Outcomes Assessment	5 (28%)	50%	22%
Student Advising	16 (80%)	15%	5%

Other results:

Department chairs were mixed on whether part-time faculty/staff should have more opportunities to participate in departmental service activities if desired (43% agreed, 29% disagreed), though the majority (81%) felt that committee work should be left to full-time faculty/staff.

About half (52%) of chairs responding indicated that “departments should be allowed to decide their own policies regarding the involvement of part-time faculty/staff in service activities.” Those who disagreed (19%) tended to indicate that the part-time faculty role should be limited to teaching so as to protect against increased inequity.

47% of part-time faculty expressed some degree of interest in serving on departmental subcommittees, with 38% indicating that they could arrange to serve, given their current life situation.

77% of part-time faculty indicated that their desire to participate in faculty governance stemmed in part from a desire to connect with other SUNY New Paltz staff and faculty. Other perceived benefits included the ability to contribute to the functioning of the college (61%).

Interpretation

Several department chairs shared concerns that part-time faculty involvement in departmental service would represent exploitation given that part-time faculty are only paid for their teaching. On the other hand, a portion of part-time faculty indicated that they would like the opportunity to participate and might be able to take advantage of such an opportunity. In addition, some tasks, notably General Education assessment, may actually require part-time faculty involvement.

Departments should tread carefully when considering whether to offer part-time faculty the opportunity to participate in departmental service. In cases where there is intrinsic interest and availability on the part of the part-time faculty member and the service would not impose an undue burden on the faculty member, such opportunities may be appropriate or even desirable.

Recommendation #1b

Departments should engage in a discussion about part-time faculty participation in departmental service, including the appropriateness and potential value of such participation. Departments should never set up an expectation that part-time faculty should or must engage in service beyond the requirements of the contract.

iii. Involvement in General Academic and Professional Faculty Meetings

Current Situation

From the part-time faculty survey we found that:

Many part-time faculty expressed an interest in attending general meetings of the Academic and Professional Faculty as a voting member B 48% expressed an interest or strong interest in participating in these meetings and 40% indicated that they could arrange to attend them with their current schedule.

In addition to the reasons given by part-time faculty listed above (i.e., opportunity to connect with other faculty and staff, ability to contribute to the functioning of the college), part-time faculty also indicated that participation in faculty governance would provide them the opportunity to advocate for part-time faculty rights (72%), provide the opportunity to build his or her own application in case of a full-time position opening at the college (56%), and provide the opportunity to learn more about SUNY New Paltz (53%).

Interpretation

Part-time academic and professional faculty comprise a significant proportion of our college faculty, and yet they do not currently have the opportunity to participate in any faculty governance at the college level. Providing such an opportunity would foster greater cohesiveness and community of the college faculty as a whole. The data reported above suggest that many part-time faculty would be interested and available to participate in meetings of the academic faculty.

The Policies of the Board of Trustees state that part-time faculty who have been teaching for six consecutive semesters are granted term appointments, which bring certain limited benefits and rights. Part time faculty—whether academic or professional—who have been working at SUNY New Paltz consistently for this length of time are clearly established members of the academic community, and we believe that this marks an appropriate point at which they should be given the opportunity to participate in faculty governance. To that end, implementation of the recommendation below would identify such long-serving part-time faculty as voting members of the college, able to participate and vote in meetings of the academic faculty.

Recommendation #2

The SUNY New Paltz faculty by-laws should be amended such that academic and professional faculty without academic rank or professional title who have been granted term appointments (i.e., after six consecutive semesters of service, in accordance with Article XI, Title D, paragraph 2.b.1 of the SUNY Policies of the Board of Trustees) shall be voting members of the college faculty. We suggest the following sentence be added to Section I. B. of the by-laws (Definitions B Voting Members):

“Members of the academic staff of the College without academic rank who have been granted term appointments in accordance with Article XI, Title D, paragraph 2.b.1 of the SUNY Policies of the Board of Trustees, and professional staff without professional title who have been granted term appointments, shall be voting members of the College faculty.”

iv. Involvement in Central Committees and Task Forces

Current Situation

From the part-time faculty survey we found that:

Slightly more than a third of part-time faculty (38%) expressed an interest in serving on central committees (e.g., Curriculum or Academic Affairs) and task forces (e.g., Technology, Personnel). Thirty-two percent indicated that they could serve on such bodies given their current life situation.

Interpretation

From Recommendation #2 above, part-time faculty with term appointments are to be considered voting members of the college faculty. According to the current By-Laws, voting members of the college faculty may serve on faculty governance bodies such as the college's central committees. However, as with untenured faculty, part-time faculty should not be involved in the sensitive and challenging work of the central personnel committees.

Part-time academic faculty would serve as a representative of the constituency for which they teach (e.g., Liberal Arts and Sciences), whereas part-time professional faculty would serve as a representative of the professional faculty.

As with department-level service, it is essential that any part-time faculty involvement in college-wide faculty governance be completely voluntary. College service is not part of the part-time faculty member's contract. Therefore, part-time faculty with intrinsic interest in, and availability to, participate in faculty governance through committee membership should nominate themselves for such positions. They should never be nominated by another individual, as this may put undue pressure on the part-time faculty member to "voluntarily" perform duties beyond their contract.

Recommendation #3

The SUNY New Paltz faculty by-laws should be amended such that voting members of college faculty [see Recommendation #2] without academic rank or professional title shall be eligible to serve on all faculty governance bodies with the exception of the central personnel committees. We suggest a new item, #3, be added to Section III. B. of the by-laws (Committees of the College Faculty—Eligibility Requirements):

"Voting members of the College faculty without academic rank or professional title are eligible to serve on all faculty governance bodies with the exception of the central personnel committees."

3. IMPLEMENTATION AND REPORTING

The Task Force on Governance Participation and Voting Rights for Part-Time Academic and Professional Faculty has shared this report with the Executive Committee of the College Faculty and recommends that it be accepted by the Academic and Professional Faculty. If accepted, the Organization Committee should proceed with implementation of changes to the faculty by-laws recommended in section 2 above. This implementation should include a review of ways in which these changes might necessitate additional changes elsewhere for consistency and to avoid contradiction.

Appendix E

Presiding Officers Report
Academic & Professional Faculty Meeting
May 9, 2007

I. I would like to thank all of you who were active in shared governance this year, especially those who chaired central committees and the task force:

Mary Kahl, Organization Committee
Lura Speth, Educational Technology
Surinder Tikoo, Tenure & Reappointment

Keqin Li, Promotion & Salary Increases
Gwen Havranek, Yaser Khalifa, Morgen Gwenwald and Melanie Hill, Research, Awards & Leaves
Helise Winters and Lee Cahn, Academic Affairs
Christine Delape, Budget, Goals & Plans
Doug Maynard, Part-Time Task Force

I'd also like to thank Janice Anderson, the Ombudsperson and Rose Rudnitski, the Faculty Senator. Last, but not least, I want to thank Ardis Marcotte for her work as Faculty Governance Secretary, and for arranging for our refreshments today.

II. You've heard the reports of the various committees, and the Faculty Senator, but I wanted to report to you today on a few items:

- A. Three types of By-Laws recommendations will be coming in the Fall:
 - Personnel Task Force recommendations
 - Professional Faculty
 - Part-Timers in Governance
- B. Will be instituting a Suggestion Box for Governance suggestions—located outside the Faculty Governance office, FOB E10. If anybody has a surplus drop box, please let me know.
- C. I have received results of elections from LA&S and from Business, thus far. I've contacted the chairs of the other school-level governance bodies to remind them that the Faculty By Laws stipulate that elections are to be completed by April 20th.
- D. I plan to institute a governance planning meeting early in the Fall semester, as a way for the Executive Committee to develop a more proactive approach to governance. I believe a planning meeting will give an opportunity to discuss both progress on outstanding issues, as well as to identify issues that we would like to address, and to consider improvements in governance structures & procedures. I welcome your input on any matters you feel we need to address next year, or address them to one of the current committee chairs, or the suggestion box.

I thank you for your time and effort this year. I think this has been a productive year, and I look forward to working with you all again next year.

Preliminary Agenda: ACADEMIC AND PROFESSIONAL FACULTY MEETING

Friday, October 12, 2007

3:00pm

Lecture Center 102

1. Call to Order.
2. Approval of the **Minutes** of the Academic & Professional Faculty Meeting of **September 7, 2007**.
3. Announcements.
 - Glenn McNitt, UUP.
4. Special Order of Business: Replacement of the Presiding Officer. Motion of the Organization Committee:

Simin Mozayeni shall be appointed to serve as Interim Presiding Officer of the Faculty, to complete the term of office (2006-2008) for which John VanderLippe was elected.

5. Special Order of Business: Selection of Interim Ombudsperson, to serve until May, 2008.
6. Report of the President. Steven Poskanzer. Questions and Action Items from the Floor.
7. Motion of the Academic Senate:

The Committee on Tenure, Promotion, and Reappointment shall be constituted to offer recommendations on matters related to (1) tenure, (2) promotion to both associate professor and full professor, and (3) reappointment and continuing appointment.

The Committee on Salary Increase shall be constituted to offer recommendations on applications for discretionary salary increases.

8. Report of Standing Committees:
 - Tenure & Reappointment. Surinder Tikoo.
 - CRAL. Melanie Hill.
9. Report of the Presiding Officer of the Academic & Professional Faculty. John VanderLippe.
10. Unfinished Business:
11. New business.
12. Adjournment.

Minutes: Academic and Professional Faculty Meeting

September 7, 2007

1. The meeting was called to order at 3:07 p.m. in Lecture Center Room 102.
2. The minutes of 5/9/07 had two corrections:
 - Announcements, #2: “Lyn Scorda” should read: “Lyn Sarda.”
 - 6.B. Report of the Academic Affairs Committee: “Adjustments are being made to convert SEIs to online” should read: “There was discussion whether SEIs should be online.”
 Corrections were accepted and minutes were approved without objection.
3. Announcements:
 - The Women’s Studies Conference will be held Oct 6 with a theme on “Girlhood.”
 - *One book-One New Paltz* has received a federal grant. The next book will be Anais Nin. Emails will be sent to remind faculty to attend these sessions.
 - On Monday, November 10th, there will be a Sociology and the Arts Conference using the Arts in education with a focus on how to integrate the arts into education.
 - UUP: The contract expired on July 2, 2007 and is currently being negotiated. Without a contract, several programs and DSI funds are not there. Other aspects do continue, such as health insurance and retirement agreements. See Dr. McNitt for more information. Health insurance issues on the table include increasing employee shares, co-pays, deductibles, increasing prescriptions, and shifting costs to employees from the state. There is a chance to have individual development awards, so staff members are advised to keep original receipts until the contract is signed.
4. President’s Report (see: <http://www.newpaltz.edu/president/stateofthecollege.html>)

- President Poskanzer gave a *State of the College* multimedia PowerPoint presentation, reviewing the growth of SUNY New Paltz. According to *Newsweek*, New Paltz is hot! President Poskanzer showed a slide with him wearing a SUNY New Paltz tee shirt with seven sizzling chili peppers on it, underlining the point that SUNY New Paltz is an exceptional college for the money. The Governor called President Poskanzer to praise him for achieving national recognition.
- Highlights of his presentation include: We continue to raise the academic quality and selectivity of our students. The 2007-08 incoming Freshman class composite reflects 1) average SAT score of 1140, which is the highest ever, 2) average GPA: 3.25, 3) average high school average: 91, and 4) 27% minority students. There are now 326 faculty with 35 new faculty (15 new lines). This will drive down the number of courses taught by adjuncts. \$1.7 million has been earmarked for endowed scholarships, which are needed to continue to attract faculty and staff. Because of a healthy state budget, President Poskanzer's administration has secured more teaching lines in 2008. There is a new faculty mentoring initiative. Every candidate up for tenure was successful. Our graduation rates have increased and our Hispanic graduation rate is one of the highest in the state.
- Facilities continue to be renewed. Through lobbying efforts, the administration 1) has secured \$34 million for Old Main, 2) has developed plans for the new student union project, 3) has confirmed the air condition project for Humanities Bldg, and 4) has moved forward to replace hot water lines across campus. Other future large projects include additional faculty office space and a new science building.
- Additional information: The December Commencement will be back on campus. The School of Business has extended hours for graduate and evening students. The search for VP for Finance & Administration continues. Dr. Gerald Benjamin has been appointed as Associate Vice President to direct the new Center for Research, Regional Education and Outreach. Senator Schumer helped secure \$300K for start up of this center. Our college contributes \$274 million to the region's economy. Also secured is \$150,000 for Hudson River Paintings to be housed at the Dorsky Museum.

5. Special Order of Business: Introduction of New Academic and Professional Faculty (see attached list).

6. Adjournment and reminder was given to attend the President's reception immediately following the Faculty meeting.

7. Adjourned 5:15 p.m.

Respectfully submitted,
Jan Hammond

INTRODUCTION OF NEW ACADEMIC AND PROFESSIONAL FACULTY

FACULTY MEETING -- SEPTEMBER 7, 2007

President Steven G. Poskanzer:

John VanderLippe and Alan Dunefsky:

DIVISION OF ACADEMIC AFFAIRS

David K. Lavalley
Academic Affairs/Science &
Engineering

Daniel Jelski

Ann Minnick
Academic Advising

Lucien Mott
Marcia Tucci

Stella Turk
Communication Disorders

Kathryn Burke

Laurel Garrick-Duhaney
The Graduate School

Carlos Aponte

Penny Schouten
International Programs

Christian Speedling

Bruce Sillner
International Programs

S. Kelly Franklin
Jean-Paul Sewavi
Carol Ward

Anne Gallin
Language Immersion Institute

Aileen Hanel
Pamela Knittel

Frank Trezza
Theatre Arts

Eleanor Wolf

SCHOOL OF BUSINESS

Hadi Salavitabar
Business (School of)

Junhong Min
Anyuan Shen
Gretchen Vogelgesang
Davina Vora

SCHOOL OF EDUCATION

Cathy Whittaker
Educational Studies

Kate McCoy
Michael Smith

Winifred Montgomery
Elementary Education

Thais da Cunha
Margaret Owuor

Devon Duhaney
Secondary Education

Tim Dewar

DIVISION OF ENROLLMENT MANAGEMENT

Lisa Jones
Admissions

William Brown

Maureen Lohan-Bremer
Financial Aid

Jacqueline DuBois
Cynthia Harkins

Bernadette Morris
Registrar's Office

Sarah Moore

DIVISION OF FINANCE & THE ADMINISTRATION

David K. Lavalley
Computer Services

Joan Connolly

Brian Colandrea
Environmental Health & Safety

Scott Schulte

Emily Trapp
Instructional Media Services

Casey Hickey
Paul Stokes

SCHOOL OF FINE & PERFORMING ARTS

Francois Deschamps
Art

Jim Fossett
Jill Parisi

COLLEGE OF LIBERAL ARTS & SCIENCES

Victor deMunck
Anthropology

Benjamin Junge

Hon Ho

Biology

Jeffrey Reinking

Margaret Wade Lewis

Black Studies/Linguistics

Stephanie Solt

Patricia Sullivan

Communication & Media

Will Hermes
Jason Wrench

Hamid Azari-Rad

Economics

Myeong Kim

Tom Olsen

English

Mary K. Holland
Cyrus Mulready
Andrew Schonebaum

Elisa Davila

Foreign Languages

Patricia Fitzpatrick

Yolanda Chavez-Cappellini

Dylan Patrick McGee

Louis Roper

History

Akira Shimada

Eleanor Richards

Nursing

Catherine T. Kelly

Eugene Heath

Philosophy

David Elstein
Daniel Werner

Doug Maynard

Psychology

Corwin Senko

Anne Roschelle

Sociology

Karl Bryant

DIVISION OF THE OFFICE OF THE PRESIDENT

Mary Kastner

Design and Printing Services

Jeff Lesperance

Jackie Andrews

Institutional Research & Planning

Julie Chiarito
Althea Oenga

Rachel Reuben

Public Affairs

Matthew Skillman

SCHOOL OF SCIENCE & ENGINEERING

Dan Freedman
Chemistry

Megan Ferguson

Fred Vollmer
Geology

John Rayburn

David Hobby
Mathematics

Natalie Cartwright

SOJOURNER TRUTH LIBRARY

Chui-chun Lee
Sojourner Truth Library
Heather Whalen Smith

Andrew Perry

DIVISION OF STUDENT AFFAIRS

Stuart Robinson
Athletics

Dagan Nelson
James Seward
Eric Watson

Lisa Chase
Educational Opportunity Program

Clare Kelly-Barra
Ann Gill
Christine Goldston
Jessica Purcell

Pamlyn Atkins
Psychological Counseling Center

Darlene DePorto

Corinna Caracci
Residence Life
Robert Moysey

Ricardo Moreira

Lavoisier Tubman

9/5/07

Agenda: Academic & Professional Faculty Meeting

November 9, 2007

3:00

LC 102

1. Call to Order.
2. Approval of the **Minutes** of the Faculty & Professional Staff Meeting of **October 12, 2007**.
3. Announcements.
4. Report of the President.
5. Reports of Officers, Committees and other agencies of the College Faculty.
 - Report on the College Budget: Halstead, Michele, Asst Vice President for Finance and Administration
 - University Faculty Senator: Rose Rudnitski
 - Committee on Research, Awards & Leaves. Melanie Hill.
6. Report of the Presiding Officer of the Faculty and Professional Staff. Questions and action items from the floor.

7. Unfinished business.
8. New business.
9. Adjournment.

Minutes: Academic and Professional Faculty Meeting
October 12, 2007

1. The meeting was called to order by Presiding Officer, John VanderLippe at 3:07 p.m. in Lecture Center 102.
2. The minutes of 9/7/07 had one correction:
 - a. *One book-One New Paltz* reading selection is Bless Me, Ultima by Rudolfo Anaya. The correction was accepted and minutes were approved unanimously.
3. Announcements
 - a. Glenn McNitt, Chair of the New Paltz chapter of UUP, announced four items: 1) Campus Equity Week: October 29-November 4th; 2) Vote Cope Drive will start soon; 3) Retirement forum for those who are 50 or over is October 24; October 31 is the retirement forum for those younger than 50; and 4) UUP is making an offer to anyone who is a non-delegate who would like to see what it is like to be a delegate. Contact the UUP office for more information.
 - b. *Make a Difference Day* will be on October 26 from 11:00-4:00. Staff can register at www.newpaltz.edu/sub/madd/html. Also the SEFA Fund Drive will soon start. Please be generous in this process.
 - c. Glenn Geher gave an appreciation talk and resolution from the faculty underlining the strong and collaborative leadership of John VanderLippe as the Presiding Officer and wished him well in his new career as an Associate Dean at the New School in NYC. John received a standing ovation.
 - d. The GE board has actively been getting the assessments into the system. It is the hope, according to Rose Rudnitski, that improvements to the process will continue. There will be a forum on October 19th from 10:00-2:00 with lunch provided for those wishing to participate.
 - e. A new drive "New Paltz: The Big Read. *What page are you on?*" is an effort to connect the college community through reading. See Gerald Benjamin for details.
 - f. The Teaching and Learning Center will sponsor a retreat on November 2nd called "Bridging Disciplinary Boundaries." See Susan Pratt for more information.
4. Special Order of Business: Replacement of Presiding Officer.
Motion from the Organization Committee:

Simin Mozayeni, Vice President of the Academic Senate, shall be appointed to serve as Interim Presiding Officer of the Faculty to complete the term of office (2006-2008) for which John VanderLippe was elected.

The discussion included the understanding that having the Vice President move to the position of Presiding Officer this time was not to be a rule or set a precedent, but to solve this one time problem.

The question was called and the motion was passed unanimously.

5. Special Order of Business: Selection of Interim Ombudperson to serve until May. Rose Rudnitski was willing to volunteer. The faculty unanimously carried the motion that she become the Interim Ombudperson through May 2008.

6. President's Report (see **Appendix A**):

President Poskanzer highlighted sections of his report:

Student Recruitment. Interest in New Paltz is very robust. With a 32% acceptance rate, we continue to have success as a small college. He thanks in advance all faculty who partake in the Open House.

Governor's Commission on Higher Ed. Hunter Rowley was named to chair the Commission, which will include representatives of SUNY and CUNY, as well as private colleges. White Papers from SUNY will be forthcoming, and SUNY Presidents will be seeking to achieve: 1) a rational tuition policy; 2) increased budget flexibility; 3) better articulation policies; 4) revision of the TAP program. A preliminary report should come out by December 1, 2007, with a final report in 2008.

State Funding. The Legislature may consider additional capital funding. Both Provost Lavalley and President Poskanzer now serve on the committee which has influence on such decisions.

John VanderLippe's Departure. President Poskanzer wants to echo the words of Glenn Geher and congratulates John, wishing him well in his endeavors.

President Poskanzer answered questions from the floor.

7. Two motions were made by the Organization Committee and the Academic Senate:

Motion #1: **The Committee on Tenure, Promotion, and Reappointment** shall be constituted to offer recommendations on matters related to 1) continuing appointment, 2) promotion to either associate professor or full professor, and 3) reappointment.

There was discussion. The question was called. An oral vote was taken and the motion to end debate failed. Discussion continued. The question was again called. Via a hand count, the motion to end debate carried (yes: 34; no: 5).

The motion then was approved by a hand vote (yes: 39; no: 5; abstain: 7).

Motion #2: **The Committee on Salary Increase** shall be constituted to offer recommendations on applications for discretionary salary increases.

There was discussion.

The motion was approved by voice vote.

The Presiding Officer stated that these two motions will now go back to the Organization Committee, which will draw up revisions to the Faculty By Laws.

8. Report of the Committee on Tenure & Reappointment.

Surinder Tikoo gave the summary report for the Tenure and Reappointment Committee. He also stated that the committee voted to support adoption of a 3-2-2 year reappointment schedule in place of the existing 3-3-1 year reappointment schedule.

The new chair of the 2007-2008 committee, Lew Brownstein, gave the names of the new committee members.

9. Report of Presiding Officer.

John VanderLippe thanked everyone for the kind words and shared some of his experiences while working with the great SUNY New Paltz community. He gave special thanks to committee chairs, and members, and to President Poskanzer for his support of shared governance.

He also summarized the issues before Governance this semester: 1) Recommendations of the Personnel Task Force; 2) Recommendations of the Task Force on Part-timers and Governance; 3) Changing the nomenclature in the Faculty By-Laws from "Professional Staff" to "Professional Faculty;" 4) Facilities Master Plan Task Force; 5) Vice President for Finance and Administration Search; 6) SEI Revisions; 7) Curricular Review Process; and 8) Process for deciding on future Grand Marshals.

The Presiding Officer stated his opinion that shared governance works best for all when it is open, fair, transparent, and effective, and he wished the New Paltz community all the best.

10. New Business:

There was discussion regarding the SEI issue. Rudolf Kossman asked if the grade distribution of faculty applying for DSI is shared with the Promotion & Salary Increase Committee? Discussion ensued, but no formal action was proposed.

11. Adjournment. Meeting adjourned at 4:49 p.m.

Respectfully submitted,
Jan Hammond

Appendix A

President's Report **Academic Faculty and Professional Faculty Meeting** **October 12, 2007**

Because my September State of the College report was rather fulsome, I'll try to keep my remarks brief this month. But even though you're already abreast of most major developments on campus, there are some recent and upcoming events I want you to know about and hopefully take part in.

Student Recruitment: As the annual student recruitment cycle gears up, Vice President David Eaton reports that interest in New Paltz is very robust among prospective students and their families. The recent positive recognition we've received from *Newsweek* and *USNews*, coupled with a very strong applicant base in Long Island and the Hudson Valley, is leading to record numbers of campus tours and registrations for our annual fall Open House, scheduled for Nov. 10. We had 12,545 freshman applications last year (a record), and appear poised to do even better in 2008. With an acceptance rate for this fall's freshman class of just 32 percent, New Paltz remains in the small group of colleges that admit less than half of their applicants.

While generating applications is important, convincing those students we've admitted to actually enroll at New Paltz over other schools is the real measure of our recruiting success. This is where faculty help is most needed—welcoming prospective students to sit in on classes, reaching out with email or calls to the very strongest candidates, and participating in events such as Open House. I want to thank you all in advance for your enthusiastic presence at this important recruitment event. Applicants regularly tell us that meeting and talking with faculty is a critical—and often decisive—factor in their final college choice.

Faculty Recruitment: Next week's *Chronicle of Higher Education* will feature New Paltz's advertisement seeking 29 new faculty for positions beginning in fall 2008. This is the second successive year we've placed our recruitment ad early, positioning us well time-wise in the national hiring market. The following week's issue of the *Chronicle* will carry our ad for the next Dean of the College of Liberal Arts and Sciences. Provost Lavallee is working with the Liberal Arts and Sciences Senate to empanel the Dean search committee.

Federal Lobbying: In late September, I traveled to Washington to attend a SUNY-wide alumni event and to meet with our federal representatives and their staff members. SUNY Central has hired a new federal relations director and opened a new office on Capitol Hill to increase the System's lobbying presence in Washington. While the House and Senate were busy passing continuing resolutions to keep the government running and positioning themselves for potential budget fights with the President, I met with Congressman Maurice Hinchey and key staff from the offices of Senators Clinton and Schumer and Congressman Hall—all of whom assured us that New Paltz's federal funding requests for the Dorsky Museum and the new Center for Research, Regional Education and Outreach are securely placed, with strong legislative support, in the Labor, Health and Human Services spending bill. These appropriations may become part of an omnibus budget bill passed later this year or in early January.

Governor's Commission on Higher Education: Late last spring, the Governor charged a group of public and private education leaders, led by Hunter Rawlings, President Emeritus of Cornell, to consider the future of New York's colleges and universities, with particular emphasis on public higher education and the SUNY and CUNY systems. To put this panel into historical context, this sort of review of public higher education has happened about once every 10 – 20 years in New York. It's clearly the new Governor's opportunity to put his stamp on SUNY. This Commission has been holding meetings around the state and has formed subcommittees on (1) Capital/Finance issues; (2) Workforce/Economic Development; (3) Tuition Policy; (4) Access; and (5) Governance. Although SUNY is represented on the Commission, the group's membership is weighted more toward leaders from private college and universities.

As you might expect, SUNY Central has been busy preparing a series of white papers intended to inform and shape the Commission’s deliberations. I was concerned that we not react passively to this opportunity, so in early June I caucused with most of the presidents of SUNY’s comprehensive colleges to organize and articulate priorities for our sector. In addition to substantial new investments in SUNY’s operating and capital budgets (letting us hire more full-time, tenure-track faculty and address facilities needs), our sector would like to see:

- a rational tuition policy that would move tuition decisions out of the political process and ideally allow for campus-based variable tuition within each sector;
- increased budgetary flexibility on state purchasing regulations;
- better articulation agreements—not just from community colleges to baccalaureate institutions but also from master’s programs to doctoral programs at SUNY’s university centers; and
- revision of New York’s TAP program to make it more equitable, with students getting the same level of aid whether they attend a public or a private institution.

The colleges seek recognition that our sector is very good—candidly, I’d argue that many of SUNY’s comprehensive colleges are better at what we do than our peers in other sectors. Above all, I hope the Commission will help counter the misperception that private higher education is superior to public higher education in New York. The Governor has asked the Commission to issue a preliminary report by December 1, and a final report by June 2008.

State Funding: Just a quick word or two about the annual state budget process. The Legislature may yet reconvene this fall to consider, among other things, additional capital funding for SUNY and approval of the Governor’s new nominees to the SUNY Board of Trustees. However, the prospects for more capital dollars dim the longer the Governor and the Senate leadership continue to be at loggerheads and the closer we get to the start of negotiations over the FY09 budget. On a brighter note, I’m pleased to report that both Provost Lavalley and I are now serving on SUNY Central’s Budget Allocation Process (BAP) committee. This committee decides how SUNY funds are distributed to campuses. While David and I cannot use this as a platform to lobby for our campus, we can certainly advocate for fairness toward the comprehensive college sector—and push SUNY to update the figures used in calculating the geographic funding differential that helps downstate campuses located in expensive areas—such as New Paltz.

Fund raising: I was in Chicago last week seeking alumni donations for our growing Asian Studies endowment. You may also have read that the college recently received two grants totaling almost \$500,000 from the Dyson Foundation. The first of these grants will fund scholarships for New Paltz secondary education students transferring from Dutchess, Ulster and Orange County Community Colleges, hoping to alleviate the shortage of math and science teachers in high-needs districts in the Hudson Valley (Recipients will commit to teach for three years in these districts.) The second grant will help start a non-traditional English as a Second Language program within our Language Immersion Institute for migrant and immigrant children and adults.

Reunion Weekend: I want to encourage all of you to participate in the myriad alumni events scheduled this Friday through Sunday: lunches, teas, lectures, screenings, hikes, dramatic and musical performances. New Paltz alumni feel a strong bond with their former professors, and they truly look forward to connecting with you again.

John VanderLippe’s Departure: Lastly, I want to thank John VanderLippe publicly for his dedicated service to New Paltz as Presiding Officer of the Faculty during these last three and one-half years. Shared governance is hard and important work, and John brought a special level of passion, integrity, intelligence and candor to this task. Fortunately, the need to work closely with (and sometimes even to chastise!) the Administration never pulled John far from his faculty roots and responsibilities. But I know that the skill set that served him so well here will help him succeed brilliantly as Associate Dean of the New School for Social Research. We congratulate you on your new position, John, and wish you well!

* * * * *

Agenda: Academic & Professional Faculty Meeting

December 10, 2007

11:30-1:30

Lecture Center 102

1. Call to Order
2. Approval of the **Minutes** of the Faculty & Professional Staff Meeting of **November 9, 2007**
3. Announcements
4. Report of the President
5. Organization Committee Motions on Personnel Committees:
 - Recommendation of Personnel Task Force: Myra Mimplitsch-Gray
 - Consolidation of Tenure and Reappointment AND Promotion and Salary Increase Committees:
Second Reading for Revision of the By-laws:

The following New Paltz Faculty By-laws changes with regard to restructuring responsibilities for two central committees are offered with positive recommendation from the Organization Committee.

In all cases these are changes to Section III, Committees of the College Faculty

I. Changes within Section F, Committee on Tenure and Reappointment:

The new text shall read:

“ F. Committee on Reappointment, Tenure, and Promotion

The Committee on Reappointment, Tenure, and Promotion shall:

1. recommend individual members of the Academic Faculty for reappointment, tenure, and promotion.”

II. Changes within Section G, Committee on Promotion and Salary Increase:

The new text shall read:

“G. Committee on Salary Increase

The Committee on Salary Increase shall:

1. recommend individual members of the Academic Faculty for salary increase.”

By-laws (2004), Page 12:

REVISED TEXT:

F. Committee on Reappointment, Tenure, and Promotion

The Committee on Reappointment, Tenure, and Promotion shall:

1. recommend individual members of the Academic Faculty for reappointment, tenure, and promotion.”

G. Committee on Salary Increase

The Committee on Salary Increase shall:

1. recommend individual members of the Academic Faculty for salary increase.

6. Motions from the Organization Committee for Faculty Discussion and Decision:

The following three motions with regard to the Part-time Faculty and Governance are offered without recommendation.

I. Attendance at meetings of the Academic and Professional Faculty shall be open to all academic faculty, professional faculty, administrators, adjunct faculty, students, and other interested parties.

II. Members of the academic staff [faculty] of the College without academic rank who have been granted term appointments in accordance with Article XI, Title D, paragraph 2.b.1 of the SUNY Policies of the Board of Trustees, and professional staff [faculty] without professional title who have been granted term appointments, shall be voting members of the College faculty.

III. Voting members of the College faculty without academic rank or professional title shall be eligible to serve on all faculty governance bodies with the exception of central personnel committees.

7. Motion from the Academic Affairs Committee: Lee Cahn

Motion #1: On behalf of the Academic Affairs committee, I move that the attached SEI policy statement be added to the *Faculty Handbook* as the introductory paragraph on pg. 56 (See attached).

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

- University Faculty Senator: Rose Rudnitski
- Committee on Promotion and Salary Increase: Keqin Li
- Report of the Presiding Officer of the Faculty and Professional Staff. Questions and action items from the floor

10. Unfinished business

11. New business

12. Adjournment

Motion #1: On behalf of the Academic Affairs committee, I move that the SEI policy statement below be added to the *Faculty Handbook* as the introductory paragraph on pg. 56.

11/27/07

DEANS' SEI POLICY STATEMENT

The quantitative rating portion of the SEI is viewed as one facet of information about a faculty member's teaching effectiveness rather than as the primary source. Other important facets of a teaching portfolio might include materials produced by the faculty member in the teaching of a course (course syllabi/outlines, rubrics, student evaluation tools, handouts, and electronic or web-based materials prepared and used for instruction), materials produced by students that illustrate high achievement, and student responses to the open-ended questions on the SEI. Peer evaluation of teaching and self-assessment are also very important, especially if evidently frank and serious.

The overall pattern or trend of SEI scores is more important than any one particular question or score. The ratings become a concern if they manifest a pattern of low scores over time, if the scores deteriorate over time, or if there are patterns of low-rated areas across courses, e.g., if the range of questions pertaining to assignments and feedback were scored low across all sections.

The Deans recognize that SEI ratings must be used with sensitivity to the nature of the courses. For example, students in general education courses will likely differ in their perceptions from those in upper division electives, as would students in large class sections as opposed to smaller, more personal classes.

A number of other caveats apply to the use of SEIs in the evaluation of a faculty member's teaching effectiveness. One semester's results may not be informative, particularly if the instructor is teaching a course for the first time or is trying a new or different pedagogy. Departmental patterns and norms in student SEI responses may also be taken into consideration before concluding that the ratings are exceptionally low or high. Conversely, an overall pattern of high scores or a pattern of improvement over time in scores for individual courses is viewed positively.

Information about a faculty member's teaching effectiveness is looked at both discretely and developmentally. Deans will use these materials to gain an equitable, overall sense of the faculty member's pedagogical approaches, commitment to preparing high quality course materials, and his or her development over time in response to critique, experience and evolving pedagogical theory and resources. Because the various schools on campus place greater emphasis on certain measures of effective teaching than others, candidates for promotion, reappointment and discretionary salary increases should consult with their department personnel subcommittee, department chair and dean for specific norms and expectations.

Faculty Handbook, pp. 56-57

EVALUATION, REAPPOINTMENT AND PROMOTION OF FULL-TIME FACULTY

Student Evaluation of Instruction

The Office of Institutional Research (OIR) administers official Student Evaluations of Instruction (SEI) in the fall and spring semesters (summer is available upon request). Early in the fall and spring semesters request forms are sent to departments for dissemination to instructors. The request form must be completed and returned to OIR by the deadline. (The form and instructions can also be accessed at the OIR Web site www.newpaltz.edu/oir.) The SEI packets are made available for a specified period each semester at the SEI Desk. The packets can be picked up by the faculty member or a student, but must be administered in class, by a student. A student must then return the packets to the SEI Desk or OIR. Special arrangements for off-campus courses or courses that end early can be made with OIR.

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Faculty participation in the SEI is a requirement for promotion, reappointment or merit increases. No other evaluation instrument may be substituted for this requirement. The results of the SEI will be made available to the faculty member, the department Chair, Dean, and the Provost/Vice President for Academic Affairs, and will become part of the official personnel file. SEI results may also be made available to program coordinators when the instructor's activities fall within the domain of their programs.

Instructions on how to participate in the SEI are mailed to all faculty early in each semester. Faculty are informed of the dates when SEIs can be administered and the steps to be taken to ensure participation. The SEI is usually administered the week before final exams. SEI forms and instructions to students are placed in class packets for ease of administration.

Peer Evaluation of Instruction

Peer evaluation of instruction is encouraged by the institution and is considered to be an important aspect of the general evaluation of faculty for reappointment and promotion.

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Minutes: Academic & Professional Faculty Meeting

November 9, 2007

LC 102

1. The meeting was called to order at 3:05 p.m. by newly elected Presiding Officer Simin Mozayeni.
2. Approval of the Minutes of the Faculty & Professional Staff Meeting of October 12, 2007: There was one correction to the minutes: Under 3f, Susan Kraat's name was spelled incorrectly. A motion was made and seconded to approve minutes; they were unanimously approved.
3. Announcements:
 - Rachel Reuben reported on the text message service for campus emergencies. She stated that these messages are for emergency purposes only, not for spam. The directions for signing up are on *mynewpaltz*.
 - Glenn McNitt reported that 1) there is an *End of the Semester* UUP party on Tuesday, Dec 11th, from 4:30-7:00 p.m.; 2) on Dec 13 there will be a Health Benefits Fair at the Student Union Bldg.; and 3) although there is no concrete contract information to date, it does appear that the negotiation committee is getting close to having a contract signed.
4. Report of the President. (**Attached**)
 - President Poskanzer was not able to attend the meeting. Simin announced that the President has offered to take questions by email. Provost Lavallee said that if there were any questions regarding the President's report, that he would be glad to answer them. No questions were raised.
5. Reports of Officers, Committees and other agencies of the College Faculty.
 - Organization Committee: Mary Kahl, Chair, addressed the recommended changes that her committee is supporting of the By-laws (2004) regarding Section F. of the Committee on Reappointment, Tenure, and Promotion and as per the Task Force report (see attached). Today was the first reading of these changes. Discussion lasted twenty minutes.
 - Report on the College Budget: Michele Halstead, Asst. Vice President for Finance and Administration, gave a 2007-2008 budget report for SUNY New Paltz. In her report, she projected that the revenue to be \$59,489,010 and that the budgeted expenditures total \$58,959,609. The report included percentage changes in projected revenues and expenditures, by source and function, respectively. Michele Halstead was asked to post these data on the Blackboard for faculty access. She agreed to do that.
 - University Faculty Senator: Rose Rudnitski gave a power point reported on "A Voluntary System of Accountability (VSA)" as delivered by Muriel Howard, Pres., Buffalo State

University. Dr. Rudnitski has sent the power point to all faculty. Dr. Rudnitski also reported that 8 SUNY campuses that have been volunteered for participation in the VSA. Dr. Rudnitski reported on the SUNY District Library proposal and will make it available to anyone who wishes to have it. She also stated that if anyone would like to have the guidelines for SUNY Internships, Dr. Rudnitski would be glad to get it to them.

- Committee on Research, Awards & Leaves. Melanie Hill reported on Sabbatical awards, recommendations for pre-tenure, and others through the use of a power point (see attached).

6. Report of the Presiding Officer of the Faculty and Professional Staff. Questions and action items from the floor. Dr. Mozayeni read her report, highlighting that on Dec 10th from 11:30-1:30 we will have the next faculty meeting. At that meeting will be the second reading of the proposed amendments to the By-laws for consolidation of two personnel committees and corresponding changes to Structure and Procedures of the Faculty Reappointment, Tenure, and Promotion.

7. No unfinished business.

8. No new business.

9. Adjournment was at 4:20 p.m.

Respectfully submitted,
Jan Hammond

President's Report
Academic Faculty and Professional Faculty Meeting
November 9, 2007

Unfortunately, I won't be able to join you for tomorrow's Academic and Professional Faculty meeting because I will be in New Jersey trying to raise funds for the Dorsky Museum endowment. We are working to endow the museum director's position—which will clearly help us recruit a talented new director—if we can meet our goal of \$500,000. In my absence, here are several key updates for this month.

Student Recruitment: David Eaton reports that we are anticipating a record turnout for Open House this Saturday—a minimum of 7,000 prospective students and their families! I know that many of you will be participating in the event, and I thank you for devoting part of your Saturday to help us recruit a strong, selective, and diverse cohort of students for fall 2008.

Dean Search: Our advertisement for Dean of Liberal Arts and Sciences has appeared in *The Chronicle of Higher Education*. We now have a very strong and widely representative search committee, thanks to the work of the LA&S Senate. The members are Hamid Azari-Rad, Kathleen Dowley, Laurel Garrick Duhaney, Douglas Maynard, Tom Olsen, Annee Rochelle, Mercedes Rooney, Lynn Spangler and Frank Trezza.

Vice President Search: The search consultant from Witt/Kiefer will be on campus tomorrow to meet with the search committee, me, the vice presidents and the managers of units within the Finance/Administration division. This is a key first step in building a strong pool of applicants.

SUNY Presidents Meeting: The SUNY Presidents met last month and, not surprisingly, the Governor's Commission on Higher Education and the state budget were the main topics. We were warned of the likelihood of a tighter budget next year because of turmoil on Wall Street. Hopefully SUNY will not be a target for cuts—especially if the Commission (which I reported on last month), as expected, recommends increased funding for the University. But I wonder if a tuition increase may be in the offing, if only to fill the gap created by negotiated salary increases and inflation. As you know, the CSEA contract has been finalized and this usually means that the UUP contract will follow shortly.

The State Senate has approved two new SUNY Trustees: Carl Hayden and Carl McCall. Hayden, a lawyer from Elmira and former Chancellor of the Board of Regents, is the new chair of the Board.

Make a Difference Day: Our campus's participation in this yearly service event, spearheaded by our Student Activities staff, continued to swell. We had 638 volunteers at numerous local charities this October, bolstering New Paltz's reputation as a campus that gives back to its community. And this was on a day with pouring rain! We should all be proud.

Banner Update: While we have met most of our deadlines with the Banner conversion during the last 20 months and most of it has gone extremely well, I'm sure you also know that we've encountered some difficulty in having student progress reports available. While actual spring 2008 registration begins next week, these reports contain information both advisors and students need in advance of registration—and we were not able to get complete reports to everyone on time.

The IT staff is working feverishly to fill in the gaps with the reports and to eliminate delays when students and faculty try to access the data. Some of these problems have arisen because our data is currently hosted on a server in Buffalo—which will change as a result of a decision we made (even before these problems occurred) to house and staff our own server here to house this information. But there is no disguising the fact that this part of our conversion has been rockier than we'd hoped.

Some good news—just yesterday the writing intensive and liberal arts requirements are appearing on progress reports. As of this writing, total credits are still not included in the reports, but our IT folks hope to have this resolved today or tomorrow and the long waits have already been shortened. Despite these legitimate frustrations, I hope we can all keep the end result in mind. When these glitches are fixed, we should have a vastly improved resource for advising students. For example, all transfer courses will be listed as well as all major courses, and major courses will parallel the course catalog. On another bright note, this week Banner successfully registered 600 graduate students for the spring semester and the system is able to automatically apply our academic standing and matriculation policies.

Construction: A brief update on five big construction projects. As many of you know, we have found temporary homes for the occupants of Old Main and we are beginning to prepare those spaces for the necessary relocations. We are on track for units to move out in summer 2008 so that construction can begin. The Provost will give a summary of the Old Main project and the relocation “dominoes” at an upcoming meeting.

The first phase of our High-Temperature Hot-Water line project (the Hasbrouck Complex) is essentially complete. The contract for Phase II (the main academic concourse) has been awarded and Phase III (Old Main Quadrangle and the East Side of Smiley Arts Building) is currently out to bid. Construction on both Phases II and III is scheduled to begin in summer 2008. Phase II should be complete by fall 2008, and Phase III by fall 2009.

The Student Union Building addition is on track for construction to begin in fall 2008. The project's technical review was completed this week. The design for the new addition has already won an American Institute of Architects design award. Don't ask me how that happens before a structure gets built!

The Humanities/JFT Air Conditioning Project is on schedule, with chiller installation to take place this winter. New HVAC equipment will be installed in JFT next summer, and the entire project is slated for completion by fall 2008. Last, we have gone out to bid on a sprinkler project for the Shango/College, Bouton and Gage residence halls that will also commence next summer.

As you can see, summer 2008 will be the beginning of one of our busiest periods of campus construction (and alas physical disruption!) in recent memory. But the progress we shall make in terms of the reliability of our campuswide heating system and better working, learning and living spaces for our faculty, staff and students will be well worth the inconvenience.

Ending on the happiest of notes, I'm told by Human Resources that the effective pay date for discretionary salary increases will be November 28. Individual letters announcing the increases will go to your home addresses before the approaching holiday.

So have a Happy Thanksgiving!
