

# ***University Senate***

Monday, May 6, 2019

2:45 PM – 4:45 PM

Campus Center West Boardroom

James Mower, Senate Chair

## **AGENDA**

### **A. Approval of Senate Minutes** of April 15, 2019

Minutes were approved as submitted without a vote.

### **B. President's Report** – Havidán Rodriguez

President Rodríguez began by thanking Karin Reinhold for her three years of leadership service to the University Senate.

He provided a brief summary of his University Address that he delivered in the Spring, drawing attention to some important priorities, including: strengthening and expanding student advising; highlighting the power and impact of faculty mentoring; ensuring that all students participate in 2 or 3 high impact practices, including study abroad, research, service learning, and internships; caring for the health and mental health of our students; meeting the financial needs of our students; reducing administrative hurdles and obstacles impacting retention and graduation rates; and enhancing our campus environment and climate to make it welcoming to all faculty, staff, and students.

He discussed doctoral stipends and masters student scholarships and fees, contingent faculty salary levels, career pathways for professional full-time lecturers, and maintaining current performance programs and evaluations, and provided updates on each of these items.

#### **DOCTORAL STUDENT STIPENDS**

He noted that stipends have been increasing by 2% to 5% each year since the 2015 Blue Ribbon Report, resulting in an investment of about \$225,000. She shared that in 2017-18, all doctoral stipends were raised by approximately 4% with a total cost of \$430,000, and in 2018-19, all stipends were again raised approximately 2% with a total \$240,000. He highlighted that stipend levels are aligned with the Blue Ribbon Panel's recommended range for approximately half of our doctoral programs, primarily those in humanities, social science, and education, and that the Average doctoral stipend is \$17,377. He stated that while we are not where we want to be just yet, we are making progress, and that he has asked members of the Executive Council to revisit this plan, and come up with some concrete recommendations and next steps.

He provided information about the Strategic Plan Accelerators that support graduate students, including \$225,000 for tuition scholarships to attract high-quality Masters students and improve retention and graduation rates; \$300,000 over two years to establish \$5,000 summer top-off Presidential Fellowships for high-achieving doctoral students; and \$100,000 for HBCU/HIS Visitation and Pipeline Programs to recruit high-achieving underrepresented minority graduate

students. He indicated that since 2016 the University has directly invested \$1.8 million dollars in doctoral and graduate education, including \$1.1 million dollars in recurring funds. Additionally, he shared that the University has invested over \$1 Million in undergraduate initiatives, including scholarships, community service, undergraduate research, study abroad, international scholarships, etc.

## 2. STUDENT FEES

President Rodriguez indicated that rising student fees have been a concern. He indicated that as an institution we take student fees very seriously and they go through an extensive review process. He shared that fee increases are within the higher education price index for that year, which is about 2.8% for 2019-20.

## 3. CONTINGENT FACULTY SALARY LEVELS

President Rodríguez shared that in fall 2018, part-time faculty contributed 37.2% of the instructional workforce and delivered 34% of the lectures and seminars, which included 36% of students. He shared that in the past two years, in response to the Blue Ribbon Panel, the minimum per course salary was increased by 36%, from \$2,800 to \$3,800 (current minimum), bringing the average contingent salary to \$4,336. He shared that nationally the average adjunct salary is \$3,936 at doctoral/research 1 institutions (which pay adjunct faculty the most). He indicated that aside from RPI and Skidmore, all other regional colleges pay less than our current minimum rate of \$3,800. He stated that given higher education Capital Region market conditions UAlbany has made great progress and is among the highest paying.

## 3. CAREER PATH FOR FULL-TIME LECTURERS

The President shared that a career path for our full-time lecturers is a critical issue and shared that he has asked the Provost to develop a proposal with a promotional ladder for full-time Lecturers, which would come with a salary increase yet to be determined. He indicated that lecturers are expected to undergo a review process similar to Tenure and Promotion, but less extensive and primarily focusing on the areas of teaching and service. He said that he has also asked the Provost to explore more job security for Full-Time lecturers with contracts ranging from 1 to 3 years, and that they will present their final plan to the University Senate.

## 4. PERFORMANCE PROGRAMS AND EVALUATIONS

President Rodríguez said that it is a goal to have 100% of updated performance programs in place, to be followed by 100% of evaluations implemented, indicating that this will support operational excellence in an area where the University has been lagging. He shared that he tasked the Vice Presidents with this goal and that we are currently at 80-90% compliance (emphasizing that our goal is still 100%), with the next step to become current on evaluations. He also indicated that he has asked the Provost to ensure that procedures are instituted to ensure annual reviews of the teaching faculty as well.

Finally, the President commented on the University's fiscal health and strategies for improving the financial status of the institution. He invited the group to attend the birthday celebration where we will open the 1965 time capsule that was hidden in Dutch Quad, and to commencement ceremonies. He responded to questions from the members in attendance, including providing updates on the new Dean of Students Office, undergraduate and graduate enrollment, and the role of contingent faculty in student success.

**C. Senate Chair's Report – James Mower**

Jim Mower was not in attendance and so did not provide a report.

**D. New Business**

**Vote to approve 2019-2020 Council and Committee Rosters**

Zina Lawrence shared the proposed rosters with the members in attendance.

Vote: 36 in favor; 2 opposed; 0 abstentions

**Bill: Guidelines for Promotion to SUNY Distinguished Professor Ranks**

Karin Reinhold provided background on the bill.

Vote: 39 in favor; 0 opposed; 1 abstention

**Bill: Standing Committee on Contingent Faculty Matters**

Virginia Yonkers provided background on the bill.

Vote: 40 in favor; 1 opposed; 0 abstentions

**Bill: Minor in Legal Studies**

Stephan Stohler provided background on the bill.

Vote: 40 in favor; 2 opposed; 0 abstentions

**Bill: Amend Policy Pertaining to Undergraduate Students Enrolling in Graduate Courses**

Jon Bartow provided background on the bill and responded to questions.

Vote: 34 in favor, 4 opposed, 2 abstentions

**Resolution on Fair Trade**

Dennis McCarty provided background on the resolution.

Vote: 35 in favor; 2 opposed; 0 abstentions

**Resolution on profit from sale of course materials**

Karin Reinhold provided background on the resolution. There was some discussion about the specificity of the resolution. An amendment was suggested to remove the sentence regarding "profiting" would be changed to "University faculty shall comport themselves with NYS Public Officers Law 74". There was some clarification on the purpose of this resolution.

Vote on the amendment: 23 in favor; 7 opposed; 5 abstentions

There was further discussion about the purpose and reach of the proposed resolution. A member called to question, to close debate and vote, which requires a two-thirds majority.

Call to question vote: 21 in favor; 13 opposed; 1 abstention (motion did not pass)

Another amendment was proposed: stating approximately, “the University Senate admonishes UAlbany faculty who profit from the sale of course materials to their students at the University”. There was a claim that this amendment reverses the initial amendment.

There was a call for quorum before a vote was made to adopt the second amendment, confirming that quorum had been lost.

#### **Title IV Course Participation Verification**

Ann Marie Murray provided background on the verification and the need for compliance. She explained that the proposal had been reviewed by the SEC and put on the senate Agenda as an informational item. She shared that the next step is to complete the integration into the back end including crafting a communication to the faculty. Depending on the Registrar and Financial Aid integration work in People Soft the implementation may start this fall. She indicated that a communication to all faculty will be sent with compliance information. IT will default the attendance feature in People Soft and ask faculty to indicate at an identified date in time those students registered in their class who are NOT in attendance.

- a. Faculty Survey Summary Report
- b. Academic Program Approval Process Report

#### **E. Other Reports**

1. SUNY Senators’ Report – Diane Hamilton, Latonia Spencer, Sam Axley
2. Graduate Student Organization Report – Kaylynn Enright, Lead Senator
3. Student Association Report – Langie Cadesca, President
4. Council/Committee Chair Reports:
  - i. CAA – Istvan Kecskes/Mary Ellen Mallia, Co- Chairs
  - ii. CAFFECoR – Malcolm Sherman, Chair
  - iii. CERS
  - iv. COR –Robert Rosenswig, Chair
  - v. CPCA – James Hargett, Chair
  - vi. GAC – Sean Rafferty, Chair
  - vii. GOV – Zina Lawrence, Chair
  - viii. LISC – Billie Franchini, Chair
    - i. Amended report: the Chair of LISC offered clarification that the LISC report, and specifically the addendum to that report, did not represent the approved minutes of the LISC meeting of April 22 as members have not yet voted. Some LISC members have expressed concerns about the accuracy of the addendum submitted by a guest at the meeting. LISC will be voting to approve the minutes in the coming week and will decide whether or not to accept the addendum as part of the official minutes of that meeting.

- ii. There was some discussion about who to include in the vote regarding the minutes, given that the discrepancy relates to a guest. It was clarified that this relates to an addendum that was provided by the guest, not the comments in the meeting.
- ix. UAC – Christy Smith/Karen Kiorpes, Co-Chairs
- x. ULC – Deborah LaFond, Chair
- xi. UPPC – Karin Reinhold, Chair

**F. Announcements**

**G. Adjournment**