

State University of New York, New Paltz

Academic and Professional Faculty Meeting

Friday, December 12, 2008

10:00-12:00

LC 102

Agenda

- 1. Call to order**
- 2. Approval of the minutes of November 21, 2008**
- 3. Announcements:**
Glenn McNitt
- 4. Report of the President**
Questions and Answers
- 5. Report of the Provost:**
 - a. January Intersession Courses**
- 6. Report of the Presiding Officer**
- 5. Unfinished Business: None**
- 6. New Business**
- 7. Adjournment**

State University of New York, New Paltz Academic and Professional Faculty Meeting Minutes

December 12, 2008

1. Call to order

The meeting was called to order by Presiding Officer, Simin Mozayeni, at 10:10 a.m. in Lecture Center 102.

2. Approval of the minutes of November 21, 2008

The Minutes of the November 21, 2008 Academic and Professional Faculty Meeting were accepted as presented.

3. Announcements:

Emily Trapp reported that plans are underway to up-grade the technology in many classrooms in the Humanities Building during the summer of 2009. She asked for Faculty input as to what items should be included in the upgrade.

4. Report of the President

President Steven Poskanzer explained how capital projects funding differ from current operation budget, and therefore moving forward despite the budget cuts. The money is already committed and they are moving forward.

The President responded to a question about the search for the Chancellor for the SUNY system and gave an overview of the process that is being followed. In response to a budget question, he explained how the CUNY system will receive 20 % of any tuition increase.

Attached is a copy of the President's report for this Faculty meeting.

5. Report of the Provost

Provost David Lavalley informed the members present as to the status of the budget. He noted plans that are being considered to generate revenue: January intersession beginning in 2010, courses offered off-site during the semester break, targeted on-site courses for those who continue in residence during a semester break, and the opportunity for on-line courses. Targeted online courses, for example, could include certificates for group of business students who will not come to campus, and courses for school district business students. This can be done through Skype for 20 people at the time. He addressed the complexities for each of these options.

Dr. Lavallee noted that there is consideration being given to ways to decrease the budget in order to meet potential reductions. His office is studying pre-registration figures, use of re-assigned time, sabbaticals, and use of temporary instructors.

In response to questions, Dr. Lavallee stated that teaching during a January intersession would not be considered to be part of a Faculty member's teaching load since that would not generate any savings, that independent studies will continue as much as is feasible, and different scenarios are being studied for funding sabbaticals. He encouraged members to email him with ideas for confronting the budget crisis.

6. Report of the Presiding Officer

Simin Mozayeni reported on several items. They are:

- The directory of Central Committee members continues to be up-dated.
- A plan to re-structure the Academic Affairs Standing Committees is being developed by the Organization Committee which has already received some input from the Executive Committee.
- The Provost Search Committee received 87 applicants and is in the process of identifying the candidates to be interviewed.
- The Presiding Officer, the Vice-President of the Academic Senate, and the Chair of the Budget and Goals Committee have been invited by President Poskanzer to join his "wolk group" to bring insight and perspective from other colleagues to generate ideas and facilitate dialogue as it endeavors to implement the vision statement for the College. Related to budget decisions, the Presiding Officer noted that only the President and his administrative team will make the personnel decisions.
- Related to the President's vision statement, the Provost has invited governance involvement in establishing a regular peer evaluation system.
- Consideration will be given to moving the Faculty Meetings and Academic Senate meetings to Wednesdays beginning in Fall 2009
- Extended Happy Holidays to all!

No questions or comments came from Faculty on these announcements.

7. Unfinished Business

No unfinished business came before the Faculty.

8. New Business

No new business was introduced.

9. Adjournment

Simin Mozayeni adjourned the Faculty meeting at 10:50 a.m.

Respectfully submitted,

Edward J. Sullivan
Secretary

Appendix A
President's Report
Academic and Professional Faculty Meeting
December 12, 2008

It will come as no surprise that I am starting off this month's report with the latest update on the ...

State Budget: While we're waiting for the Governor to issue his proposed FY10 spending plan on December 16, I think we've already gotten a preview of what's coming in the deficit reduction proposal he floated last month, namely:

- a fourth cut to SUNY that would be filled with a tuition increase of \$620.
- no state funding for salary increases for collective bargaining units next year—which amounts to another cut to campuses.

In this very troubling scenario, New Paltz would face a \$5.4 million base budget cut next year (this is a more finely grained number than I've reported before and is based on the latest information we have).

If that's our situation, what are we going to do? Of course, we'll lobby political leaders to stave off a fourth cut, to let SUNY keep all new tuition dollars, and not to saddle us with an unfunded mandate on salary increases. Of course, we'll push hard within SUNY for an equitable distribution of cuts, stressing that the comprehensive colleges have borne a disproportionate share of prior reductions. But closer to home, we'll plan wisely about how to manage even the largest possible cuts in a way that protects academic quality and keeps faith with our students' expectations and our core purposes. What we're not going to do is panic, or slam on the financial brakes in ways that do lasting damage.

The Vice Presidents, Deans and I believe strongly that our best thinking will emerge from a broadly consultative process. We've continued to meet with faculty governance and union leadership about how to structure that process, and we've also sought counsel from emeriti faculty and retired administrators who lived through prior budget crises. As an initial step, I've asked each Vice President to meet with staff to identify cost-saving and revenue-generating ideas. Jackie DiStefano will also meet with the Budget, Goals and Plans Committee to review the magnitude and possible impact of the prospective cuts.

As we proceed with this very deliberative and inclusive planning, we must also be mindful of "decision points" that periodically occur in the operation of the college. We don't want to miss deadlines or opportunities that might limit our options in filling the budget gap so we must make forward-looking calls on regular matters such as searches for faculty, filling administrative vacancies, renewing temporary or term appointments for employees, approving sabbaticals, renewing contracts for the purchase of goods and services, and finalizing the course schedule for next semester.

Most significant in terms of cost and quality enhancement are faculty searches. We have not chosen to impose a hard hiring freeze. Instead, as many of you know, the Provost and the Deans have recommended continuing 15 faculty searches for fall 2009 and postponing 14 other searches. They've rightly recognized it would undermine our efforts to build quality if we cancelled searches carried over from last year because of weak pools or searches resulting from a department's decision not to reappoint. Some of our searches to replace departed colleagues are also essential to the health and success of academic programs. I should note that such rigorous review of searches is paralleled on the administrative side; each vacant slot is being carefully examined before a replacement is authorized. In several instances we've already decided not to fill empty positions.

I've mentioned that SUNY presidents are busy lobbying in Albany. But right now the State University's influence can best be enhanced by the swift appointment of a strong and respected Chancellor. Interim Chancellor Clark announced that he is stepping down at the end of December, which creates the risk of a vacuum at a critical moment. My SUNY Central sources tell me, however, that the Chancellor's search has recently become much more active.

Speaking of searches, our quest for a new Provost is on track. The search committee is culling a pool of 87(!) resumes to find eight to ten likely prospects to interview in January. We shall get this search right, no matter how long it takes. We're also seeing excellent progress in our search for a new Dean of Fine and Performing Arts. We should have a list of finalists by semester's end.

Let me close my discussion of finances and fiscal leadership by reiterating that there are always bold opportunities to be seized when funding is cut. New Paltz can come through this downturn as a stronger institution, embracing positive changes.

Construction: Work proceeds apace on several key projects that will enhance our campus:

- Demolition has begun on the upper floors of Old Main. Asbestos abatement will continue throughout the winter.
- Construction began last week on the addition to the Student Union. Contractors have closed off staging areas and asbestos abatement will begin shortly.
- A faculty/staff committee is planning for the new science building, touring facilities at other universities to gather ideas. The building's final design must reflect and promote our views of what constitutes great teaching and discovery.

Research Grants: In the first five months of this fiscal year, we've seen a 22% increase in expenditures (grant funds spent by New Paltz project directors) over the same period last year (SUNY comprehensive colleges averaged a 6% increase.) We've also seen a 41% increase over the same period last year in new grant funding (while SUNY colleges averaged a 6% decrease). Such outside funding will be a critical source of investments in quality as traditional revenue streams shrink.

Distinguished Speaker Series: Our inaugural speaker was a smash hit. Humor columnist Dave Barry packed the Athletic and Wellness Center, generating wonderful media coverage and great excitement in the community and on campus. We sold almost 900 tickets for his talk, which was largely funded by a lead gift and corporate sponsors. If you missed this one, be sure to catch Jonathan Alter next spring!

Meeting Student Needs: I want to commend the library staff for expanding their hours of operation. In response to student requests, starting next semester the STL will open at 8:00 a.m. (instead of 8:30 a.m.), Monday through Friday. This is a great example of our professional faculty helping students succeed.

Finally, as we come to the end of another busy academic semester, I hope all of you can come to the holiday party at my home this Saturday. We need to join together periodically to acknowledge the hard work and dedication that have made New Paltz strong—and that will make us even smarter and stronger in the future.

Appendix B
Presiding Officer's Report
Academic and Professional Faculty Meeting
December 12, 2008

Since my last report issues facing governance have been:

1. In large part in the last few weeks, we have been still busy with completion of the list of central committees membership and compiling the list of Chairs, and sequentially determining the members of the Executive Committee. I hope you will take a few minutes to become familiar with the name of the colleagues who are representing you.

I would like to highlight the fact that the list also includes the Deans' appointees to the Standing Committees of the Academic Affairs.

2. The OC has moved forward to the Executive Committee a resolution for restructuring the three standing committees of the Academic Affairs. If approved, the Academic Appeals, Academic Standing and Scholarship committees will merge and become one Standing Committee. The term of service for this new committee will be 2 years, instead of 6 years as is for each separate committee. The remaining issue at this point is the structure of representation on this "GRAND" committee. Currently, the five academic units have proportionate representation on the Academic Standing and Academic Appeals, and single representation on the Scholarship committee. This structure needs to be preserved for the three separate functions the new committee will have.

3. You heard about the Provost Search from the President. I add that the committee is meeting this afternoon to discuss the top nine or ten candidates. The first round of interviews will be early January.

4. The President has invited the Chair of the Budget, Goals and Plans, Chris DeLape, Chair of the OC and the VP of the Senate, Mary Kahl, and me, in my capacity as the Presiding Officer, to seat on his "Policy Wonks" or the Wonk Group" to take part in their discussions on budget projections and decisions in these extraordinary economic environment. The three of us will be temporary members of this group to communicate with them the insight and perspectives we gather from other colleagues to generate ideas

and a dialogue as we move on into spring 2009. In this process, personnel decisions will be made by the President and Vice Presidents only.

5. Despite budgetary concerns, the business of the academe goes on. The Provost and Jackie Andrews are working on developing a metric for implementation of the President's Vision Statement. For teaching, they are in the process of determining rubrics that can work across the college but have flexibility built in. This effort will be directed towards a systematic and regular peer evaluation of teaching. They have asked for governance engagement in developing the methodology. Stella Deen, the Chair of the Academic Affairs will be representing governance. The group will meet early February.

I will be gathering information on common practices across our sister institutions.

6. Finally, we need to consider the option of moving faculty meetings to Wednesday afternoons. I have received one proposal in favor of this move and one in strong opposition to it. If we make that change, Senate meetings would also need to be on Wed. We need to consider this option early in spring when the fall 2009 meetings are scheduled.

I wish you a happy holiday season in company of family and friends.

President's Report
Academic and Professional Faculty Meeting
November 21, 2008

This month's report is of the good news/bad news variety—with (predictably) most of the latter concerning the budget. But before turning to the emerging consequences of New York State's fiscal woes, let me offer one unalloyed piece of happy campus news.

For only the second time in college history, a New Paltz team is an NCAA regional champion! Last weekend, in their first-ever NCAA appearance, our women's volleyball team won the Division III Regional tournament. They now advance to the Elite Eight round of the national tournament in Bloomington, Illinois, where they will take on the University of La Verne (CA) today at 4:30 p.m. (Eastern time). Live stats and web streaming of the match can be found at <http://www.iwu.edu/ncaaVB/>. We should all be very proud of coach Matt Giufre and the Lady Hawks, who take an impressive 32-9 record into this game.

Kudos as well to all faculty, staff and student volunteers who pulled off two successful Open Houses. Between these two events we hosted more than 7,000 visitors to campus—about 1,000 more than attended our sole open house last fall. The Admissions Office, the Deans, Provost Lavalley and I all appreciate the extra work accommodating the growing interest in New Paltz; presumably our efforts will be rewarded with more applications from the best students and a strong and diverse entering class next autumn. So far, applications are up very considerably from last year—at least 25%. This is just what we'd expect, given the college's quality, its rising popularity, and an economic downturn that will have students flocking to high caliber and affordable public universities.

Speaking of that downturn, the recession (let's call it what it is) is roiling SUNY's budget. In these reports I've often described the annual budget negotiations as a dance—a ritualized series of proposals and counterproposals, steps forward and retreats that (to my mind at least) recall a courtly minuet or quadrille. Not so this year. In 2008, budget talks are a literal slam dance, full of aggression and resulting in plenty of bruises. With this unfortunately colorful (i.e., black and blue) metaphor in mind, here's the news since last week's update. Alas, it's not very encouraging.

You'll recall that SUNY Central finally decided how to allocate the third round of cuts to campuses (\$96 million) and that as a result New Paltz was saddled with a base \$3 million cut for FY10 and thereafter. Three important contingencies remained. Would there be a tuition increase (immediately, next fall, or both) that might substantially decrease our deficit? Would the Governor propose further cuts that might substantially increase our deficit? And would the state provide campuses with funding for negotiated salary increases (an unfunded mandate would substantially increase our deficit)?

In the last few days, as feared, the Governor proposed another fourth round of base budget cuts to SUNY, totaling about \$66 million in FY09 and an estimated \$116 million in FY10 and thereafter. The Governor also proposes to increase SUNY's tuition by \$600 to cover these latest cuts—but not to allay any of the three prior FY09 rounds of cuts. Essentially, the budget office proposes to take with one hand what they give with another: students must pay higher tuition, starting this spring, but there will be no enhancements to their education. Instead, almost all the money would be used to fill the latest hole punched into SUNY's budget. I hasten to remind you that this is merely a proposal, which has not been endorsed by the legislature. But it certainly demonstrates that the budget office is more than willing to keep cutting SUNY (which does not require legislative consent) and does not view tuition money as dedicated for educational purposes.

With a potential fourth cut looming, tuition becomes all the more critical. So I was quite disappointed yesterday when the SUNY Board of Trustees essentially chose to follow the Governor's lead and only raise in-state undergraduate tuition by \$620 per year, starting with a \$310 increase for the Spring 2009 semester. The Board rejected the joint recommendation of state-operated campus Presidents and CFOs to raise tuition by a total of \$1,090—a figure that would have provided genuine relief to campuses and not merely filled in the latest cut. It is always painful to raise tuition because of the impact on students and their families. But it is doubly disturbing that in this case the tuition increase is likely to do nothing more than negate a fourth cut. The only “positive” thing to be said about the latest set of proposals is that, cumulatively, they would not increase our projected \$3 million deficit. Of course they don't reduce it either!

This brings us to the third open question. As I suspect you've heard, the Governor also proposes to withhold negotiated salary increases for next year. Needless to say, this will be hotly resisted by UUP and CSEA. But for purposes of the campus' fiscal planning, we cannot blithely assume that funding for raises will be provided. All too frequently in the past, the Budget Office has simply passed this kind of back door cut along to SUNY.

Salary increases for New Paltz are likely to total about \$2 million. In a worst-case scenario then—the scenario we must use for making our budget plans at this point—New Paltz may face a \$5 million operating budget cut for FY10 (on a state operating budget of \$57 million and a total all-funds budget of \$130 million). Our planning must proceed from this base, though of course we devoutly hope to avoid—and will do everything we can to prevent—such an outcome.

As I've said before, we have healthy reserves (about \$5.3 million) to draw upon, especially in absorbing the FY09 deficit. These funds were meant to be used for a rainy day, and it's raining steadily now. Deploying these funds will give us time this winter to plan thoughtfully about how best to respond to the cuts and how to align the college for future success. We'll be reaching out regularly to the campus community with updates and requests for advice. As the first order of business, the Vice Presidents and I have begun to think about the wisest consultative process to follow. The necessary choices

that constitute solutions will come later. But it bears repeating that there will be plenty of opportunities to help develop, critique, and improve any initial proposals that emerge.

New Paltz has enormous academic strength—and we shall not dilute our quality. But we can surely find ways to be more creative and effective in pursuit of our goals. There are always opportunities to be seized in moments of stress, and I expect our campus will be especially able to embrace needed change. We can come through this period positioned for greater distinction, with the flexibility and funds needed for critical new investments. This is how brave and excellent colleges meet fiscal challenges. Surely New Paltz merits such appellations—and that may be the right hopeful and thankful note on which to close, as we disperse next week to feast with family and friends.

Report of the University Faculty Senator
Respectfully submitted by Professor Rose Rudnitski
October 24, 2008

I attended the 150th Plenary Meeting of the SUNY University Faculty Senate at SUNY Potsdam on October 16-18, 2008. We received several informative reports throughout the weekend, which were attached to the email I sent to you. If you have any questions for clarification or if you need hard copies, please do not hesitate to email [HYPERLINK "mailto:rudnitsr@newpaltz.edu"](mailto:rudnitsr@newpaltz.edu) rudnitsr@newpaltz.edu or telephone me at 2816.

Budget

Jim Van Voorst, Interim Chief Financial Officer of SUNY gave a candid report to the Senate on our budget crisis. In case you have not yet heard, the SUNY Student Assembly has come out in favor of a tuition increase in the days since the Senate meeting. This should help to move that initiative along.

State-operated campuses (our “sector”) have suffered a budget cut of \$96.3 million. Our Office of Budget and Finance was able to reduce the impact of that to the campuses by \$25.3 million to a \$71 million reduction by deciding not to send a line item to the campuses for one year. (The SCAP and Academic Equipment Replacement money for just one year.)

System Administration has not yet decided how to divide out the \$71 million decrease to the campuses. They will decide by November 6th whether to use the BAP formula or the total budget of each campus as the framework to distribute the cuts.

As an update, Governor Patterson was in Binghamton this week, and he indicated that he is aware that SUNY is critical to the state’s economic recovery and that he is reluctant to cut us further.

Transfer/Articulation Resolution

The University Faculty Senate and the Faculty Council of Community Colleges, which was meeting in Westchester concurrently with our Senate, passed the transfer and articulation resolution that I sent you last week. We were under tremendous pressure from our Board of Trustees and the NYS legislature to come up with a transfer policy that allows more seamless transfer from our community colleges to our four-year institutions (state-operated and university centers). If we had not passed this policy on Saturday, October 18, which was the deadline set by our Board of Trustees, which expressed deep doubt that the SUNY faculty could agree on a system-wide policy, the Board was going to come up with one for us. The other alternative presented to the joint committee on transfer and articulation was that the state legislature would simply pass a law mandating seamless transfer of all A.A. and A.S. degrees and junior status for all community college graduates with those degrees. This has happened in other states.

We did pass the policy that our joint committee developed. It is not a perfect policy, but it does keep transfer, a curriculum issue, within the control of the faculty.

Provost Palm's Report

Although she appeared a bit stressed and worried, Provost Palm did not center her remarks on the budget crisis, but rather called for unity and collaboration as we face the coming months of what might be severe monetary cuts. Seventy-seven percent of American higher education students go to public institutions. In the past two years, SUNY has grown by 23,000 students statewide, the equivalent of the University of Virginia, with flat tuition and a declining state budget. We cannot cut our way out of a recession, we must invest our way out – and SUNY is an investment. Provost Palm's remarks were inspiring and demonstrated superb leadership in a time of hardship.

Chancellor's Search

Despite our budget news, the search committee reports that there has been significant interest in our chancellor position. They hope to have the search finalized before the end of the academic year.

NYS Higher Education Initiative

Please read the attached presentation. This looks like an exciting collaborative initiative that includes many institutions beyond SUNY.

SUNY Retirees Service Corps

Ram Chugh, retired Distinguished Service Professor, has started a SUNY Retirees Service Corps.

Please review the presentations, standing and ad hoc committee reports and the other resolutions that were passed by the Senate that I sent by email.

Thank you. It is a privilege to be your representative.

Resolution on the Effect of New York State's Budget on SUNY

Whereas, SUNY is being treated budgetarily as being similar to other state agencies in the Executive Branch, and

Whereas, contrary to the other state agencies, SUNY is not only a provider of important services but it is also a critical investment in the future of New York State, and

Whereas, the level of budget cuts currently announced will substantially weaken the academic reputation and status of SUNY as an institution of high academic quality by causing a serious loss of current faculty and making the recruitment of new talent (faculty and students) almost impossible, and

Whereas, the current budget cuts are so severe that they will undermine New York State's investment in its future by making it more difficult for students to have access to the courses and programs they require, which will lengthen the time that they take to graduate and thus delay their entrance as productive members of society and the labor force as well as also incurring greater costs for their education, and

Whereas, the current financial crisis that is gripping New York State and the nation, and which is likely to continue for several years, will lead to increased unemployment that will result in an increase in the numbers of citizens seeking to acquire new or to enhance existing job skills by enrolling in SUNY,

Therefore, be it resolved, that the University Faculty Senate, as the representative body through which the faculty and professional staff engage in the governance of the University, believes that SUNY should not sustain the same percentage budget reductions as other state agencies, and

Be it further resolved, that the state publicly acknowledges SUNY as a significant investment in its future and as an engine of economic productivity that New York State sorely needs, and

Be it further resolved, that the faculty and academic and professional staff, who define the university, must be preserved at all costs even during periods of budget shortfalls, and

Be it further resolved, that the SUNY adopts a "rational tuition policy" that leads to small, predictable, annual tuition increases tied to a relevant inflationary index such as the Higher Education Price Index, which should not be used as an alternative to required state appropriation, and

Be it further resolved, that Governor Paterson and the Legislature should restore to SUNY a substantial portion of the budgets cuts already made and provide sufficient funds in continuing years to maintain SUNY as one of the premier institutions of public higher education in the country.

150-01-1 passed without dissent
Resolution on the Effect of New York State's Budget on SUNY
October 18, 2008

State University of New York, New Paltz
Academic and Professional Faculty Meeting
Friday, November 21, 2008
3:00-5:00
LC 102

Agenda

- 1. Call to order**
- 2. Approval of the minutes of October 24, 2008**
- 3. Announcements:
Glenn McNitt**
- 4. Report of the President
Questions and Answers**
- 5. Report of SUNY Senator:
Resolution on the Effect of New York State's Budget on SUNY**
- 4. Report of the Presiding Officer**
- 5. Unfinished Business: None**
- 6. New Business**
- 7. Adjournment**

State University of New York, New Paltz Academic and Professional Faculty Meeting Minutes

November 21, 2008

1. Call to order

The meeting was called to order by Presiding Officer, Simin Mozayeni, at 3:05 p.m. in Lecture Center 102.

2. Approval of the minutes of October 24, 2008

The Minutes of the October 24, 2008 Academic and Professional Faculty Meeting were accepted as presented

3. Announcements:

Glenn McNitt reported on the status of the current budget. He outlined an active approach for the Faculty to contact legislators by FAX, personal letter, or visits. Dr. McNitt presented a list of Assembly and Senator members from the region.

He also encouraged Faculty to contribute toward a political action fund. Dr. McNitt also cited the importance of Faculty volunteering time and talent to get the message out to others re: budget situation. He stated that the renegotiation of the recently signed contract will not occur. Salary increases should be forthcoming, as contractually required.

4. Report of the President

President Poskanzer's report is attached. He acknowledged the play of the SUNY New Paltz volleyball team in NCAA regional championship series. He also spoke to the successful beginning of the Distinguished Speaker Series that kicked-off with an appearance by Dave Barry. Over 900 people were in attendance. An April program will be held with journalist, Jonathan Alter. The President thanked Rachel Rubin and her staff for this great beginning to the series.

The President reported on the budget crisis confronting the SUNY system and New York State. He endorsed Dr. McNitt's call contact legislators. The President spoke of the impact of the proposal for tuition increases.

The President responded to questions from the Faculty. He commented upon Paul Zuckerman's request for a marketing strategy for New Paltz that would emphasize the faculty, course offerings, and the rigor of programs.

David Eaton commented on the "branding" for the college, based on a recent survey.

Gerald Benjamin reminded the Faculty of the need to remain focused on the fiscal challenge confronting the college. He, too, urged collective action on the part of the Faculty and the need for all to be engaged in the process.

In response to a question as to what the budget situation means for lines and adjuncts, the President informed the Faculty that, at this time, there is no hiring freeze. He outlined the background of the priorities for searches.

Provost Lavalley endorsed the President's comments on budget priorities. Searches for non-renewal of appointments and the ones that did not yield a suitable candidate last year will continue. He spoke about how pre-registration for Spring courses will be monitored. Course enrollment limit for undergraduate courses would rise to the level of the course capacity. There will be no full-time, one-year appointments for hiring lecturers. These savings can be used to save tenured lines. He also mentioned the possibility of beginning a January intersession in 2010 to generate revenues. Dr. Lavalley re-assured Faculty about research grants being continued.

The President stated that these difficult times present the college with an opportunity to think creatively and find ways to strengthen our institution.

Attached is a copy of the President's report for this Faculty meeting.

5. Report of SUNY Senator

Rose Rudnitski, SUNY University Faculty Senator, reminded the Faculty that she had previously forwarded them the attached report.

She displayed University Faculty Senate Resolution 150-01-1 on the Effect of New York State's Budget on SUNY and provided background as to its meaning. She asked for comment. There was none.

Rose Rudnitski made a Motion to approve SUNY University Faculty Senate Resolution 150-01-1 on the effect of New York State's Budget on SUNY. Simin Mozayeni seconded the Motion. The Presiding Officer called for discussion. Since no discussion followed, Presiding officer Mozayeni called for a vote. The Motion passed unanimously. That Motion is attached to these Minutes.

6. Report of the Presiding Officer

Simin Mozayeni's report is attached. She introduced Ed Sullivan as the Faculty Secretary. She announced that President Poskanzer has invited Faculty governance to consider the procedure for consultation on the budget. The Executive Committee will determine the process.

The search for Provost is proceeding and a meeting scheduled for December 3.

The search committee has been notified yesterday that 48 applications are received.

Dr. Mozayeni informed the Faculty that consideration of formally including the GE Board into the governance structure is being reviewed by the Curriculum Committee.

The Organization Committee is also reviewing the function, representation and the term of service of three standing committees for Academic Affairs-- Academic Appeal, Academic Standing and Scholarship. She noted that currently these committees in aggregate take up 32 Professional and Academic Faculty slots for terms of six years.

Presiding Officer Mozayeni noted that any recommendations for changes in committee structures will follow the process of being reviewed by other appropriate committees, the Academic Senate, and the full Faculty.

No questions or comments came from Faculty on these announcements.

7. Unfinished Business

No unfinished business came before the Faculty.

8. New Business

No new business was introduced.

9. Adjournment

Simin Mozayeni adjourned the Faculty meeting at 4:05 p.m.

Respectfully submitted,

Edward J. Sullivan
Secretary

To: Simin Mozayeni, Presiding Officer of the Faculty
From: Joel Lefkowitz, Chair, Central Committee on Discretionary Salary Increase
Re: DSI for 2007
Date: November 19, 2008

The Central Committee on Discretionary Salary Increases considered 192 applications for DSI for activities in the year 2007 from full-time faculty members. Three applicants left New Paltz so no final decision was made in those cases.

The Provost and President made final decisions on 188 files:
Major awards for 123 colleagues
Minor awards for 56 colleagues
No award for 9 colleagues.

In 123 cases (65% of the total) recommendations were unanimous at all levels; of these 99 were for major awards, 22 for minor awards, and 2 for no award.

Of the 65 non-unanimous decisions, final decisions were consistent with
Department sub-committee recommendations in 50% of cases
Chair recommendations in 50% of cases
Dean recommendations in 60% of cases
Central Committee recommendations in 67% of cases.

Among these non-unanimous cases, the final decision was consistent with
A majority of recommendations in 63% of cases
Half of the recommendations in 21% of cases
A minority of recommendations in 16% of cases.

President's Report
Academic and Professional Faculty Meeting
November 21, 2008

This month's report is of the good news/bad news variety—with (predictably) most of the latter concerning the budget. But before turning to the emerging consequences of New York State's fiscal woes, let me offer one unalloyed piece of happy campus news.

For only the second time in college history, a New Paltz team is an NCAA regional champion! Last weekend, in their first-ever NCAA appearance, our women's volleyball team won the Division III Regional tournament. They now advance to the Elite Eight round of the national tournament in Bloomington, Illinois, where they will take on the University of La Verne (CA) today at 4:30 p.m. (Eastern time). Live stats and web streaming of the match can be found at <http://www.iwu.edu/ncaaVB/>. We should all be very proud of coach Matt Giufre and the Lady Hawks, who take an impressive 32-9 record into this game.

Kudos as well to all faculty, staff and student volunteers who pulled off two successful Open Houses. Between these two events we hosted more than 7,000 visitors to campus—about 1,000 more than attended our sole open house last fall. The Admissions Office, the Deans, Provost Lavalley and I all appreciate the extra work accommodating the growing interest in New Paltz; presumably our efforts will be rewarded with more applications from the best students and a strong and diverse entering class next autumn. So far, applications are up very considerably from last year—at least 25%. This is just what we'd expect, given the college's quality, its rising popularity, and an economic downturn that will have students flocking to high caliber and affordable public universities.

Speaking of that downturn, the recession (let's call it what it is) is roiling SUNY's budget. In these reports I've often described the annual budget negotiations as a dance—a ritualized series of proposals and counterproposals, steps forward and retreats that (to my mind at least) recall a courtly minuet or quadrille. Not so this year. In 2008, budget talks are a literal slam dance, full of aggression and resulting in plenty of bruises. With this unfortunately colorful (i.e., black and blue) metaphor in mind, here's the news since last week's update. Alas, it's not very encouraging.

You'll recall that SUNY Central finally decided how to allocate the third round of cuts to campuses (\$96 million) and that as a result New Paltz was saddled with a base \$3 million cut for FY10 and thereafter. Three important contingencies remained. Would there be a tuition increase (immediately, next fall, or both) that might substantially decrease our deficit? Would the Governor propose further cuts that might substantially increase our deficit? And would the state provide campuses with funding for negotiated salary increases (an unfunded mandate would substantially increase our deficit)?

In the last few days, as feared, the Governor proposed another fourth round of base budget cuts to SUNY, totaling about \$66 million in FY09 and an estimated \$116 million in FY10 and thereafter. The Governor also proposes to increase SUNY's tuition by \$600 to cover these latest cuts—but not to allay any of the three prior FY09 rounds of cuts. Essentially, the budget office proposes to take with one hand what they give with another: students must pay higher tuition, starting this spring, but there will be no enhancements to their education. Instead, almost all the money would be used to fill the latest hole punched into SUNY's budget. I hasten to remind you that this is merely a proposal, which has not been endorsed by the legislature. But it certainly demonstrates that the budget office is more than willing to keep cutting SUNY (which does not require legislative consent) and does not view tuition money as dedicated for educational purposes.

With a potential fourth cut looming, tuition becomes all the more critical. So I was quite disappointed yesterday when the SUNY Board of Trustees essentially chose to follow the Governor's lead and only raise in-state undergraduate tuition by \$620 per year, starting with a \$310 increase for the Spring 2009 semester. The Board rejected the joint recommendation of state-operated campus Presidents and CFOs to raise tuition by a total of \$1,090—a figure that would have provided genuine relief to campuses and not merely filled in the latest cut. It is always painful to raise tuition because of the impact on students and their families. But it is doubly disturbing that in this case the tuition increase is likely to do nothing more than negate a fourth cut. The only “positive” thing to be said about the latest set of proposals is that, cumulatively, they would not increase our projected \$3 million deficit. Of course they don't reduce it either!

This brings us to the third open question. As I suspect you've heard, the Governor also proposes to withhold negotiated salary increases for next year. Needless to say, this will be hotly resisted by UUP and CSEA. But for purposes of the campus' fiscal planning, we cannot blithely assume that funding for raises will be provided. All too frequently in the past, the Budget Office has simply passed this kind of back door cut along to SUNY.

Salary increases for New Paltz are likely to total about \$2 million. In a worst-case scenario then—the scenario we must use for making our budget plans at this point—New Paltz may face a \$5 million operating budget cut for FY10 (on a state operating budget of \$57 million and a total all-funds budget of \$130 million). Our planning must proceed from this base, though of course we devoutly hope to avoid—and will do everything we can to prevent—such an outcome.

As I've said before, we have healthy reserves (about \$5.3 million) to draw upon, especially in absorbing the FY09 deficit. These funds were meant to be used for a rainy day, and it's raining steadily now. Deploying these funds will give us time this winter to plan thoughtfully about how best to respond to the cuts and how to align the college for future success. We'll be reaching out regularly to the campus community with updates and requests for advice. As the first order of business, the Vice Presidents and I have begun to think about the wisest consultative process to follow. The necessary choices

that constitute solutions will come later. But it bears repeating that there will be plenty of opportunities to help develop, critique, and improve any initial proposals that emerge.

New Paltz has enormous academic strength—and we shall not dilute our quality. But we can surely find ways to be more creative and effective in pursuit of our goals. There are always opportunities to be seized in moments of stress, and I expect our campus will be especially able to embrace needed change. We can come through this period positioned for greater distinction, with the flexibility and funds needed for critical new investments. This is how brave and excellent colleges meet fiscal challenges. Surely New Paltz merits such appellations—and that may be the right hopeful and thankful note on which to close, as we disperse next week to feast with family and friends.

**Report of the Presiding
Academic and Professional Faculty Meeting
November 21, 2008**

First, I would like to take a moment to introduce Professor Ed Sullivan, the Secretary of the Faculty for 2008-2010. I am delighted that he has returned to New Paltz and has accepted to serve in this capacity.

I have a brief report this month which includes the following items:

The Budget:

The President has asked me to consider the process we wish to have for consultation about budget priorities as we move forward. The Executive Committee has begun deliberations to determine that. Completion of central committees slate and election of committee chairs has enabled us to fill all seats on the Executive Committee while we engage in this discussion.

The Provost Search:

Forty four applications are ready for review. The search committee is meeting on December 3, to begin reviewing them.

Revision of the Bylaws:

Since my last report, we have moved ahead with two terms for revising the bylaws which will come before you for consideration and vote. They are:

- a. Revision of the Bylaws to formally include the GE Board in to the governance structure. Currently, the Curriculum Committee is reviewing the Board's proposal for that. If approved, it will then go to the Organization Committee, Executive Committee, and the Academic Senate and to this assembly for your consideration and decision.**

- b. We have moved forward with restructuring of the three standing committees of the Academic Affairs--the Academic Appeals, Academic Standing and Scholarship committees. Currently, these committees in aggregate take 32 Academic and Professional Faculty slots on the central committees, compared**

to 52 for other committees, excluding the Senate. These committees combined are slightly larger than the Academic Senate. If approved, they will be consolidated into one committee. The term of service for the new committee will be two years, instead of six, with a maximum of two consecutive terms, as is for all other Central Committees.

Resolution on the Effect of New York State's Budget on SUNY

Whereas, SUNY is being treated budgetarily as being similar to other state agencies in the Executive Branch, and

Whereas, contrary to the other state agencies, SUNY is not only a provider of important services but it is also a critical investment in the future of New York State, and

Whereas, the level of budget cuts currently announced will substantially weaken the academic reputation and status of SUNY as an institution of high academic quality by causing a serious loss of current faculty and making the recruitment of new talent (faculty and students) almost impossible, and

Whereas, the current budget cuts are so severe that they will undermine New York State's investment in its future by making it more difficult for students to have access to the courses and programs they require, which will lengthen the time that they take to graduate and thus delay their entrance as productive members of society and the labor force as well as also incurring greater costs for their education, and

Whereas, the current financial crisis that is gripping New York State and the nation, and which is likely to continue for several years, will lead to increased unemployment that will result in an increase in the numbers of citizens seeking to acquire new or to enhance existing job skills by enrolling in SUNY,

Therefore, be it resolved, that the University Faculty Senate, as the representative body through which the faculty and professional staff engage in the governance of the University, believes that SUNY should not sustain the same percentage budget reductions as other state agencies, and

Be it further resolved, that the state publicly acknowledges SUNY as a significant investment in its future and as an engine of economic productivity that New York State sorely needs, and

Be it further resolved, that the faculty and academic and professional staff, who define the university, must be preserved at all costs even during periods of budget shortfalls, and

Be it further resolved, that the SUNY adopts a "rational tuition policy" that leads to small, predictable, annual tuition increases tied to a relevant inflationary index such as the Higher Education Price Index, which should not be used as an alternative to required state appropriation, and

Be it further resolved, that Governor Paterson and the Legislature should restore to SUNY a substantial portion of the budgets cuts already made and provide sufficient funds in continuing years to maintain SUNY as one of the premier institutions of public higher education in the country.

150-01-1 passed without dissent
Resolution on the Effect of New York State's Budget on SUNY
October 18, 2008

Resolution on the Effect of New York State's Budget on SUNY

Whereas, SUNY is being treated budgetarily as being similar to other state agencies in the Executive Branch, and

Whereas, contrary to the other state agencies, SUNY is not only a provider of important services but it is also a critical investment in the future of New York State, and

Whereas, the level of budget cuts currently announced will substantially weaken the academic reputation and status of SUNY as an institution of high academic quality by causing a serious loss of current faculty and making the recruitment of new talent (faculty and students) almost impossible, and

Whereas, the current budget cuts are so severe that they will undermine New York State's investment in its future by making it more difficult for students to have access to the courses and programs they require, which will lengthen the time that they take to graduate and thus delay their entrance as productive members of society and the labor force as well as also incurring greater costs for their education, and

Whereas, the current financial crisis that is gripping New York State and the nation, and which is likely to continue for several years, will lead to increased unemployment that will result in an increase in the numbers of citizens seeking to acquire new or to enhance existing job skills by enrolling in SUNY,

Therefore, be it resolved, that the University Faculty Senate, as the representative body through which the faculty and professional staff engage in the governance of the University, believes that SUNY should not sustain the same percentage budget reductions as other state agencies, and

Be it further resolved, that the state publicly acknowledges SUNY as a significant investment in its future and as an engine of economic productivity that New York State sorely needs, and

Be it further resolved, that the faculty and academic and professional staff, who define the university, must be preserved at all costs even during periods of budget shortfalls, and

Be it further resolved, that the SUNY adopts a "rational tuition policy" that leads to small, predictable, annual tuition increases tied to a relevant inflationary index such as the Higher Education Price Index, which should not be used as an alternative to required state appropriation, and

Be it further resolved, that Governor Paterson and the Legislature should restore to SUNY a substantial portion of the budgets cuts already made and provide sufficient funds in continuing years to maintain SUNY as one of the premier institutions of public higher education in the country.

150-01-1 passed without dissent
Resolution on the Effect of New York State's Budget on SUNY
October 18, 2008

Report to Faculty from Central Committee on Tenure, Reappointment and Promotion for
Academic Year 2007-2008

Respectfully submitted by Lewis Brownstein, Chair

October 24, 2008

This was the first year in which the Committee took on responsibility for recommendations on promotion as well as tenure and reappointment. This followed a change in the By-Laws adopted by the Faculty in the Fall semester.

The Committee considered thirty-two cases for tenure or reappointment and eleven cases for promotion.

Tenure and Reappointment: In all cases but one, the President concurred with the Committee's recommendations. In the one case in question, the Committee recommended two years and the President decided on one year. The President concurred with all the Committee's recommendations on tenure. Of the thirty-two cases for tenure or reappointment, the Committee recommended non-renewal in four instances. Of these four candidates, two were up for continuing appointment.

Promotion: In all cases save one, the President concurred with the Committee's recommendations on promotion. In the case in question, the Committee recommended for promotion and the President decided against. The Committee recommended for promotion in ten of the eleven cases we considered.

The members of this Committee worked together very well. Their names are listed below. All votes were by secret ballot. In four cases, the vote was split. All other results were unanimous. The letters to the Provost reflected the views of the minority in all instances.

Liberal Arts and Sciences

Lewis Brownstein
Pauline Uchmanowicz
Katherine French

Fine and Performing Arts

Mike Heil
Stephen Bradford

Education

Mary Sawyer
Sue Books

Science and Engineering

Julio Gonzalez (Fall)
Chirakkal Easwaran

Business

Karl Heiner

Library

Gerlinde Barley

State University of New York, New Paltz

Academic and Professional Faculty Meeting

Friday, October 24, 2008

3:00-5:00

LC 102

Agenda

1. Call to order
2. Approval of the minutes of September 12, 2008
3. Announcements:
 - a. Robin Cohen-La Valle
 - b. Bernadette Morris
 - c. Simin Mozayeni
4. Report of the President
5. Report of the Senator: Rose Rudnitski
6. Report of the Presiding Officer
7. Central Committee Reports for 2007-08:
 - a. Education Technology: Paul Zuckerman
 - b. Reappointment, Tenure and Promotion: Lewis Brownstein
 - c. Research, Awards, and Leaves (CRAL): Melanie Hill
 - d. Salary Increase: Joel Lefkowitz
8. Unfinished Business: None
9. New Business
10. Adjournment

SUNY New Paltz Academic and Professional Faculty Meeting Minutes

October 24, 2008
Lecture Center 102

I. The meeting was called to order by Presiding Officer, Simin Mozayeni, at 3:05 p.m. in Lecture Center 102.

II. Minutes of the Academic and Professional Faculty Meeting of September 12, 2008 were approved as written.

III. Announcements

Ted Clarke, Business, standing in for Robin Cohen, joined Darlene Alessi, Library, State Employees Federated Appeal (SEFA) manager for New Paltz, to encourage donations to the SEFA campaign, either by a fixed amount or by interval amounts. Contributions are tax deductible and 100% of your money will go to the charity of your choice. Pledge forms will appear in your college mailbox.

Bernadette Morris, College Registrar, and Shaun Hoff, of Records and Registration, explained how to use the Major Plan Amendment Workflow. They asserted that this new electronic system for amending major plans will help students to graduate in a timely fashion, improve faculty workload, and avert potential errors in record keeping. They provided handouts and offered a PowerPoint presentation about using the new system, which is reached from my.newpaltz.edu. There ensued an extended discussion about the additional burden this system places on faculty advisors and of the ultimate benefit to students. An audio tutorial is available at mynewpaltz.edu, as is a quick guide link.

Simin Mozayeni, Dept. of Economics, announced a lecture by Dr. James Orr, Assistant Vice President of the Federal Reserve Bank of New York, on November 10, 2008. Orr will speak about "The Outlook for the New York Economy." The lecture is free and open to the public.

IV. Report of the President (see Appendix A)

President Steven Poskanzer highlighted the following items:

The School of Education has received National Council for Accreditation of Teacher Education (NCATE) reaccreditation for the next seven years. The guidance of Karen Bell, Elementary Education, and Elaine Hofstetter, Secondary Education, was of special importance in making this process a successful one.

The College will host two Open Houses this fall; one on October 25 and the other on November 8. Reducing the size of the events will produce better opportunities for review

of our programs and facilities by prospective students and their families.

IV. Report of the President, continued

In response to a question from Brian Obach, Dept. of Sociology, about the status of on-going faculty searches, Poskanzer urged those units conducting searches to forge ahead-- despite the unsettled nature of proposed state budget cuts. Poskanzer argued that we should not compromise on the quality of new faculty hires.

In response to a question from Mary Kahl, Dept. of Communication and Media, about the impact to our students from reductions in their financial aid packages, Poskanzer urged faculty to send students to work with financial aid experts on campus. He further stated his view that top quality public institutions are likely to enjoy slightly better enrollments in this economy than are private colleges and universities.

V. Report of the University Faculty Senator (See Appendix B)

Rose Rudnitski, Dept. of Ed. Administration, highlighted the following items:

Jim Van Voorst, Interim Chief Financial Officer of SUNY, spoke about budget matters at the October 16-18 meeting of the SUNY University Faculty Senate. Thus far, it appears that SUNY will experience a \$96.3 million cut. The details of how this cut will impact campuses are still unfolding. Among ameliorative measures are plans to withhold SCAP money and AER money for one year. Further, the SUNY Student Assembly endorsed a tuition increase.

The University Faculty Senate and the Faculty Council of Community Colleges passed a transfer and articulation agreement to allow for more seamless transfers between our community colleges and our four-year institutions. The choice was between passing a faculty-developed plan quickly or having one imposed by the SUNY Board of Trustees.

Ram Chugh, retired Distinguished Service Professor, has begun a SUNY Retirees Service Corps. Look for more information in the coming months.

Announcement of the NYS Higher Education Initiative, an exciting collaborative plan that includes many institutions beyond SUNY.

Discussion ensued about several issues.

Elisa Davila, Foreign Languages, asked about the Chancellor search. Rudnitski replied that Provost Palm would like to see an academic in that position.

Myra Mimplitsch-Gray, Art Dept., asked about the number of transfers increasing in the coming years. Is this anticipated? Poskanzer replied that enrollment in community colleges is counter cyclical to the economy. He suggested that New Paltz isn't likely to be goaded into taking community college students, saying "I don't see System pressuring us, but I see perhaps more pressure coming from community colleges to take their students." The breakdown on enrollment for the current academic year is 72% first time

V. Report of the University Faculty Senator, continued

and 28% transfer students. The anticipated ratio for the next academic year is 60% first time students and 40% transfer students.

VI. Remaining Central Committee Reports for 2007-2008

A. Educational Technology Committee:

Paul Zukerman, Dept. of Computer Science, 2007-08 Chair of the Education Technology Committee, offered details about SCAP disbursements.

B. Reappointment, Tenure and Promotion Committee:

Lewis Brownstein, Dept. of Political Science, 2007-08 Chair of the Reappointment, Tenure, and Promotion Committee, offered details about the work of that committee. There were 32 cases for tenure and reappointment. There were 11 cases for promotion. In most cases there was concurrence between the committee and the president. Brownstein thanked all of the committee members for their hard work.

C. Committee on Research, Awards, and Leaves:

Melanie Hill, Dept. of Psychology, 2007-08 Chair of the CRAL Committee, offered details about the work of that committee. There were 23 requests for sabbaticals and pre-tenure fellowships. There were 3 nominations for Chancellor's Awards. There were 32 Research and Creative Projects Awards applications. The Provost agreed with the committee's recommendations on nearly all of the sabbatical requests, on all of the Chancellor's Awards nominations, and on nearly all of the applications for Research and Creative Projects Awards.

At this point, Poskanzer encouraged applications for Chancellor's Awards for the current year.

D. Committee on Salary Increase:

Joel Lefkowitz, Dept. of Political Science, Chair of the 2007-08 Committee on Salary Increase, offered details about the work of that committee. There were 188 applications for Discretionary Salary Increases (DSI). There were 123 major awards. There were 56 minor awards. There were 9 cases where no award was given. It was easier to see the rationale for major awards and less easy to discern the basis for minor awards.

People who apply should follow the rules for DSI files. For example, do not include written student comments from SEI reports.

Discussion ensued about the possibility of instituting electronic submission of DSI files and accompanying SEI reports. Mimlich-Gray and Mary Beth Collier, Acting Dean of Admissions, will work to reignite interest in this idea.

VI. Report of the Presiding Officer (See Appendix C)

Simin Mozayeni, Presiding Officer of the Faculty, highlighted the following items:

Significant progress is being made on staffing faculty governance positions. Ed Sullivan, Ed. Administration, will be our Faculty Governance Secretary, Paul Zukerman will continue to serve as our Parliamentarian, and Allison Nash, Psychology, will function as the Alternate Parliamentarian.

Open LA&S seats on faculty governance committees continue to be filled, as do student seats on various committees.

The Faculty Governance web page is being updated and the governance office is open M-F, 11:30-1:00, except for Wednesdays, when the hours will be 12:00-2:00. The governance office telephone is 257-2891.

The search for a new Provost continues. Candidates for the position will be visiting the campus during the weeks of February 16 and February 23, 2009.

There has been a suggestion to consolidate the three standing committees of the Academic Affairs Committee. This matter is being referred to the Organization Committee for review.

The faculty should consider instituting a uniform voting policy across academic constituencies, and within their respective departments, in campus-wide governance matters. This matter will be referred to the Organization Committee for review.

The GE Board and the Graduate Council will submit plans for becoming formally incorporated into the governance structure. Also under preliminary review are the creation of two new entities, perhaps as subcommittees of the Budget, Goals, and Plans Committee; one for environmental planning and policy, and the other for implementing a public art focus for the campus.

The Faculty Bylaws require me to report to you on meetings of the College Council. I have attended two meetings that have been held this semester. Since last year, a new New York law requires these meetings be recorded for public access. You can find them on the web. In light of this open access, perhaps the Bylaws should delete the reporting requirement.

VII. Adjournment

A. There being no new business, the meeting adjourned at 5:00 p.m.

Respectfully submitted,

Mary L. Kahl
Secretary Pro Tempore

PO Report to Faculty: 10/24/08

Since I reported to you in May, a busy summer and half of a new semester has gone by, and my calendar has been full to the rim with general governance matters pertaining to the budget outlook, vacancies on the central committees, updating the list of the membership, in addition to some specific campus-wide matters, which I wish to highlight today.

I. On the new slate of governance officers, I am pleased to announce that Professor Ed Sullivan will succeed our colleague Jan Hammond who no longer serves as the College Faculty Secretary. I express my utmost appreciation for the support Jan gave me since October 2007 and extend my gratitude to Ed for accepting to serve in this capacity despite his very busy schedule.

II. Also, I am pleased to inform you that Paul Zuckerman has agreed to serve as the Parliamentarian for 2008-2010, and Alison Nash has graciously agreed to fill in for Paul as necessary, being the Alternate Parliamentarian. I am counting on them to save me from perfecting my Parliamentary skills.

III. My good luck continues. I am pleased to report to you that the Central Committees membership is near completion. The LA&S has made an extraordinary effort to fill several vacancies we had. And students' slots on the Academic Senate and the Academic Affairs Committee are mostly filled. I will soon be sending you the revised list by email.

IV. We are in the process of updating the Governance web site, with the revised By-laws, the Central Committees list for 2008-09, and agendas and minutes of governance meetings for 2007 and 2008.

The Governance office is staffed now, and open 11:30-1:00 M-F, except for Wed., which is open 12:00-2:00. The office is located in FOB E10, and its Telephone is 2891.

Moving on now to less technical matters:

V. Provost Search Committee: The President has briefed you on the stage of the search. I wish to add that candidates' visits are scheduled for the weeks of February 16 and 23.

VI. Efforts to restructure Governance are looming: Currently, there are 6 items under consideration.

1. We need to consider ways to make our committee structure more efficient and at the same time to ensure a more equitable service load across committees. This will never be an attempt at perfection, but at least an attempt at

making improvement.

2. Furthermore, we need to ensure uniform voting rights across all constituencies, and within their respective departments, in matters pertaining to campus-wide governance

While departments have complete autonomy in their internal affairs, I hope in the process, their structures and procedures are in compliance with the College Faculty Bylaws.

Four more items before us are:

3. The GE Board: Currently is not in the By-laws and therefore informally structured. The Board is working with the CC to formally incorporate it into the governance structure.

4. The Graduate Council: is in the same situation. We have begun a discussion on how formulate a plan to bring the Council into the Bylaws.

5 & 6. Lastly, we will be creating two new entities, perhaps subcommittees of the Budget, Goals and Plans for (1) environmental policies and standards on campus, (2) for a coherent Public Art standards.

Addressing these needs, will require another round of revisions of the By-laws.

6. Lastly, the Bylaws require me to report to you on matters before the College Council. I have attended two of their meetings this fall, and as you can guess, the most important issue before them is the budget cuts to our campus, past and future.

For more on the Council's meetings, you can watch the tapes of these meetings online, since the law requires the recordings.

I guess we can add this to our "DO LIST" for revising the By-laws.

In conclusion, I wish to invite your suggestions and comments for making governance stronger. New Governance Issues present themselves as I go through my "new life" as the Presiding Officer. As this happens, I welcome your suggestions, and hope you can be generous with your time and ideas.

Report of the University Faculty Senator
Respectfully submitted by Professor Rose Rudnitski
October 24, 2008

I attended the 150th Plenary Meeting of the SUNY University Faculty Senate at SUNY Potsdam on October 16-18, 2008. We received several informative reports throughout the weekend, which were attached to the email I sent to you. If you have any questions for clarification or if you need hard copies, please do not hesitate to email [HYPERLINK "mailto:rudnitsr@newpaltz.edu"](mailto:rudnitsr@newpaltz.edu) rudnitsr@newpaltz.edu or telephone me at 2816.

Budget

Jim Van Voorst, Interim Chief Financial Officer of SUNY gave a candid report to the Senate on our budget crisis. In case you have not yet heard, the SUNY Student Assembly has come out in favor of a tuition increase in the days since the Senate meeting. This should help to move that initiative along.

State-operated campuses (our “sector”) have suffered a budget cut of \$96.3 million. Our Office of Budget and Finance was able to reduce the impact of that to the campuses by \$25.3 million to a \$71 million reduction by deciding not to send a line item to the campuses for one year. (The SCAP and Academic Equipment Replacement money for just one year.)

System Administration has not yet decided how to divide out the \$71 million decrease to the campuses. They will decide by November 6th whether to use the BAP formula or the total budget of each campus as the framework to distribute the cuts.

As an update, Governor Patterson was in Binghamton this week, and he indicated that he is aware that SUNY is critical to the state’s economic recovery and that he is reluctant to cut us further.

Transfer/Articulation Resolution

The University Faculty Senate and the Faculty Council of Community Colleges, which was meeting in Westchester concurrently with our Senate, passed the transfer and articulation resolution that I sent you last week. We were under tremendous pressure from our Board of Trustees and the NYS legislature to come up with a transfer policy that allows more seamless transfer from our community colleges to our four-year institutions (state-operated and university centers). If we had not passed this policy on Saturday, October 18, which was the deadline set by our Board of Trustees, which expressed deep doubt that the SUNY faculty could agree on a system-wide policy, the Board was going to come up with one for us. The other alternative presented to the joint committee on transfer and articulation was that the state legislature would simply pass a law mandating seamless transfer of all A.A. and A.S. degrees and junior status for all community college graduates with those degrees. This has happened in other states.

We did pass the policy that our joint committee developed. It is not a perfect policy, but it does keep transfer, a curriculum issue, within the control of the faculty.

Provost Palm's Report

Although she appeared a bit stressed and worried, Provost Palm did not center her remarks on the budget crisis, but rather called for unity and collaboration as we face the coming months of what might be severe monetary cuts. Seventy-seven percent of American higher education students go to public institutions. In the past two years, SUNY has grown by 23,000 students statewide, the equivalent of the University of Virginia, with flat tuition and a declining state budget. We cannot cut our way out of a recession, we must invest our way out – and SUNY is an investment. Provost Palm's remarks were inspiring and demonstrated superb leadership in a time of hardship.

Chancellor's Search

Despite our budget news, the search committee reports that there has been significant interest in our chancellor position. They hope to have the search finalized before the end of the academic year.

NYS Higher Education Initiative

Please read the attached presentation. This looks like an exciting collaborative initiative that includes many institutions beyond SUNY.

SUNY Retirees Service Corps

Ram Chugh, retired Distinguished Service Professor, has started a SUNY Retirees Service Corps.

Please review the presentations, standing and ad hoc committee reports and the other resolutions that were passed by the Senate that I sent by email.

Thank you. It is a privilege to be your representative.

State University of New York, New Paltz

Academic and Professional Faculty Meeting

Friday, September 12, 2008

3:00-5:00

LC 102

Agenda

1. Call to order
2. Approval of the minutes of May 8, 2008
3. Announcements:
 - a. Glenn McNitt
 - b. Rachel Rubens
 - c. Simin Mozayeni
4. Report of the President: Steven G. Poskanzer
5. Report of the Presiding Officer: Simin Mozayeni
6. Introduction of New Faculty and Staff:
 - a. Management Confidential Staff: President Poskanzer
 - b. Academic and Professional Faculty and Professional Staff: Simin Mozayeni and Alan Dunefsky
7. Adjournment

SUNY New Paltz Faculty & Professional Staff Meeting Minutes

September 12, 2008

Lecture Center 102

1. The meeting was called to order by Presiding Officer, Simin Mozayeni at 3:09 p.m. in Lecture Center Room 102.

Simin announced that the Secretary of College Faculty, Jan Hammond, will not be able to serve in that capacity for 2008-2010. Jan will be teaching off-campus on Fridays. Simin announced that Shana Dempsey, the temporary governance secretary, will take the minutes of this meeting, if there are is no objection.

2. The minutes from May 8, 2008 were approved.
3. Announcements:

James Schiffer, Dean of LA&S, reported that SUNY New Paltz has two recipients of the 2007-2008 Liberal Arts and Sciences Teacher of the Year. He congratulated Pauline Uchmanowicz and John Palencsar.

Glenn McNitt, reported that 1) UUP Professional Development Award winnings are will be released by SUNY for the period of 7/07-7/08, and are forthcoming to the winners. He also announced 2) that there is additional money for professional development- award amounts will double. Faculty can apply for up to \$1,000 even if they are in their first semester of teaching. In addition, Glenn announced that 3) in the past, Professional Development awards required a 40% payment from SUNY New Paltz but will now be paid by GOER.

Rachel Reuben announced that the Fall Distinguished Speaker Series will begin on Wednesday, November 12 with Dave Barry. Ticket information can be found on the SUNY New Paltz website.

4. Report of the President: State of the College Address (Appendix A)
5. Report of the Presiding Officer

Presiding Officer Mozayeni announced that the consulting firm for the provost search will be on campus for two sessions for faculty and one special meeting with the Executive Committee. She urged members to read their e-mails for information.

Also, the Central Committees Spring Elections were certified on Wednesday for the following: Liberal Arts & Sciences, Fine & Performing Arts, School of Business, and School of Science & Engineering. The representatives were not in attendance from the other areas, so they could not be certified.

To expedite the introduction of new academic and professional faculty, she asked that members e-mail her with any questions.

6. Introduction of New Faculty and Staff (Appendix B)

7. There was no new business.
8. The meeting was adjourned at 5:17 p.m.

Respectfully submitted,
Shana Dempsey

9/16/08

September 12, 2008

Colleagues and friends, welcome to the beginning of the new academic year.

Any physicist will tell you that the formula for linear momentum is $p=mv$ —in other words, momentum equals the product of mass times velocity. In popular parlance, momentum also means the force gained by motion or through the development of events.

Over the last several years, New Paltz has certainly been characterized by forward momentum. We have in place a critical mass of talented students, faculty and staff. This enables us to build quality at an accelerating pace. As the velocity of our progress grows, so does our reputation.

Today, I'd like to talk about where this growing momentum is propelling us and how we shall get there.

Our objective is to become the site of the finest undergraduate education in the State University of New York. And our strategy in pursuing this objective is sound. There are wonderful—and wonderfully expensive—private colleges in the Northeast, but there is an opening for a small number of public colleges to emerge as powerful rivals for strong students, competing both on price and quality. New Paltz intends to be one of them.

To this end, we have focused on a limited set of goals that shape our work. We use them to set targets, prioritize among expenditures, and measure our success.

Let's assess how well the college is meeting its goals, taking each in turn. First, we want to **continue raising the academic quality and selectivity of our students.**

We offer admission to our very best applicants—and, thanks to our growing stature and effective recruiting by faculty and staff, more of the strongest students are choosing us. This year's yield (the percentage of admitted students who enroll) was exceptionally high at 24 percent.

We selected these freshmen from a pool of almost 14,000 applicants—a pool that has risen 54 percent since 2000. Such popularity, combined with our intention to maintain a steady-state undergraduate enrollment, has made us one of the most selective public colleges in the Northeast. In 2008, we only accepted 35 percent of our freshman applicants and 34 percent of our transfer applicants.

Advances in student quality should be evident in your classrooms. Our new first-year students had a high school average of more than 90 and mean SAT scores of 1158. One hundred percent of our freshmen (excluding our modest special admit population) come from the top two SUNY selectivity groups—compared to 75 percent in 2001. Entering freshmen in Group 1 alone have risen to 33 percent.

As we recruit stronger students, we also seek to maintain our socio-economic, ethnic, geographic and intellectual diversity. One important measure of this is our healthy percentage of students from traditionally-underrepresented groups. Of the first-year students reporting their ethnicity, one-quarter come from such groups. International students, constituting three percent of our undergraduate student body, are also a key ingredient in our diverse mix.

With higher yield, we have a larger-than-normal (and, candidly, larger-than-desired) first-year cohort. Fortunately, we were prepared for them. Faculty shifted to teach courses for freshmen, including critical GE offerings. We hired several one-year instructors in high-demand areas. Staff made sure the new tighter schedule would work, that classrooms and residence halls were ready, and that summer orientation ran smoothly. Employees, student-athletes and fraternity and sorority members were out in force on move-in day—in some cases whisking belongings up to rooms even before parents returned from parking the car! To sustain this momentum, we've added staff to shepherd first-year students and get them involved in campus life.

As we launch into a new year of student recruitment, we're refusing to rest on past laurels. We are keenly aware that competition for the best students is escalating, and that the number of New York high school graduates will begin to decline in five years. It's time to lock New Paltz in at the highest possible selectivity level. So we're adding another fall open house and a spring open house targeting high school juniors. We also appointed Lisa Jones as Dean of Admission.

Second, we want to **hire and retain faculty who are serious about both their scholarship and teaching.**

Adding full-time, tenure-track faculty is our number one budgetary priority. We have 33 new faculty this fall—including our new Dean of Liberal Arts and Sciences and Professor of English Jim Schiffer. They come from universities as far away as France and New Zealand and as close as Columbia and the CUNY Graduate Center. With these new hires, our student-faculty ratio is 14:1, which compares favorably to our rival in western New York, Geneseo. Counting our new colleagues, we have grown to 336 full-time faculty (a net gain of 26 over the last two years).

We have 29 searches under way for next fall. (I'll say more on the financial context of these searches in a moment.) Based on historic retirement patterns, these lines should add six more positions—another meaningful step toward our long-term goal of 370 full-time faculty.

Adding full-time faculty helps correct one of New Paltz's historic weaknesses: over-reliance on part-time instructors. A major institutional goal is to drive down the percentage of courses taught by adjuncts. With new hires targeted in areas with heavy adjunct use, and tighter control over course offerings, instruction by adjuncts is declining. Thirty-four percent of courses were taught by adjuncts in fall 2007, down

from 37 percent in fall 2006. This is considerably closer to SUNY-wide averages, and our next milestone will be to drop below 30 percent.

Because we are committed to having our new faculty succeed, we are careful to recruit colleagues who embrace New Paltz's desired mix of excellent teaching and serious engagement in peer-reviewed research and creative activity. We expect them to earn tenure at New Paltz. And our processes for making such decisions are working rigorously and well. Once again, in 2008 the Central Committee, the Provost and I agreed on every single tenure case.

Earning a promotion in rank is a profound achievement that ought to be celebrated—and rewarded. Consequently, after dialogue with UUP, Provost Lavalley increased the salary bump for new associate professors from \$1,000 to \$2,500; and for new full professors from \$2,000 to \$4,000. Before leaving this discussion of measures to improve faculty retention, I should note that we continue to plead with SUNY Central for a geographic differential that acknowledges the high cost of living in this region.

An important metric we use to gauge our faculty's success at scholarship is the volume of externally-sponsored research. 2008 saw a 13 percent jump in grant applications and an 11 percent increase in awarded funds, putting us above the average for our SUNY peers. For the first time, New Paltz broke the \$4 million mark for grant funding. Even these lovely numbers, though, are obsolete: just this month the National Science Foundation awarded two coveted grants to New Paltz faculty:

- Megan Ferguson and her colleagues in Chemistry and Biology garnered \$250,000 for an atomic force microscope to be used for research with undergraduates; and
- Glenn Geher of Psychology and Jennifer Waldo of Biology received \$211,000 to support our Evolutionary Studies program.

Back to our eight goals.

We are committed to **teaching a curriculum that prepares students for their careers and lives.**

How well are we teaching our students? Do we keep our promise that they can earn a degree in a timely fashion? Retention and graduation rates are key measures of our success.

First-year retention for the fall 2006 cohort (the percentage of freshmen returning for their sophomore year) reached an all-time high of 86 percent. Second-year retention (the percentage of sophomores returning for their junior year) rose to 75.7 percent.

Even more important, we have attained what we believe are the best graduation rates in recent college memory:

- Our latest four-year graduation rate is 44.7 percent;

- Our latest five-year graduation rate is 66.7 percent, and
- Our latest six-year graduation rate is 66.2 percent, up from 59 percent for the prior cohort.

Because at its core New Paltz is a liberal arts college, our curriculum does not change dramatically from year to year. But data that demonstrate the vibrancy of our curriculum will help students and accreditors appreciate the quality of our teaching. As our next 10-year reaccreditation nears, we can do an even better job of tracking new courses, course revisions, and new minors.

Because where we teach can be intimately connected to how and how well we teach, we must also continually improve our classroom facilities. Many of you were directly affected this summer as moving crews emptied Old Main and relocated its occupants across campus. I thank you for your patience during this \$27 million gut renovation of a beloved (but sorely outdated) structure. Just keep in mind that when you return to the building in 2011, you will be greeted by high-tech classrooms, more and modern faculty offices, electrical upgrades, central air-conditioning—and beautifully restored and gracious finishes.

You will recall that the college received \$48 million this spring for a new science building on the corner of Plattekill and North Manheim, and an additional \$12.8 million to implement fully our plans to renovate the Sojourner Truth Library. The new science building will likely house Mathematics, Computer Science, Physics and Geology. A representative planning committee, convened by Dean Jelski, is considering the ideal layout for interdisciplinary teaching labs and how to use this structure to encourage joint faculty-student research. Reflecting our campus values and environmental responsibilities, I'm pleased to confirm that this building will qualify for LEED certification by the U.S. Green Building Council. Indeed, from now on all new campus buildings should at a minimum meet the LEED silver standard.

A quick update on the library. Because of our previous planning, we want to jumpstart this project. Step one is to engage an architect to work with the existing library renovation committee to finalize the design and staging for the entire renovation.

In addition to these major enhancements to our instructional spaces, we added 17 more “smart” classrooms this summer, mostly in the Humanities Building. Seventy-five percent of our classrooms are now fully state-of-the-art, and when Old Main reopens, we'll be at 85 percent. We also completed another important project without a hitch: installing new air-conditioning units in Faculty Tower offices. The same chiller project that brought blessedly cooler temperatures to the Humanities Classroom Building this spring should now make life and work considerably more comfortable for the denizens of JFT.

Finally, because preparation for a meaningful career is important to our graduates, we pledged last year to enhance job placement services for students and alumni. The Career Resource Center has sharply increased the number of employer visits to campus,

aggressively promoted off-campus job fairs, partnered with Campus Auxiliary Services to underwrite internships for financially-strapped students, and even helped some kids buy an “interview suit!” Later this year, Career Resources will move to a more accessible home on the first floor of Humanities, reinforcing its centrality to students’ expectations.

Next we want to **link student intellectual growth with faculty scholarship**. With better students, our expectations for them rise. Therefore, we have come to view connections between undergraduate learning and faculty scholarship as an important and distinctive part of New Paltz’s niche. The annual pool of dollars for faculty-student research is bearing fruit, with the number of students working on funded projects climbing to 34 in 2008 (compared to 25 in 2007). This year for the first time we sent three students to the National Conference on Undergraduate Research. From this base we’d eventually like to have hundreds presenting their scholarship at our annual Student Research Symposium. But to achieve this, we need better data about the range of capstone experiences currently offered. We should start by looking at the total number and percentage of students taking advantage of such life-shaping opportunities, broken out by major.

Because we recognized that it was unrealistic for faculty to supervise growing numbers of student researchers on top of a substantial teaching load, this spring Provost Lavalley established an innovative “exchange rate” system whereby faculty can earn credit for overseeing undergraduate research or graduate theses—credit that accumulates so it can be traded in for reassigned time.

As student research grows, more New Paltz graduates will be competitive at top-notch Ph.D. programs and professional schools. Each year I hear anecdotally about students offered admission to graduate school. Systematically sharing these terrific outcomes will help both our assessment efforts and our recruitment of more talented students. So I’ve asked Institutional Research to collect data on where our graduates are headed. We’ll turn to deans and chairs for help, since they are likely to have the most current information on students’ plans.

We also intend that our **residential character will reinforce our educational goals**. Most of our undergraduate students should live on campus and many faculty and staff should live in close proximity to campus. Last November saw a major breakthrough: we acquired a 42-acre parcel of land contiguous to the southern border of the campus, which will be used for faculty, staff and student housing. The residential community developed here will be within walking distance and seamless with the rest of our campus. We are beginning to design buildings for this site; but realistically, it will be several years before the new housing appears. I’m delighted that our plans for this land will help address the college’s greatest long-term vulnerability: namely, the high cost and limited supply of faculty/staff housing. By increasing the size of the campus by more than 20 percent, we have also gained a land bank for the next century.

While we await new housing options for students, we have completed a five-year, \$20 million effort to refurbish our eleven oldest residence halls, all of which have now

received new windows, roofs, carpets, paint, furniture, lighting, signage and kitchenettes. Looking ahead, we must find a way to finance a further round of improvements to these halls, replacing obsolete plumbing and electrical systems and installing new bathrooms. We'll want to begin this project with the Hasbrouck complex.

Before the end of the semester, the college will break ground on a substantial and architecturally striking addition to our dowdy student union. The environmentally-sensitive design—which consciously evokes Mohonk Mountain—is already winning prizes. But what our students will like most are the public function spaces, meeting rooms, an expanded bookstore, wireless technology, and plenty of couches where they can lounge with their laptops and lattes and socialize with friends. At last we shall have a true campus commons.

In October, students and faculty can also meet for lunch in a new café in the Parker Theatre lobby. Food Service is creating this venue in response to legitimate student frustration over the dearth of eateries on the west side of campus. (Campus veterans will note a delicious irony in the fact that Parker—before it was a theatre—was originally a cafeteria!)

And in case you're wondering about the status of the ugly trenches that have made a labyrinth around buildings, I'm happy to report that we've replaced most of the rotting high-temperature hot-water pipes that heat the central campus. By the end of next month, the new energy-efficient pipes will undergo final tests and the trenches will be filled. This winter, classrooms and offices along the academic concourse should stay warm and our Physical Plant crew will not have to spend weekends plugging geysers of hot steam and mopping rooms flooded by broken pipes.

Our sixth goal is to **meet student needs**. This may be a concise statement, but it's complicated.

New Paltz is clearly getting better at delivering the amenities and services students require to realize their educational dreams. I've already discussed how we teach, house and feed our students. We also aspire to offer a rich co-curriculum that reinforces what they learn in the classroom, reflects their interests, and takes full advantage of the college's physical setting. We promote the Gunks as one of our playing fields, and camping, kayaking and rock climbing excursions fill up fast. Back on campus, there is a staggering array of student organizations. In addition to the typical academic, political, and musical groups, we even have an equestrian club and a charitable organization called Up Til' Dawn (I'll confess I was a bit disappointed to learn this was not an all-night study group!)

I like that our students are not shy about asking for the kinds of help and services they need. For instance, the Student Association president has taken the lead in creating a campus shuttle bus to begin running this fall; the college administration has joined this effort by supplying the gasoline.

Some of our students' needs can best be met through technology. As we close the book on our conversion to Banner computing systems, we should be proud that we seized this opportunity to make many of our administrative procedures more student friendly. For example, we now generate a single electronic bill for all charges and we have simplified registration by enforcing course restrictions and academic standing rules. Computer Services and the Registrar's Office promise that our degree audit program will be fully operational in time for advanced registration this November, automatically checking the status of all course prerequisites, even if taken elsewhere. We understand how important this is to academic advising.

In Human Resources, Marda Reid and her colleagues are striving to give staff (and faculty too!) the skills and tools to respond effectively to concerns from even the most demanding students and hyper-vigilant parents. Tapping its new training budget, HR will launch a professional development program for all office staff this fall, with the first sessions focused on customer service.

Next, we are committed to **addressing regional economic and schooling needs**. Part of our mission is to provide talent to the Hudson Valley in the form of our graduates. This is the focus and pride of almost all our master's programs. Of course we also meet an important regional need by educating substantial numbers of undergraduates who transfer to New Paltz from local community colleges.

Graduate enrollments are holding steady, but should rise with the recent approval of our new master's in School Counseling. The Provost, Graduate Dean and I think this may be a good time to consider ratcheting up graduate student selectivity, just as we've done with our undergraduates. Our excellent MFA programs—including the Metal program named best in the nation by *USNews*—ensure admissions quality through rigorous portfolio reviews. Perhaps in parallel all our other graduate programs should require GRE or GMAT scores? I would ask the Graduate School Council and the Council of Deans to initiate a discussion this year on the broad topic of graduate admission standards.

Both in this discussion and in other contexts, the college needs a better understanding of how our alumni move into regional workplaces. We should survey local employers about their satisfaction with New Paltz graduates, and we should query our alumni on how prepared they felt they were for employment and graduate programs.

Finally, we want to **be a cultural and intellectual hub for the Hudson Valley**. I think of this goal as having "import" and "export" facets. On the import side, plays, concerts, scholarly lectures, general interest speakers, sporting events and art exhibits enrich our students' experience and the lives of our faculty and staff. They also bind New Paltz alumni to their alma mater and can attract local friends and leaders who will support the college financially and politically. So I love the regular crowds at PianoSummer recitals and openings at the Dorsky Museum, which—as part of the Hudson Quadricentennial—is gearing up for a 2009 blockbuster show of Hudson River School paintings.

I have also obtained generous seed funding from Peter and Helena Bienstock of the Shawangunk Valley Conservancy to pilot a Distinguished Speakers Series on campus this year, featuring high-profile individuals from the worlds of literature, art, public affairs and popular culture. Author and humorist Dave Barry will be our inaugural speaker November 12th; *Newsweek's* senior editor Jonathan Alter will visit in the spring.

Our chief intellectual “exports,” of course, are the ideas, energy and commitment of our students and faculty. The Center for Research, Regional Education and Outreach has swiftly become our primary vehicle for engagement with local business, government, school districts, and social service agencies. Under CRREO’s auspices, faculty are encouraged to consider issues of regional significance in their research and to build regionally-based service activity into their teaching.

In summary then, each of the elements of our vision for New Paltz is falling into place. The college’s academic quality and its reputation are steadily rising, for all the right reasons.

Let me now offer some observations on other important aspects of institutional health.

Financially, New Paltz is solvent with healthy reserves. To achieve these results, though, we have kept a tight rein on expenditures. In years when we are fortunate enough to run a surplus, we allocate some of our one-time savings to cover the one-time costs of construction projects that enhance campus life. We listen carefully to complaints about what saps faculty, staff and student morale, and we try to address those conditions. For example, we air-conditioned Humanities, we are installing a security card access system in studio art buildings that are open late at night, and we built office space in Wooster for adjunct faculty.

However, the struggling state economy could slow our momentum. All of you surely know about the projected \$5.4 billion state deficit and how the new Governor seeks to drive down this number.

The State University—and our campus—have already been subjected to three separate rounds of cuts this year:

- an initial \$38 million cut negotiated as part of the 2009 state budget;
- a \$109 million cut imposed by the Governor on all state agencies in April; and
- a further \$96 million cut imposed by the Governor in late July.

What does this mean for New Paltz? Drilling down past the legerdemain of Albany budgeteers (for instance, taking percentage cuts off a smaller base to reduce the absolute decrease), the first two rounds of cuts translated into a reduction of about \$660,000 in support to our campus. While unfortunate, we could absorb this without great pain.

However, we do not yet know the local impact of the latest \$96 million cut. SUNY Central assures us it is trying to negotiate this to a more reasonable figure. But since

New Paltz represents about three percent of total SUNY enrollment, in a worst-case scenario we could be tagged with a further base operating cut of about \$2.9 million. That would be a serious matter indeed.

There is profound unfairness—even perversity—in how the state is allocating these cuts. SUNY is particularly disadvantaged because two rounds of cuts were only imposed on state agencies whose budgets are under direct gubernatorial control—a set that most regrettably lumps SUNY with the Department of Motor Vehicles and the State Lottery office! And while politicians and university presidents might disagree about the relative importance of education vis á vis other state expenditures, it is deeply troubling that even within the category of education spending, the 29 state-operated campuses are being asked to bear a wildly disproportionate burden. Consider that, while these campuses face over \$200 million in base cuts, the 30 community colleges are essentially shielded from any cuts, and the cuts imposed on the City University of New York and the state's private colleges are markedly smaller. Of course, at the same time, state funding for elementary and secondary education has increased by an unprecedented \$1.75 billion! Hopefully a new Chancellor will correct these inequities.

In the meantime, SUNY's budget problem boils down to a straightforward matter: How much and how quickly can tuition be raised if we are to avoid substantial cuts in programs and/or people? SUNY has only raised tuition once in the last 13 years. Therefore, barring a sudden infusion of state support, we shall need a substantial mid-year tuition increase and must devise a plan for rational and predictable tuition increases in coming years.

I do not know whether the cuts will be reduced to more manageable levels, or whether timely tuition increases will resolve the current dilemma. But I do know that our campus enters even this rocky financial zone with robust reserves, a local budget that has been consistently in balance, and wise fiscal planners.

Indeed, the college's leadership team was bolstered this summer by the arrival of a new Vice President for Finance and Administration—Jackie DiStefano, formerly the chief operating officer at SUNY Albany's Nanotech campus.

All summer the Vice Presidents and I have been sharing financial and political information with your UUP President and the Presiding Officer. With the new year under way, we'll expand that consultation. All faculty and staff will receive reports and have an opportunity to ask questions. I expect there will be critical opportunities where we can all lobby on SUNY's behalf. In the meantime, we are still proceeding with a reasonable number of faculty searches. We are still making other necessary expenditures to repair our infrastructure and advance our academic work. And we are still maintaining the momentum that has been a hallmark of this college over the last several years.

We continue to look for new sources of revenue. Fundraising is an essential part of realizing our goals. All together, we have raised more than \$13 million in gifts and pledges since fall 2001. The ranks of our donors are growing, from about 3,800 in 2002

to more than 5,000 in 2008. I am pleased that many of these gifts have been for scholarships. But if tuition rises, we must raise even more for this pressing need.

We recently made over \$2 million by selling the underutilized Ashokan field campus. The college, and in particular, the Campus Auxiliary Services Board, will need to think carefully about how this one-time windfall—funds that are clearly part of the college's patrimony—should be deployed in a lasting way to advance our institutional goals.

In pursuit of additional resources, I have cultivated relationships on both sides of the aisle in the state Legislature—ties that have so far led to \$94 million in extra capital appropriations beyond what New Paltz was slated to receive. This is how we've financed Old Main, the library, the Student Union Building, and the new science building. I've also built strong ties to our federal representatives. New Paltz was the only SUNY college that obtained multiple federal earmarks in 2008, totaling \$440,000.

Pursuant to the state capital budget, New Paltz received about \$16.5 million dollars for critical maintenance projects this year. This is the first installment of a new five-year capital plan projected to bring \$82 million to our campus.

With this initial chunk of funding, we can move forward with the recommendations of our Facilities Planning Task Force about campus appearance, traffic and pedestrian flow, parking, accessibility, sustainability, and future building placement. Over the summer, I received this group's final report. I have endorsed its recommendations, which have been vetted with and well received by the campus community. I thank co-chairs Stella Deen and John Shupe and the rest of the Task Force for their hard work. Now we can move forward with Phase I of the recommendations, which include:

- the proposed Mohonk Walk
- the greening of the main academic concourse
- the replacement of our obsolete swimming pool; and
- the renovation of Wooster Science Building

This list hardly exhausts our facilities needs. For instance, we badly require a new police station and Smiley Arts Building cries out for attention. But it is wonderful that we have the funds to embark on the largest set of construction projects at New Paltz since the Rockefeller era, literally transforming our campus.

I'll bring this address to a close by highlighting several of our principal tasks for the coming year. Our fundamental objective, as always, is to continue building academic quality. To this end, our priorities must include:

- Recruiting a next class of 1,200 freshmen and 500 transfers, with academic credentials even stronger than this fall's cohort;
- Further improvement in the college's graduation rates—an effort that will call upon the skills of a new Dean of Advising;

- Finding a new Provost. Alas, after 10 years David Lavalley has decided to return to the faculty. I have asked Professors Mick Adams of Mathematics and Jan Schmidt of English to lead a search committee with representation from all academic units.

We also need to

- Recruit a new Dean of Fine and Performing Arts; and to
- Cultivate more donors, solicit more major gifts, and seek other streams of funding.

Let me conclude by noting how inspiring it is to see our community reassembled, brimming with energy and passion, eager for learning and discovery. While much important work lies ahead, we should all be optimistic about the college's future.

That future rests on the shared pursuit of our goals. Ask yourself how your day-to-day actions can help us realize our vision. Consider how the priorities of your office or program nest within these larger goals. The vice presidents, deans, directors and I would be happy to join in such conversations. And, of course, I look forward to discussing these and other matters with you at faculty meetings.

May this be a terrific year for our students and for us all.

Steven G. Poskanzer

INTRODUCTION OF NEW ACADEMIC AND PROFESSIONAL FACULTY

FACULTY MEETING -- SEPTEMBER 12, 2008

President Poskanzer:

Jacqueline DiStefano

Simin Mozayeni and Alan Dunefsky:

DIVISION OF ACADEMIC AFFAIRS

David K. Lavallee
Academic Affairs/Liberal Arts &
Sciences

James Schiffer

Bruce Sillner
Center for International Programs

Robin Perreira
Carlton Rounds
Catherine Siska

Jan McLaurin
Sponsored Programs

Carrie Corti

SCHOOL OF BUSINESS

Hadi Salavitabar
Business (School of)

Donald Furman

SCHOOL OF EDUCATION

Robert Michael
Educational Administration

Edward Sullivan

Gowri Parameswaran
Educational Studies

Jessica Eve Tuck
Gregory Bynum

Aaron Isabelle
Elementary Education

Caroline Hopenwasser
Susan Stern

Devon Duhaney
Secondary Education

Rachel Mattson
Rosemary Millham

DIVISION OF ENROLLMENT MANAGEMENT

Lisa Jones
Undergraduate Admissions

Jennifer Wawrzonek
Maynard Schmidt

DIVISION OF FINANCE & THE ADMINISTRATION

Michelle Halstead
Accounting Services

Rosemarie LaTourette

Jon Lewit
Computer Services

Bryan McGurn
Lijun Yuan
Brendan Gannon
Pandora Fawcett

Emily Trapp
Instructional Media Services

Frank Ruffini

Jacqueline DiStefano
Environmental Health & Safety

Michael Malloy

Brian Pine
Facilities Operations

Gary Buckman

SCHOOL OF FINE & PERFORMING ARTS

Myra Mimplitsch-Gray
Art

Arthur Hash
Thomas Albrecht
Kate Doody
Ricardo Febre
Cheryl Wheat-Schmidt
Aleanna Luethi-Garrecht
Tom Sarrantonio

Ellen Konowitz
Art History

Jaclynne Kerner
Beth Wilson

Joseph Ramos
Fine & Performing Arts

Orin Chait
Nancy Lautenbach

Edward Lundergan
Music

John Hedges
Joel Evans

Frank Trezza
Theatre Arts

Shelley Barish

COLLEGE OF LIBERAL ARTS & SCIENCES

Giselle Hendel-Sebestyen
Anthropology

Margaret Wade-Lewis
Black Studies

Stella Turk
Communication Disorders

Patricia Sullivan
Communication & Media

Hamid Azari-Rad
Economics

Thomas Olsen
English

Wilma Feliciano
Foreign Languages

Louis Roper
History

Eleanor Richards
Nursing

Eugene Heath
Philosophy

Nancy Kassop
Political Science & International Relations

Douglas Maynard

Lauren Meeker

Major G. Coleman
Manisha Ford-Thomas

Leah Fabiano-Smith

Daniel Schackman

Clifford Oporum

Matthew Newcomb
Erin Newcomb
Edward Mayer
Jacqueline George
Kathena De Grassi
John Langan
Vicki Tromanhauser
Michelle Woods

Isidoro Janeiro
Yvonne Aspengren
Angelo Targia
Maria Avila

Hamilton Stapell

Scott Saccomano

Madeleine Arseneault

Daniel Lipson

Greta Winograd

Psychology

Katy Sue Tillman
Karla Vermeulen

Heather Hewett
Women's Studies

Suzanne Kelly

DIVISION OF THE OFFICE OF THE PRESIDENT

Sally Cross
Development

Pamela Yosh

Shannon Sims
Development

Nancy Bloom

Helise Winters
CRREO/Regional Education

Doreen Lyons

SCHOOL OF SCIENCE & ENGINEERING

Tom Nolen
Biology

William Olsen
Jason Valens

Daniel Freedman
Chemistry

J. Frantz Folmer-Andersen

Baback Izadi
Electrical & Computer Engineering

Ying Lin

DIVISION OF STUDENT AFFAIRS

Brian Williams
Athletics

Kevin Joyce
Heather Semelmacher
Scott Whitbeck
Mike Trunkes
Elizabeth Saucier
Michelle Johnson
Jillian Langenau

Tonda Highley
Career Resource Center

Christine Daly

Ray Schwarz
Disability Resource Center

Anne Osowski

Tony Bonilla
Educational Opportunity Program

Ann Gill
Jessica Purcell

Gweneth Lloyd
Psychological Counseling Center

Candice Pennella

Corinna Caracci
Residence Life

Valerie Turco
Michelle Quock
Corrinne Schwabrow
Claudette Reyes
Chanel Ward

WELCOME!