

Faculty Senate Minutes #6

April 22nd, 2025

Open Meeting

Hall of Fame

Members and Senators Present: K. Ahern, S. Anderson, P. Arras, C. Badurek, , E. Bitterbaum, A. Blavos, R. Borden, R. Bryan, E. Cisneros, S. Clark, R. Coyne, S. Daman, R. Davis, A. DeChellis, S. Decker, P. Donnelly, D. Fantacone, A. Fitz-Gibbon J. Hall, D. Harms, M. Kent-Landes, K. Lawrence, A. McClellan, J. Neretich,, C. Palmer, J. Parks, R. Powell, J. Radloff, H. Schmid, P. Schroeder, G. Sharer, K. Sheets, T. Suzuki,B. Williams, A. X., M. Yacavone, J. Zhe-Heimerman

Members and Senators Absent: P. Francis, J. Jones, L. Lopez-Janove

Guests: K. Bonafide, P. Buckenmeyer, K. Burke, J. Ciotoli, W. Cranmer, M. DiVita, K. Dushko, E. Fan, X. Fan, K. Jiluestin, C. Kaltefleiter, G. Ketcham, L. Lin, M. Logerfo, R. Maton, B. Mattingly, K. Mashknoski, K. Polasek, K. Pristash, S. Rayl, I. Strasser, S. Strause, W. Schwartz, A. Thomas, R. Vooris, K. Wieczorek

I. Approval of Minutes: The Minutes from April 8th were approved by the Senate

II. Chair's Report: K. Lawrence:

- In the interest of time and because we have a full docket, Chair Lawrence did not give a report.

III. Vice Chair/Secretary's Report: D. Harms: No report

IV. Treasurer's Report: C. Badurek – No report.

V. President's Report: E. Bitterbaum:

- Announced that the recipient of the Rozeanne Brooks Award was L. Gathagan.

VI. Provost's Report: A. McClellan: No report

VII. Policy Committee Reports:

Joint Committee on Student Interests: A. X/J. Radloff – No report

Academic Faculty Affairs Committee: K. Sheets, Chair – No report.

Educational Policy Committee: J. Parks, Chair – No report

Professional Faculty Affairs Committee: J. Neretich, Chair – No report

Area Senators – No report

SUNY Senator/ Alternate Senator: A. Fitz-Gibbon, G. Birren, L. Jin, J. Hall – No report

Student Senator: E. Cisneros/C. Palmer

- Announced newly elected officers for the upcoming academic year beginning Fall 2025
 - President: P. Arenas
 - Vice President: E. Cisneros
 - Chief Financial Officer: M. Doumbia
- Announced SGA is currently accepting cabinet applications

VIII. Other Standing Committee Reports:

Committee on Teaching Effectiveness: I. Strasser, Chair – No report

University Curriculum Review Committee: K. Polasek, Chair:

- Reported that the committee has been very busy this spring semester; reminded everyone to submit information/requests/proposals to the committee as early as possible, as the their committee work builds up quickly
- Thanked P. Schroeder for her continued assistance to the committee

Faculty Research Committee: C. Badurek, Chair – No report

General Education Committee: D. Radus/K. Downey Chair – No report

Graduate Faculty Executive Committee: L. Gathagan/L. Reichel, Chair – No report

IX. Unfinished Business:

- **Resolution on Voting Rights for Faculty on Contingent Appointments** – Faculty Senate will return to resolution at the 5/6/25 meeting for continued discussion and vote
- **Remaining Vacancies, Call for Nominations, Spring 2025** – Additional nominations must be received by Monday 5/5/25 by 4PM. Please submit nominations to lawrenek@cortland.edu and amy.dechellis@cortland.edu; the final slate of nominations will be presented to the Faculty Senate in an effort to fill remaining vacancies from the Spring 2025 Call for Nominations at the 5/6/25 meeting.

X. New Business:

- **EPC Transfer Credit and Minimum Grade Proposal** – Was introduced to the Faculty Senate by J. Parks for clarifying questions
 - Q. This proposal just pertains to the “D” grade, correct?
 - A. Yes, that is correct
 - Q. This proposal will not trump degree requirements at the department level, correct?
 - A. Yes, that is correct

XI. Announcements:

- E. Bitterbaum announced that there is still a need for marshals at commencement
- S. Decker announced that there is a current UFS resolution (that can be found on the UFS website) regarding academic alliance as a collective (SUNY and CUNY)

XII. Open Meeting Session:

- **Miscellaneous Items for Discussion:**

- Parking on campus, particularly concerning the student invasion of the N Parking Lot
 - Students have taken over that lot, resulting in the lowering of the workplace morale; students have been verbally harassing the faculty and staff who pay for a permit to park on campus
- CTE's – With the new system, Anthology, faculty are supposed to have access to set the gate; however, this is not the case. When implementation team was notified, response was that the guidelines per the College Handbook were being followed
 - There is confusion as to the guidelines in regards to the last 3 weeks of classes vs. the last 3 weeks of the semester

- **Discussion of proposals Announced at Chairs' Council by Provost Ann McClellan:**

- **Proposal #1 Faculty Evaluations of Performance** – (Explained by Provost McClellan)
To maintain continued engagement and to be equitable in all 3 areas teaching, scholarship, and service; what guidelines do we want to set? Forming an ad hoc committee (administration and faculty) in an effort to choose a differentiated workload
 - Invisible service from faculty that are female, persons of color, etc.; please pay attention to underrepresented groups such as these
 - The 4-3 plan: this is clearly about money and exploitation due to the frightening failure of leadership in the government right now
 - Consider the rationale of a 4-3 plan; why not a 4-4 plan or 5-5 plan? Concerns match obligations
 - Is there a basic guideline for publications after tenure? There needs to be clarification; depending on who you talk to, the information is never consistent
 - Concern over future academic funding from the government, especially in the sciences
 - There needs to be avenues to better council individuals, especially during these unprecedented times
 - Concern over the timeline for the ad hoc committee that is currently in the works; if the committee doesn't commence work until next academic year, that doesn't seem like sufficient time
 - Concerns raised over inconsistency across departments; there needs to be clear criteria
 - Concerns about academic freedom
 - There was a document compiled by a group of SUNY Cortland faculty read aloud expressing the above concerns; please find document attached in email with the minutes
- **Proposal #2 – Extra Service Pay Full Time Faculty** – (Explained by Provost McClellan)
Due to ongoing budget constraints, we will stay at the \$4,000 extra service pay for the 2025-2026 year
 - Does this apply to professional faculty as well?
 - Since there aren't many professional faculty members who teach, this would depend on the coding
 - What will this proposal have accomplished, other than creating bad blood and animosity? How will hiring adjuncts save us money under this plan?
 - Reduce our deficits to keep SUNY from having to step in
 - There should be equal pay for equal work
 - Many of us teach extra courses and do extra service work out of demand, rather than out of interest

- Recognize the financial situation the university is in; however, this plan does not feel like we're working together (administration and faculty)
- Due to the lack of transparency, this does not feel like shared university governance
- Even though there is a lot of inequity within this plan, the administration is doing what they can, given the current financial and political changes that are ongoing
- What are the next steps in this process?
 - Faculty collaboration as well as meeting with the AFAC and then taking all that information back to the cabinet
- We need to face the reality that we're potentially facing a massive hole, if we don't want to completely fail; this is an all hands on deck situation

Meeting was adjourned by K. Lawrence at 2:30PM on 4/22/25

Minutes submitted by: Amy M. DeChellis