

# SUNY Delhi.

## Senate Meeting Minutes December 9, 2024

**Present:** Doug Holub, Leslie Barger, Brian Bean, Mary Bonderoff, Jason Cash, Barbara Davies, Daniel Gashler, Joshua Gregory, Kari Haugeto, Terry Hamblin, Nazely Kurkjian, Max Denhe, Cheri Rossi, Heather Schwartz, Mark Sullivan, Tessier Lisa, Michael Tweed, Megan Wolfe, Peter Bruscoe, Dr. Boyd, David Brower, Shannon Shoemaker, John Padovani, Lori Ciafardoni , Chelsea Mathieu, Lars Schweidenback, Lori Tremblay

**Proxies:** Leslie B for Carrie Fishner

**Meeting called to order: 4:34 PM**

Welcome! We hope everyone and their families are healthy and safe – please mute.

**Approval of Nov. 18, 2024 meeting minutes**

Motion made by Jason C., second by, Leslie B.

Discussion:

Barbara D.: Committee reports says here that someone is working on glossary of terms.

Doug H.: Is there anyone on committee that can help with that? I will forward your question to that chair to get the answer.

Nazely K.: I would like to be included in that to see if this overlaps with the Retention Committee.

Vote taken: 15 yes. No, 0. Minutes approved.

**Updates: President Mary Bonderoff, Nazely Kurkjian, CADI Board, Presider**

**President Mary B.:** Thank you for the continued support for our students and the campus. Finals week is here and it went so fast! Congrats Dr. Brower being named Provost. We look forward to working together. Special thanks to plumbing faculty and the plumbing program, but we have added an additional lab and will be taking on another 20 students so thank you for that. Join me Thursday for the end of semester farewell to Mark Sullivan. Thank you to Mark 4 to 5:30 in Kennedy Lounge. and all you have done for SUNY Delhi. Larger celebration mid-year after Opening Meeting. Last week after finals there will be meetings such as fireside chats and other open meetings. Please be on the lookout for those and we hope you will attend. RADC

work as co-chair. Opportunities include round table discussion for workforce development. On ramp grant for southern tier. We are a spoke in hub for Binghamton. Electric controls and utilities with Delaware Electric Co-op. SUNY Delhi had the greatest growth of enrollment compared to anyone else across SUNY! Technical colleges mentioned and beginning to be recognized in positive light.

Strategic Plan: Thank you, Alice, and Nazely for helping solidify this mission. Some of you may be on committees that will be taking this on directly so help us lead the development of our tactics. We would like robust options available as we move forward. Survey below to participate. Please consider and take a minute to look at where the opportunities are.

Will be bringing people together in January, faculty and staff representative to work throughout the semester to support our strategies goals. To ensure we are continuing to use the strategic plan, will bring together in June and finalize the tactics as we move forward. Tactics will roll out officially during the Fall semester of 2025. Continual assessment and feedback to develop the tactical plan. Fluid plan with continual development.

Nazely K.: Strategic enrollment management and retention. Retention council has been meeting all semester and we are ahead of some of the other tactic areas that need to be established. Refinement will be continual. Most of what we are doing has to do with student success. Smaller group has been meeting regularly to look at specific areas this semester such as withdrawal work flows, monthly data trends, what kinds of students are withdrawing and when. Attempting to create more consistent training for all student employees throughout campus is another goal we are looking at and working on . Residence Life, Access and Equity, and Student Activities have already started working together to prove that basic information that all students should know. Retention appears low but this doesn't tell the whole Delhi story because there are also internal transfers and such. Important data to track because we did technically keep those students so it is worth exploring. Crafting baseline definitions for student success. Moving forward I would like to examine what we consider success and how we should be proactively engaging the students to get them to understand what their goals are. Also grateful for Abby B-W for her work in bringing speakers to raise awareness of key student touch points, messaging and services that are offered. Also participating in NISS and are looking forward to learning what this entails. Also Sharepoint page so everyone can stay up to date on our work.

Doug H.: Retention Dashboard?

Nazely K.: Programmed in Argos and will be a way to pull information and be aware of what's happening with students at a program level. Vet Sci is doing a great job with retention and that is potentially related to the amount of supports they have for their students.

Doug H.: NISS?

Nazely: Semesterly retention plan to be developed but I want to see what NISS will recommend informing that plan.

Doug H.: Do you know when we will have that plan.

Nazely K.: Soon.

David B.: The goal is to get NISS to our campus as soon as possible but the intent is to have them here next semester (Spring 2025).

Nazely K.: Will take time to see the results on it.

## **Old Business**

**Peter Brusoe: Updates on CADI.** As background CADI is our campus auxiliary. Outside of campus non-profit. CADI is not just food. Also provided bookstore, student washers and driers and other things like that. Most noticeable thing is the Barnes and Noble Café is now in Stanford. Many positive comments. Costa Coffee automatic machines also brought in and it's doing great on second floor of Farrell. Also Sushi-Do has been moved in and students are very satisfied. Service hours are now longer. Comfort food station also available Monday through Friday. Students have more hours and more available food. Decrease some of the pressure downstairs so lines have been less busy. Changes in how we pay for meals. Now food is prepay. Food truck is fully rebranded as a SUNY Delhi truck and the interactions have been positive. Thinking about going to an outside food service vendor. Taking proposals from outside vendors at this time to see how we can best deliver products to our students. We are the only tech sector school looking into this at this time.

Terry H.: I would add that we have a full board of students involved too. They offer a unique perspective on ways to better serve them.

Questions:

Lisa T.: Spoke to the pros for why going to an RFP. Are there any drawbacks to that? An associated cost? CADI also provides services to our campus.

Peter B.: We are meeting tomorrow to see how to move forward with this conversation. Some downsides, such as right now we have a lot of operational control over everything. There are some potential departures, but we are committed to keeping every single employee. CADI will still make money, but we may see additional cost increases.

Terry H.: We have not committed to anything yet. The Board voted last Spring to begin the process. RFP hasn't been written yet.

## **New Business**

**Presider Updates: Doug H.:** Working with Provost with date of last attendance requirement. We have voiced concerns about the timing of the announcement, the implication of the wording. There was no discussion with Senate or anything. That has been discussed with the Provost. Today's Delhi Today there was a rewording of alternative attendance method was allowed. David do you want to clarify anything?

David B.: Point of clarification – this is something that we have always had. We have always had to submit this data. It was a very manual process, so we are asking that people submit the data earlier to make it easier for the institution to supply aid to students who need it the most.

Lisa T.: Want to reiterate that it was confusing to have it communicated at the end of the semester. Many faculty do not take attendance, so the submission compromise is a good one. Because this was communicated out so late there were some concerns.

David B.: If a student receives all F's they would get that kind of notification. I will get clarification on that.

Cheri R.: In certain programs there might be a failing grade that is higher than an F. Is this for only F and NP?

Discussion about financial aid and scenarios regarding unsuccessful grades.

Lisa T.: Is there an academic policy regarding attendance that has been passed.

David B.: No.

Doug H.: Regarding procedures for complaints against faculty and staff. Rumor that people have not been able to stay on campus, no longer teaching classes and so forth. Had conversations with UUP president college president regarding this matter. Was told that procedure prior to any discipline action is not a union issue. Is a governance issue which involves admin and shared gov. that is provided.

Mary B.: I don't think an HR issue includes shared governance. Personnel issues are not shared governance issues.

Doug H.: What about the procedures involved.

Mary B.: The procedures come from SUNY that are in place that we work collaboratively with SUNY to implement. Pieces of HR work that are collaborative, but other things are not.

Doug H.: As president of college senate, we need to have these conversations.

Mary B.: Yes, but the process is not determined through shared governance.

Doug H.: Was also told that anyone who has been accused of an offense or some type of complaint has been reassigned, receiving pay, and are still doing work which is meant to protect the person who has been accused to against exacerbating the perceived problem. College pres. is planning to convene sessions with area meetings to address these concerns along with union and HR representatives. UUP is also raising concerns about the optics of what has occurred, the potential mental health that may be affected, campus morale and potentially trust issues. Before asking for any general comments or questions, I will give Mary the floor.

Mary B.: There is nothing we can say about explicit situations. We did not walk people out. We do not do that on this campus. When I first got here I heard lots of people say that HR was not following through on complaints. There is a process in place where we take complaints seriously. We do not want to be doing this but we are taking complaints seriously.

Doug H.: People have not been walked out and nobody has been accompanied out, but they have been told to leave by themselves?

Mary B.: We have not escorted anyone out.

Genevieve S.: What does reassignment mean?

Mary B.: It means a person is given an alternate assignment based on their skills and experience within the campus.

Dan G.: Appreciate not being escorted. State UUP contract weakness is that someone can be investigated without knowing what the charges are which is really demoralizing to wonder why you have been put on alternate assignment and why this is happening for instance. One of the things we have done is make it clear that we stand up for academic freedom, free inquiry and really deal with issues that can at times be viewed as provocative. There are some morale issues on campus.

Mary B.: As leadership team we have had training on academic freedom. We stand by academic freedom. Coursework is connected to your curriculum.

Lisa T.: If reassignments are happening before processes have played out, it appears to assume guilt even if that is not the intent. But it causes mental distress on faculty involved. The primary question is does reassignment happen before investigation completes, if you can answer that or not.

Mary B.: Folks are reassigned when there is information provided in consultation with SUNY Council. Something has to have been provided to the campus to start the process. Further investigation is to determine where everything falls.

Further conversation regarding investigation processes, when Union gets involved, and how complaints are handled. Campus-wide training to be held in short order.

Dan G.: When a complaint is made, the employer is not required to let them know what the topic is about per UUP state contract. It's meant to protect the whistleblower. If you are a UUP and CSEA member, you are protected.

More discussion regarding campus morale and the importance of due process.

Doug H.: MFA. Spoke with Sean Brislin about this and the MFA can be very frustrating. Some reports that other SUNY schools do not have to do the authentication as much as we do. If you

do not want to use your personal phone to get the MFA messages, you can get electronic devices that are available. May take longer to set up, but these are available.

### **College Curriculum Proposals – Lars S.:**

Presentations about MECH changes.

Motion by Heather S., second Cheri R.

Vote taken; 17 yes. 0, no.

Lars S.: SONAS changes described.

Motion to approve by Cheri R., second by Leslie B.

Discussion: none.

Vote taken; 18 yes, 0 no.

### **SUNY UFS Resolutions (First Viewing) Lisa T.**

Lisa T: Presentation of initial resolutions.

Summaries given for HiFlex teaching modality, Graduate Education Standards Work Group, Recommendation for Adoption of Okanagan Charter, Endorsing SUNY/CUNY/UFS statement on funding higher education, Change to Board of Trustees Term Appointments.

### **Vote for CADI Board of Directors staff member. Cheri R.**

Kelly Keck will be new CADI Board of Director staff representative.

### **Vote for Budget and Planning Committee Academic Senator Representative. Cheri R.**

Max Denhe will be new Academic Senator Representative.

Announcements:

Doug H.: Thank you everyone for staying so long.

Next meeting January 27, 2025.

Academic Program Assessment Committee still looking for academic senator representative.

Budget and Planning Committee looking for academic and non academic senator rep.

Course Evaluation Survey Guide was distributed by Allene Slating via email to encourage student to participate in evaluation surveys.

**Adjourn at 6:45 PM.**