

MVCC College Senate Meeting

Tuesday, February 7, 2023

2:30pm in WH 225

Attendance

Present: E. Bush, S. Crocker, N. Evanoff, S. Frisbee, R. Golden, A. Hazen, D. Head, B. Horender, R. Huyck, J. Ireland, M. Kuczynski, S. McCall, S. McGovern, M. McHarris, A. Miller, C. Miller, A. Nolan, M. Parry, A. Radlowski, A. Roy Small, A. Sandstrom, R. Spetka, C. VanNamee, J. Wilcox, L. Williams, R. Wittenberg, J. Woodrow

Student Senators: A. Jackson, R. Khames

Absent/Excused: C. Albrecht, S. Cummings, M. Faitell, M. Kelly, S. Lai, M. Miknavich, S. Selden, R. VanWagoner, F. Vellone, L. Warring

Call to Order

C. Miller called the meeting to order at 2:35 pm.

Review and Approval of the Minutes of the December 6, 2022 Meeting

The minutes were approved with a minor alphabetization change. (R. Spetka, S. Crocker) (27,0,1)

Chairperson's Report

C. Miller

C. Miller welcomed R. Khames as the new interim president of Student Congress and mentioned that the March and April Senate meetings will be held remotely. In preparation for the FCCC Wellness Check, C. Miller requested that Senators reflect on those aspects of MVCC's governance that they'd like an outside body to review. Some questions to consider include: "What are things we can improve on?" and "What are things we do well?"

R. Huyck provided an update on Senate elections, indicating that those whose terms are ending have been contacted and that the first request for self-nominations will go out soon.

A. Radlowski shared an update on the Senate Teams page, where Senate materials will be housed moving forward.

New Business

Changes to Senate Committee By-Laws Article 3 Membership

C. Miller

A motion to update the membership of the Senate to include the chair of Faculty Caucus (and to fill the vacated seat if the chair had been a Senator) was made (J. Ireland, M. Kuczynski) and passed unanimously (27, 0, 0).

Chief Diversity Officer Report

T. Marshall

T. Marshall shared an update on the Campus Assessment Plan that was formed when he began his role as Chief Diversity Officer. The plan identified eight areas of focus, including trainings for supervisors/employees, and search committees; collection and roll-out of KPI¹ data; reviewing department DEI² goals and program outcomes; human resources recruitment and hiring; awareness and nominations for the Hawk View Award; and continuing DEI community engagement. (See attached for more information).

Updates were also provided regarding SUNY PRODiG³, Diversity Council Goals, and MVCC United.

In lieu of a 21-Day Challenge, this year there will be an MVCC Community Town Square. The theme will be the impact of storytelling, including workshops by Hilda Jordan, Todd Marshall, and Erin Severs. The symposium will also include stories from students and conclude with an equity summit.

Upcoming events & deadlines include:

1/30 – 2/17	<i>I Am 400</i> banner by Jerome and Jeromyah Jones (in Utica)
2/17 – 2/28	<i>I Am 400</i> banner by Jerome and Jeromyah Jones (in Rome)
2/7 10:00–2:00	Student Activity Day (AB)
2/22 10:00–2:00	Student Activity Day (Rome)
2/10	Wakanda Movie Night
4/1	Deadline for SUNY Diversity Scholarship

Compliance Overview

A. Nolan

A. Nolan, who began her role as Director of Compliance in November 2021, shared an overview of her approach to compliance and the work completed so far. There are thirty grants at the College, and A. Nolan created a Grants Compliance Manual and met with each grant owner to review grant management. She has also reviewed the College website for Middle States compliance and reviewed, updated, and revised existing policies and procedures, including writing new policies when missing (for example, an Employee Code of Ethics was created and five different Conflict of Interest policies were combined into one). Procedures are being written for policies that do not have procedures in place, and will be shared with the Senate once completed. A. Nolan is also conducting internal audits in an effort to be always audit-ready, and works to ensure all laws and regulations are being followed and met, such as SUNY mandates, ADA compliance, and so on. Future goals include building a compliance matrix and website, holding a compliance training series, forming a risk-management council, and streamlining processes.

¹ KPI: Key Performance Indicators

² DEI: Diversity, Equity, & Inclusion

³ PRODiG: Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth; more information available at <https://www.suny.edu/prodig/>

Update on the Academic Program Review Senate Committee

R. Huyck

The committee is in its early stages of work, but has met with T. Marshall to discuss equity and inclusion, and has an upcoming meeting with M. Fikes to discuss data collection.

Pride of the Hawk & Heart of the Hawk Awards

S. Reynolds & J. Lynch

S. Reynolds presented the Pride of the Hawk Award to Rachel Golden for her exemplary work with onboarding students and modeling the way of Guided Pathways. J. Lynch presented the Heart of the Hawk Award to Tom Townsley, who has published several poetry books and was referred to as the “most interesting man at MVCC.”

Vice Presidents’ Report

L. Kahler, S. Reynolds, T. Squires

A discussion regarding the Vice Presidents’ Report (attached) including the following topics:

- With the move to the soft phone, there is a concern about desktop computers not having speakers. The desktop will likely be replaced with a laptop, or you will be provided some kind of an earpiece.
- A question was raised about whether or not faculty could hold a class online if the College is open but the faculty member is unable to make it to campus. The current guidance is that yes, faculty may do so, but they cannot hold it against students who are unable to attend online.
- The AB floor project will continue into the summer (July/August) but should be done before the Fall.
- A concern was raised regarding the inability to enter excused absences or tardies into the attendance entry on Banner. M. Parry will investigate options.

FCCC Report

A. Miller

A. Miller shared the following upcoming public meeting dates:

Mar 30 – Apr 1, 2023	Herkimer College
Oct 12 – Oct 14, 2023	Sullivan Community College
Apr 4 – Apr 6, 2024	Corning Community College

A. Miller shared additional updates, including

- FCCC supports funding advocacy for community colleges
- The General Education group is producing guidelines for AAS/AOS degrees. Additionally, a comprehensive list of DEISJ⁴ course resources will be in the next FCCC newsletter.
- There are concerns regarding academic rigor, such as minimum grades considered acceptable for transfer students versus native students, as well as ChatGPT’s ability to complete homework assignments for students.
- Conversations are being held surrounding student engagement in a post-pandemic community; childcare funding; and support and resources for dual enrollment students.

⁴ DEISJ: Diversity, Equity, Inclusion, & Social Justice

- Several governance wellness checks are scheduled for this semester.

Open Forum

S. Crocker remarked that at Faculty Caucus, a discussion regarding the Weight Loss Competition was held. In particular, weight bias is a strong implicit bias, and data shows that weight biases are increasing while other biases are decreasing, and that weight loss competitions increase weight bias.

C. Miller reminded Senators to think about what they'd like to have addressed in the Wellness Check.

Adjournment

The meeting was adjourned at 3:58pm. (R. Golden, L. Williams)

Next Meetings & Routing Sheet Information

The Next Regular Senate Meeting will be:

Tuesday, March 7th at 2:30 PM via Zoom

The next Senate Advisory Routing Sheet for applicable Agenda item proposals is **due: Tuesday, February 21st.**

The next Senate Advisory Meeting will be **Tuesday February 28th 3:30 PM via Teams**

Respectfully submitted,
Anna Radlowski

DEI Campus Assessment Todd Marshall

	Task	Assignee	Issue (s)	Focus/Action	Goal	Progress
I.	Supervisor/Employee Training	HR/Todd	Search for online training programs	HR and Todd collaborate to ensure amount (2) and type (DEI)of Supervisor Training.	Create two opportunities for supervisors to access online training in 22-23.	Training Selections Completed/Training was completed on November 30 th .
II.	Search Committee Training	HR/Todd	Make sure search committee members are DEI trained.	PEACE presentation at charge meetings.	Start charge meeting prep with PEACE presentation by Todd.	Started in Fall 22 – still in progress
III.	Collection and roll out KPI data	Randy and Marie	Data analysis	Share data with college	Data will inform college and help to highlight	KPI's support Strategic Plan 2023 Objectives KP Data shared monthly with BOT
IV.	Review Department DEI goals	Todd	Do all departments have DEI goals?	Two questions: How do you support the DEI goals?	Help departments to have DEI goal(s) for Fall 2023. Some dept may already have goals.	After Strategic Plan is ready, Todd will reach out to departments
V.	Review Program Outcomes with DEI lens	Todd/Robert Huyck	Outcomes are not DEI specific	Review some outcomes and present to committee	Have all program outcomes reviewed	Todd met with Academic Program Review Committee to discuss how equity and inclusion outcomes could be updated and refined.
VI.	HR recruitment and hiring	Todd and Diversity Council	Interview Questions Job descriptions Advertising	Diversity Council subgroup will see ways to improve	Add 3 DEI interview questions. Start review of job applications. Ideas for advertising and recruitment	Completed questions. Working on job applications. Searching affordable advertisement.
VII.	Increase awareness and nominations for Hawk VIEW award.	Jill and Todd	We didn't get any nominations.	Jill will reach out early in the fall to put awards nominations on radar.	Last year we had 0 nominations. The goal would be to have at least 3 nominations this year.	Invitations have been sent out. Name change to Hawk VIEW Award
VIII.	Continue DEI community engagement.	Todd	Refine MVCC 21-day Challenge	MVCC Community Townsquare DEI Starter workshops	Continue to present/Work with Kristen and Sarah to add one more organization.	2 workshops with Utica First Insurance 11 workshops with Adirondack Bank

President's Report to College Senate

February 7, 2023

Mohawk Valley Community College

What does "Legislate the funding floor" mean and why is it important?

As you may know, the legislative priority for SUNY community colleges is to secure our funding floor in legislation. Prior to the two previous years, community colleges were funded on a formula tied to our full-time enrollment equivalent (FTE) numbers. During the enrollment boom of the Great Recession, the State cut our per FTE funding and promised to restore it when the economy recovered. It took the State eight years to restore the per FTE cuts and by then enrollment was already declining – and the State just let the budgets decrease until 2021 when the "funding floor" was approved in that budget cycle. The "funding floor" is simply a maintenance of effort like the Counties are legislated to provide – the same funding as the previous year, so that if enrollment goes down, funding can't be less than the previous year. The issue with the "floor" not being in legislation and only enacted as part of the budget, is that community colleges have to start and end our advocacy with begging for the floor – in other words, "Please don't cut us." This prevents any meaningful conversation about broader education policy related to funding non-credit workforce training programs, high-cost technical degree programs, or strengthening connections between secondary and postsecondary transitions for students. I imagine we'll get the floor again this year, but it will be an uphill battle for us to secure the floor in legislation.

Budget Advocacy

We continue to advocate for our legislative priorities. All signals are that the coming year will still be cushioned with some lingering stimulus dollars, but the subsequent two years have substantial projected deficits. These projections make it all the more important to secure the funding floor for community colleges in legislation to have it there when the State has even tighter budgets.

New SUNY Chancellor Touring the Campuses

The new SUNY Chancellor, Dr. John King, is intending to visit all 64 campuses in 2023 and has already visited several. We are in the process of scheduling his visit to MVCC and I want us to be ready. One of things I'd like to include in the conversation is our collective frustration with the challenges our students have when transferring to certain SUNY four-year institutions. I intend to share our concept of a Preferred Transfer Partner Framework and let him know we intend to increase transparency for our students by equipping them with comparative information about what SUNY campuses embrace and support community college transfer students and which ones play elitist games and compromise the transfer experience of our students. I would greatly appreciate any specific examples of frustrating transfer policies and practices you and your students have experienced with SUNY four-year campuses. Please share any examples you have with me, Lew, or Stephanie as soon as possible. I believe your examples and our message will grab the Chancellor's attention.

What Have I Been Thinking About Lately?

ChatGPT. I trust many of you have seen this open-source artificial intelligence platform in your media feeds over the past few weeks. ChatGPT has blown up over the past three months and the higher education press is producing a new story about its implications for the classroom on a regular basis. The fact that ChatGPT passed the evidence and tort sections of a state bar exam for lawyers, got a B+ on an MBA assignment from a Wharton School of Business professor at Penn, and is providing "passable" papers for colleges students is creating shockwaves throughout higher education. I don't have any answers, but just wanted to note it here in my Senate Report and ask everyone to do what I think MVCC does best – scan and analyze our environment; discuss and debate the issues to sort fact from fiction; identify what elements of the disruption and change work for us and which ones don't; and then collaborate and lean on each other to find workable solutions to make the revolutionary change evolutionary in ways that our culture can absorb, embrace, and evolve to stay on top of our changing world.

Vice Presidents' Senate Report

February 7, 2023

Mohawk Valley Community College

- Preferred Transfer Partners Program-The feedback came in overwhelmingly in favor of looking at a model where we will have an Institutional level and then behind that a School/Discipline level. The institutional level (which was reviewed by Senate twice) will be utilized in conversations with Partner Schools to increase the opportunities for transfer students at receiving institutions. This month, the VPLAA will be asking the School Deans to work with their faculty to construct School/Discipline level documents on preferred partners that can be utilized by students and those advising them to identify the best transfer opportunity for students in their program.
- To address the massive upheaval of the regional labor force, the College developed the Fast Track program—a program that relies on short term training experiences, available at no cost to the student—as the reimagination of legacy workforce training and placement strategies. At its core, the Fast Track program discerns no difference between training that results in college credit and training that does not—instead, the optimal Fast Track program acts as the mechanism for a quick (14-weeks or less) retooling—jumpstarting trainees on the path toward a living wage career.
- The internal Rome grassroots effort to provide some food service on campus was able to make progress. This semester, the hospitality students will prepare a different to-go meal each Wednesday that is paid for by RSA for students to 'grab and go.' We plan to expand this in the future after its trial run for the spring semester.
- Also on the Rome campus, a new student lounge is under development. There has been no centrally located area on campus for our students to congregate. We are using the front lobby area of CCED as the space and utilizing RSA funds to invest in the space.
- Work is continuing the floor replacement project in the Utica Academic Building. We expect this to last through the Spring semester. Thanks to everyone who has helped with the packing and moves.
- We are planning on the transition to the new phone system to be done over the Spring break in March. More details will be forthcoming as we get closer.

Respectfully Submitted,
Stephanie Reynolds, VP for Student Services
Tom Squires, VP for Administrative Services
Lew Kahler, Ed.D., VP for Learning and Academic Affairs