CAS Faculty Council Meeting  
September 22, 2010  
AS 122  
3:30pm

In attendance: Carl Bon Tempo, Pinka Chatterji, Jose Cruz, Duncan Cumming, Keith Earle, Teresa Ebert, Adam Frelin, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Jim Mower, Vivien Ng, Chris Olsen, Jayanti Pande, Bill Pyszczymuka, Sylvia Roch, Tim Sergay, Kate Strully, Eszter Szalczer, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert, Jing Zhang.

Not in attendance: Bradley Armour-Garb, Tom Cohen, Rachel Cohon, James Collins, Bill Kidd, Jogindar Uppal, Oscar Williams

1) Approval of minutes for 5/5/10 Council Meeting:

The minutes were approved (one abstention) with changes.

2) Chair’s Report:

- A Council roster was provided. Members were asked to share corrections as needed.
- Faculty were reminded FRAP A award applications are due 10/11/10. FRAP B award applications are due 2/28/11. Benevolent Association Research Grants for graduate student research are due 11/8/10.
- Conference Award applications are due 11/8/10.
- The annual CAS Faculty Dinner will be held on 11/3/10 at 5:30 p.m. at The Italian American Community Center. Mitch Earleywine from Psychology will present on “The Unparalleled Evils of Marijuana.” Councilors were asked to encourage and remind colleagues to attend.
- The Middle States Commission on Higher Education reaffirmed UAlbany’s accreditation and commended UAlbany for the “quality of the self-study process.” Details are on the wiki page (https://wiki.albany.edu/display/middlestates/Home).
- The University searches for vice presidents in Finance and Business and Research, to which faculty have been invited, are nearly complete. The Dean indicated she was involved with the searches and was pleased with the quality of the final candidate pool.
- The Empowerment Act was not passed in the state legislature. It is likely that the act will be modified and that the Chancellor plans to pursue it again next year.
- At the Council of Chairs meeting the Dean invited two members of Communications and Marketing to discuss opportunities for departments to use social media/marketing such as Facebook and Twitter. If departments are interested, the Chair suggested exploring the Faculty Ethics Facebook group to consider potential issues such as faculty “ friending” students.

3) Senate Report:

- The Senate has not yet met this year.

4) Dean’s Report:
The Dean encouraged all faculty to attend the upcoming CAS Faculty Dinner and shared that this is a good way to interact socially outside of departments. This year’s speaker, Mitch Earleywine, received a 2009 Excellence in Teaching award and is a very engaging speaker. Spouses/partners are invited.

Associate Dean John Pipkin recently put a call out for CAS Teaching Award nominations which are due 10/25/10. The Dean would like to involve Councilors in evaluating proposals along with previous award winners. Awards should be finalized in time for the fall faculty meeting. If faculty nominate a colleague, they will not have missed the deadline for the University Excellence Awards (due in January). The Dean urged Councilors to nominate colleagues.

The Dean is uncertain about Travel Awards, but is trying to work something out to help defray costs. Last year’s Academic Planning Committee provided good suggestions on how to improve and better evaluate the awards being given and these are being taken under consideration.

There is still no final word on the budget. Coming cuts for CAS may be as high as $2.8 million distributed over two years, which would necessitate cuts in permanent line resources. CAS has implemented two measures thus far, which will contribute a relatively small amount to the huge budget cut. Every departmental budget and the Dean’s operating budget have been cut 6-6.5%.

In addition, at the recommendation of the Council of Chairs, the number of telephone lines will be reduced in consultation with departments because CAS spends $300,000+ on phone lines each year, even though most faculty rarely use their office phones and have personal cell phones. Every department will retain several phone lines as will labs, as a matter of safety.

Adjunct positions are growing as full-time faculty positions decrease. Tine Reimers from the Provost’s office has held informal interviews and focus groups with UAlbany part-time faculty and has learned that many adjuncts do not feel part of the university. They come, teach their classes, hold office hours, and leave. Per union contract, we can ask nothing of part-time faculty other than teaching and holding office hours; i.e., part-time faculty cannot be enlisted for service, mentoring of students, etc. However, if individual part-time faculty members are interested in being more involved in the life of the department on a voluntary basis, they should be invited to do so. The Dean encouraged faculty to proactively meet part-time faculty, make them feel welcome, and interact with them. She has asked Chairs to work to incorporate part-time faculty more into department life, if they wish. She also encouraged faculty to nominate good candidates for the Excellence in Teaching of Part-Time Faculty as a means of recognition. Including them on a grant, as appropriate, is another possibility to make them feel welcome.

5) Committee Reports:

Committees have not met as yet. Annis Golden, CAS Council Vice-Chair, Chair of the Nominating Committee, provided a status report on committees. She is finalizing councilor assignments to the Standing Subcommittees of the Faculty Council. If anyone has not yet been notified of their assignment, they should contact her. To fully constitute the committees, there must be two non-councilors per committee and committees should have no more than two councilors from the same department, per the bylaws. Non-councilors are
needed on Nominating, Academic Planning, and Academic Support committees. Fully constituted-committees include Tenure and Promotion, Faculty Development, and Academic Planning. Academic Planning will be chaired again by Janna Harton. Tenure and Promotions will meet with Kathy Gersowitz shortly to elect a chair and Faculty Development will be contacted shortly to elect a chair. Councilors were asked to provide suggestions for non-councilors—a good service opportunity for junior faculty.

- Janna Harton shared that Academic Programs has two functions, reviewing Course Action forms and providing ad hoc CAS Student Grievance committees. These committees are comprised of three faculty; one graduate student and one undergraduate student. If councilors are able to participate on such a committee or know of good students to participate, please share this information (jharton@albany.edu).

6) Old Business:

- None.

7) New Business:

- The chair asked the Council to review bylaws regarding the responsibilities of standing subcommittees to determine if responsibilities could be more evenly distributed or have become obsolete. It was noted that change to the bylaws are made through a CAS-wide vote with a 2/3 majority. Vote by email is possible.
- The Chair asked the Council to promote greater involvement in governance throughout CAS. Susanna Fessler, previous Council Chair and currently Chair of Governance Council of the Senate, shared that CAS representation on Senate Executive Committee is relatively low compared to the representation of CAS in the Senate. This is due to few CAS Faculty in position of Senate Council Chair positions. While this cannot change this year, councilors should urge CAS faculty to participate in their university’s governance and asked councilors to nominate CAS faculty (the Council vice chair is responsible for populating Senate committees). The Chair also asked councilors to consider what impediments there might be to CAS faculty participation. Important university issues are discussed at the Senate and on the Senate Executive Committee. In addition, the participation of senior faculty in governance is encouraged.

A motion to adjourn was moved and seconded. The meeting adjourned at 4:20.

Minutes submitted by J. Harton.
CAS Faculty Council Meeting
October 20, 2010
AS 122
3:30pm

In attendance: Carl Bon Tempo, Pinka Chatterji, Jose Cruz, Duncan Cumming, Jason D’Cruz, Keith Earle, Adam Frelin, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Bill Kidd, James Mower, Vivien Ng, Jayanti Pande, Bill Pyszczymuka, Sylvia Roch, Tim Sergay, Kate Strully, Jogindar Uppal, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert, Jing Zhang


1) Approval of Minutes for 9/22/10 Council Meeting:

The minutes were approved with minor changes.

2) Chair’s Report:

• The Faculty Council Chair attends the CAS Council of Chairs meetings. At the last meeting the Dean invited Provost Phillips to discuss budget cuts and answer the Chairs’ questions
• The CAS Faculty Dinner will be 11/3/10 at 5:30pm at the Italian American Club. Faculty were encouraged to RSVP.
• Nominations for the CAS Teaching Awards are due 10/25/10.

3) Senate Report:

• Since the last meeting, the Faculty Senate has met twice, 9/27/10 and 10/18/10. At the 9/27/10 meeting proportional representation of chairs of standing committees from each area was discussed. In the charter of the Senate, no committee should have more than one member from the same academic unit. A discussion ensued on the meaning of “academic unit.” This question has gone to governance for clarification. No changes will be made to committees this year.
• The 10/18/10 meeting was primarily devoted to members of the university voicing their concerns regarding the 10/1/10 announcement to deactivate five CAS programs. The meeting was standing room only. Speaker remarks were limited to three minutes each and ran about 1.5 hours. Submitted written comments will be posted on the Senate website. Themes included: affected program departments, resulting impact on other programs at the university, the number of students served by the programs differs from the number of majors, evidence was presented regarding connectedness to other program areas on campus (including Art, History, Anthropology, Linguistics, English) and how their programs would be weakened by the loss of the five programs. In conclusion there was a faculty exhortation to administration to reconsider the proposed action.

4) Dean’s Report:
The Dean stated that there are unsubstantiated rumors in the newspaper that the Journalism Program is being dismantled. She shared that originally Journalism was part of English and a Journalism major was created in 2006 with four tracks and hopes of hiring additional faculty which were never realized due to the budget crisis. The four current faculty agreed to an external review of the program before the usual 7-year review cycle because the program could not be implemented without many waivers resulting from the multiple tracks in the major. The Dean hired two expert consultants, identified by the JRL faculty, who recommended focusing the JRL program on a generalist track. The faculty spent over a year restructuring the program with the guidance of one of the two previous consultants. The program is now streamlined and is currently moving its way through faculty governance for approval. Changes include larger 100-level classes and numerous small workshops and seminars at the upper level. The program is attractive to students and continues to grow.

There are rumors that all languages except Spanish are to be eliminated. The Dean stated there are a total of 13 languages currently taught within CAS. Furthermore, suspending new admissions to majors and minors in these programs is not the same as eliminating the teaching of these languages and the Dean hopes that language instruction can be retained. She stated that the decisions were made in consultation with the CAS Chairs and were based on multiple considerations, such as enrollment data and trends, program costs, and number of faculty and students affected.

CAS has lost $5.5 million of its budget over the last 3 years, which amounts to roughly 15.5% of the CAS budget. About 85% of the budget goes to faculty salaries, then to OTPS and part-lines. Last year’s cuts resulted in elimination of travel awards and lost lines that could not be refilled. The size of CAS compared to other schools has resulted in what appears to be disproportionate cuts to CAS because “losing one line in a small school translates into one program in CAS”. Additional cuts to the university budget are expected next year.

The Dean stated Theater lost several faculty over the past three years, coinciding with the budget crisis. As there were no resources to rehire lost faculty, Theater is in an extremely precarious situation from which it is difficult to recover. The Dean hopes that CAS may be able to maintain the presence of Theater in some form.

To illustrate the process of consultation, the Dean explained that at the Council of Chairs meeting in April discussed the possible need for program closures. She grouped department chairs by disciplines and provided them with a host of program and budget data. The Chairs derived decision principles for cuts which were then discussed in the full council meeting. She requested that Chairs provide her with confidential feedback on which program areas to eliminate if cuts were indeed necessary. She reported that more than two thirds of the chairs gave specific recommendations; the rest provided general feedback but did not name specific programs. The Dean made her final recommendations based on data and taking into consideration the feedback from the Chairs.

The Dean stated that, contrary to what was alleged in a document that had been widely disseminated; she was not involved in the constitution of the three Budget Advisory Groups (BAG). For BAG-II, she was asked to recommend some faculty to the Provost and she named several senior faculty who had been with the university for a long time and had been involved in faculty governance.
The Dean stated that through most of the summer CAS hoped for another alternative to program closings. Unfortunately, the budget situation did not improve and in September she received the budget cut for CAS, which amounted to $2.84M and required cuts. She said that there was no other solution for such a cut within CAS. Any solution that does not require program cuts must come from outside CAS. Faculty present felt CAS was the heart of the university, providing the core of the undergraduate liberal arts education as well as most of the Gen Ed instruction for the undergraduate programs of other schools, and therefore CAS should receive more support.

A question arose whether the recent Mid-Atlantic States reaccreditation would be affected if five programs closed following reaccreditation. The Dean said that there would be no impact.

Faculty asked if the reasons and considerations for closure of these programs were widely known. The Dean responded that the three BAG reports are accessible to all faculty as are the minutes of the CAS Chairs Council from April 28, 2010.

Given last year’s evaluation of all doctoral programs, faculty asked if these rankings would be used to cut specific Ph.D. programs. The sentiment was that these rankings should not be used, and a particular concern was expressed about Academic Analytics. The Dean stated that she was unaware that either the GSS rankings or Academic Analytics would be used to cut doctoral programs. The GSS review included faculty from across the university and the committee was co-chaired by a CAS faculty member (Kevin Williams, now Dean of Graduate Studies). She stated that each program was rated independently by two faculty committees, that departments were then allowed to respond to the ratings, and that the overall process was fair and thorough. She also stated that it is likely that the budget available for graduate student stipends and tuition waivers will decrease again.

With potential program closings looming, faculty asked if those in the affected programs will have jobs in two years. The Dean responded that while she cannot predict what will happen in the next two years, deactivating a minor, major, MA and/or Ph.D. program is not retrenchment; some faculty may choose to retire; some faculty might accept positions elsewhere. Faculty asked where the cost savings are if programs are closed, but departments remain. The Dean stated that in the past CAS has lost resources and has coped with the situation by closing programs or departments (e.g., German) and reorganizing areas (e.g., Classics). She stated that, due to faculty turnover, many lines that were lost over time have not been replaced. This has resulted in some departments that were once highly regarded being closed or losing their international reputations.

Faculty asked if cuts could have been effectuated in other ways, such as cutting sports operations, similar to the way California recently eliminated baseball to address budget shortfalls. If such options were not discussed before program cuts, it is concerning. The Dean responded that Athletics has been cut 22%, that in her recommendations to the upper administration she did recommend the reorganization of other units within and outside of Academic Affairs, but that she has no control over cuts in areas outside of CAS. Faculty stressed that CAS is essential and Athletics, although very valuable, is not essential to the core mission of the university. It was mentioned that Athletics recently hired multiple coaches at a time when the programs vital to the university are being cut. It was suggested that, even if Athletics was cut proportionately, perhaps it should be reduced further before academic programs are closed. In response to a question, the Dean stated that faculty would need to present this argument to the upper administration.
• Faculty suggested that the administration seems unaware of how the recent program suspensions are affecting the profile of the university around the world. Some faculty stated that international colleagues were asking about what’s going on here, and that this is not the message we want to send to colleagues elsewhere. They asked how they could educate the administration about this problem. The Dean assured faculty that the university administration is aware of the problem, but that neither the Dean’s Council nor Academic Affairs more generally has decisional powers over units outside of Academic Affairs, such as Athletics or Marketing. She stated that our university unfortunately is not alone because other universities around the country also have had to cut programs.

• On the day of the rally, demonstrating students asked how new buildings and renovations are proceeding while faculty are being cut. The Dean explained that there are two funding streams from the state, one-time funds versus permanent funds. Construction funds are one-time money that the university can use for building but cannot take to fund lines; the State will not allow this. Lines can only be funded with permanent resources. If the university were to refuse construction funds, the State (or SUNY Central) would allocate them to another school.

• In response to a question about UAlbany’s funding versus the funding of other campuses, the dean explained that funding is allocated by SUNY Central via complicated and complex formulas to distribute funds (including tuition). This so-called budget allocation process (BAP) may in some ways disadvantage UAlbany because we have no medical or engineering school. The administration has been working to change this.

• In response to a question about research dollars, the Dean explains that from all external grants, the central Research Foundation takes a percentage for administrative costs; the rest of the overhead comes to campus and is distributed between the department that generates the grant, the dean, the Vice President for Research, and the upper administration. She pointed out that the best grants are federal grants because they typically have a full overhead rate of 51% associated with them, whereas state grants are associated with a relatively small overhead rate.

• For her presentation to BAG-III, the Dean requested that the Budget Office provide her with the tuition revenue CAS generates. She stated that the formulas are so complex that the Budget Office was unable (not unwilling!) to generate the information because the calculations are complex, given that each student comes under different circumstances—financial aid versus scholarships, in-state/out of state, grad/undergrad etc. Based on student counts, the Dean then estimated that CAS may generate tuition monies in excess of $80M. Given that the CAS budget is less than half of that, she pointed out that CAS is functioning very efficiently and bringing a host of resources to campus.

• The Dean closed by saying that faculty should request information from her rather than relying on rumors. She then recused herself from the meeting because the Council wanted to discuss a possible official reaction to the recent events.

5) Committee Reports:

Deferred to the next meeting to allow more time for new business.

6) Old Business:
7) New Business:

- The Chair raised the subject of faculty wanting a forum for voicing concerns about the recent announcement on program closures in CAS. The Chair said she discussed this with the Dean and the Dean felt that a response from the Council could be helpful. The Chair suggested that this is an opportunity for the Council to respond to the President regarding CAS and the proposed changes to CAS programs. The Chair suggested that if the Council says nothing, it may speak volumes. The Council agreed it should generate a letter to the President and Provost representing CAS as a whole. Faculty discussed whether this should be an open letter to the President, all Senators and faculty and to whom it should be addressed. The Council by-laws allow the formation ad hoc committees by the Council. A small committee could receive suggestions from Councilors via email, send a draft via email to the Council before November 10, and the final draft could be approved at the next meeting and sent to the President and/or Senate prior to the November 19 date by which the President has asked the Senate to respond. Suggestions included:
  - The letter should represent CAS as a whole.
  - The general tenor should express dissatisfaction and disagreement with the decision to cut programs.
  - Given that the Dean was unable to receive an estimate on tuition income generated by CAS enrollment, there was a concern expressed about the accuracy of the cost-benefit analysis used to assess the viability of CAS programs.
  - It is unclear what savings will result from cutting the 5 CAS programs, although the President suggested it amounted to $2M. The suspension of programs does not result in immediate firings so how is this reduction achieved?
  - Collegiality should be a guiding principle.
  - The document should be impassioned, but fair and accurate.
  - Since the President has asked for suggestions, the Council should be proactive showing how cuts will negatively impact the University and the Council should suggest alternatives.
  - As a core part of the University, it is alarming to see liberal arts eroded. This affects the quality of the whole University.
  - It is concerning that the programs to be cut were not represented on the BAGs.
  - Faculty are concerned that this is not the end of the cuts. How future cuts will be addressed is at stake. Students have the same concern. These seem like drastic long-term cuts for what may be a short-term problem. How do these cuts work in the short term? Impacting the long-term in this way is to the detriment of the University.
  - The letter should be short.

- A motion was made and carried to form an ad hoc committee via email (1 opposed, no abstentions).

- The Chair said she would send out an email to the Council requesting volunteers for the ad hoc committee. Ideally, members of the committee would represent Humanities, Social Sciences, Natural Sciences and Professional Staff. The Council would vote by email on the constitution of the committee.
A motion to adjourn was moved and seconded. The meeting adjourned at 5:30.

Minutes submitted by J. Harton.
In attendance: Pinka Chatterji, Jose Cruz, Duncan Cumming, Keith Earle, Adam Frelin, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Bill Kidd, James Mower, Chris Olsen, Jayanti Pande, Bill Pyszczymuka, Sylvia Roch, Tim Sergay, Kate Strully, Eszter Szalczer, Jogindar Uppal, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert, Jing Zhang and Brett Bowles

Not in attendance: Brad Armour-Garb, Carl Bon Tempo, Tom Cohen, Rachel Cohon, James Collins, Teresa Ebert, Vivien Ng, Oscar Williams.

1) Approval of Minutes for 10/20/10 Council Meeting:

The minutes were approved with minor changes.

2) Chair’s Report:

• The CAS Faculty dinner was a great success.
• The next Faculty Council meeting will be on 12/1/10 in the Performing Arts Center. This will be a Full CAS Faculty Council meeting.

3) Senate Report:

• At the last University Senate meeting, which was open to all faculty, President Philip spoke primarily about budget matters. Formal remarks were permitted by students and faculty and the President took questions from the Senators and guests.

4) Dean’s Report:

• There has been no meeting of the Council of Chairs since the last Faculty Council meeting.
• The CAS dinner was well attended and the speaker was entertaining and well received.
• The University was recently awarded an NIH ARRA construction grant of $5.4 M that will allow us to complete the shell space in the Life Sciences Building that has been dedicated to the RNA Institute. One of the P.I.s, Professor Paul Agris, took the lead in the activities that culminated in the grant proposal even before he was officially on the CAS faculty. The award of this grant is very prestigious; only two NIH construction grants have been awarded over last 10 years to SUNY schools.
• The Dean opened the floor to questions.
  o One of the Councilors asked the Dean about the interpretation of the CAS Bylaws pertaining to Shared Powers and Responsibilities of the Councils (Article 3.1) regarding “College-wide budget development” (3.112) and the Powers and Responsibilities of the Faculty Council (Article 3.2), particularly the interpretation of “The Faculty Council shall make recommendations to the Dean concerning…” (3.21) “Policies related to academic
programs (3.212). The Councilor suggested that the term “shall” implies a contract and asked if this section of the Bylaws implies that the Dean necessarily consults with the Council on matters of budget and academic programs? The Dean replied she routinely informed the Faculty Council and the Council of Chairs about the University’s budget situation as information became available. She consulted with the Council of Chairs on 4/28/10, shortly before the end of the semester when she perceived the budget situation as potentially serious. During the semester break, deans and vice presidents were asked to present to the Budget Advisory Group (BAG) III how they would absorb budget cuts under two hypothetical budget scenarios (5% and 15%). The Dean gave her presentation to BAG-III on 5-20-10. She proposed to meet these cuts with two years’ worth of natural turnover but warned that any additional amounts would need to result from program cuts. The actual budget cuts were distributed to the Deans toward the end of summer. At that time, the Faculty Council was not in session. The Dean was required to present a plan for managing a $2,840,000 budget cut distributed over two years. All Deans were only allowed to use one year’s worth of natural turnover; the remainder had to be realized via strategic cuts to prevent that further chance-related turnovers would weaken all programs.

- The same Councilor suggested that, had there been consultation with LLC prior to the 10/1/10 announcement to deactivate programs, LLC could have provided information about upcoming retirements. The Dean reiterated that the timing of the actual budget cuts required action during the summer. She emphasized that both Provost and President have repeatedly clarified that, at this point, no programs have been deactivated; only the admission of new majors to the programs in question has been suspended and a consultation with the Senate has been initiated; no final decisions have yet been made. The Dean explained that there is no buffer in the CAS budget to realize a cut of $2.84M without sacrificing lines. She encouraged Council members to examine the university budget and make recommendations on how to lessen the impact on CAS if they identify resources beyond CAS.

- The same Councilor asked the Dean why she and the Provost have been meeting with CAS departments except LLC and Theater. The Dean stated that these conversations were taking place to inform individual departments about the budget situation. Since the affected programs had already been apprised, she was not sure what more there was to share, but that she and the Provost would be willing to meet with the LLC and Theater faculty following the visits to the other departments, if desired. The Councilor stated that his department would appreciate such a visit and the Dean promised to arrange it.

- The same Councilor stated that until faculty can see persuasive evidence of savings from the program eliminations, there will be little confidence in these decisions.

5) Committee Reports:

- **Nominating Committee**: No new business.

- **Tenure and Promotion Committee**: The committee has 20 cases this year, has already met about one and will consider another case next week. In the next couple of years 30-40 cases are anticipated each year. The committee as currently constituted is not large enough to manage this case load. Increasing the number of committee members will be discussed with the Dean and at future Council meetings. With more members, not every member will have
to consider each case. It was mentioned that CPCA might provide useful information regarding the situation.

- **Faculty Development Committee**: The committee is reviewing FRAP A award applications and is in the process of finishing a memo making their recommendations to the Dean. They are also evaluating candidates for the Dean’s Distinguished Teaching Award and plan to submit their recommendations to the Dean next week. Awardees will be announced at the 12/1/10 CAS Faculty meeting. Candidates for the CAS Teaching Award are being selected by the Faculty Development Committee together with some prior recipients of the awards, as established by the Dean in a Spring 2010 memo.

- **Academic Planning Committee**: The committee is tasked with reviewing CAS Travel Awards, but the process is on hold awaiting decision about funding for the awards. The deadline for submission of applications has already passed.

- **Academic Programs Committee**: The committee has received 18 Course Action Forms to date. Fourteen have been approved and there has been one student grievance.

- **Academic Support Committee**: The chair was not present to report.

6) Old Business:

- Council business conducted via email since the last Council meeting was summarized by the Council Chair. At the October 20, 2010 Council meeting the Council voted to approve the formation of an ad hoc committee charged with drafting a letter to the President from the Council regarding recent budget decisions. On October 21st, the Chair sent an email to the Council asking for volunteers for the ad hoc committee. She received five such volunteers. On November 1st the Chair sent an email to the Council calling for a vote on the constitution of the ad hoc committee (i.e., Annis Golden - Communications, Elana Gordis - Psychology, Bill Kidd - Atmospheric and Environmental Science, Bill Pyszczymuka - CAS Computing Services, Tim Sergay – Languages, Literatures and Cultures). The vote was 19 in favor, 1 abstention and 8 did not vote. The ad hoc committee wrote an initial draft of the letter which was sent by email to the full Council on November 9th. The Chair recognized the challenge put before the ad hoc committee and thanked them for their work.

Annis Golden, Chair of the ad hoc committee reported that the committee received comments and suggestions for proposed text and changes to current text and met to discuss these. The committee wanted to include a request for resources to CAS once funds are again available, particularly in light of cuts CAS has faced since 2008, but also wanted to be clear the Council expects to collaborate and be involved, not just offer suggestions. She also shared that generally such letters are printed on the letterhead of the Council Chair’s department, but since the letter represents all of CAS there was discussion about using CAS Faculty Council-specific letterhead. The floor was opened for discussion of the draft letter and included:

- The Council felt it must go on record on this matter and in solidarity. Ideally the letter should be clear, positive, and factual, provide realistic suggestions, and be concise. Faculty considered what our purpose is as a university.
- There was concern that the letter was focused on deactivations and that statistics and processes arriving at deactivations are contested. The criteria used for program review are not clear, appear ambiguous and do not inspire confidence. It was suggested that the
Council not rely on these. There was concern that stating the number of other programs that also appear “weak” with these criteria would imply that other programs should also be cut. The intent of the letter is not to say we should close different programs, rather that CAS Faculty Council opposes closing any academic programs.

- Faculty asked if the Council has access to quantitative data that University administration used since it is difficult to evaluate any decisions without reviewing the data. While the Dean has offered to share her data, data from the University have not been provided. The Chair stated she has not heard the President, Provost, or Dean say that these decisions were made solely on statistical criteria.

Faculty agreed that CAS is central to the core mission of the University and should not be cut. This should be clearly articulated in the letter. It was suggested that more emphasis be placed on returning lost CAS lines to CAS. At present there is no certainty any lines will return. The Provost receives a percentage of the money recovered from lost lines. The Chair said she will ask the Dean for a reminder exactly what percentage of funds from the lines is retained by CAS and what percentage goes to the Provost. There was discussion on the merit of stating that other universities have cut athletic programs. It was stated Athletics is not revenue generating to the University, but requires resources from the University. Expansion of programs at this time (such as Athletics) suggests there is money at the University. It was suggested that the public and State will not ignore that the University chooses to pursue Division I sports over academics. It was stated that Athletics collects student fees in addition to state funding, so that information regarding percent cuts to Athletics versus CAS are misleading. It was suggested that effectively, CAS has received a greater cut than Athletics since CAS does not receive these additional funds.

- Faculty asked why allocations of indirect costs from external funding to the Research Foundation had not come up in discussion before this letter. It was suggested that the President may not have influence over this since the Research Foundation is SUNY-wide.

- There was concern that asking administration to launch a new consultative process would not be realistic or pragmatic and that the efforts of those involved would be devalued. It was suggested that, in effect, the President convened a new advisory group when he asked faculty for better ideas. It was suggested that it is unrealistic for administration to ask faculty to find ways to save money. It is particularly difficult to respond to the request for suggestions without the relevant data.

- Faculty suggested we include the University’s current mission statement in the letter. However, it was agreed that the University does not have a mission statement, per se. It was suggested that perhaps CAS has a mission statement that might be included to argue that program deactivations compromise the mission of CAS.

- There was a concerned suggestion that the Council not ignore governance issues in the letter. If the process did not include representatives from the programs most directly impacted than compliance with governance is a concern.

- The letter should ultimately bring the focus back to the students. Voters certainly will not see faculty and programs as an essential part of the argument, but an argument focused on how cuts impact students is most effective.

The ad hoc committee was asked to revise the letter based on suggestions of the Council. The Chair summarized that the revised letter should be concise, include objections by CAS (with limited details), and note the lack of confidence in the process. Suggested alternatives should
remain in the letter. It was suggested that this is an opportunity for the Council to reiterate what a university is and that academic programs are at the core. Faculty were encouraged to email additional comments to the Chair who would then pass them on to the ad hoc committee. The final draft of the letter would be sent to the Council via email for a vote to approve.

7) **New Business:** No new business.

A motion to adjourn moved and seconded. The meeting adjourned at 5:10.

Minutes submitted by J. Harton.
CAS Faculty Council Meeting  
December 1, 2010  
PAC Recital Hall  
3:30pm

In attendance: Brad Armour-Garb, Carl Bon Tempo, Pinka Chatterji, Jose Cruz, Duncan Cumming, Keith Earle, Adam Frelin, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Bill Kidd, James Mower, Chris Olsen, Sylvia Roch, Tim Sergay, Kate Strully, Eszter Szalczer, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert

Not in attendance: Tom Cohen, Rachel Cohon, James Collins, Teresa Ebert, Vivien Ng, Jayanti Pande, Bill Pyszczyzmuka, Jogindar Uppal, Oscar Williams, Jing Zhang

1) Chair’s Report:

- The Chair welcomed faculty to the annual full-faculty meeting of the CAS Faculty Council and introduced herself. The Chair explained that much of the work of the Council is conducted within standing subcommittees and stressed the importance of faculty participation in these subcommittees. The Chair stated that the full-faculty meeting of the Faculty Council provides an opportunity for the Dean to report on the state of the College of Arts and Sciences. The Chair introduced Dean Wulfert.

2) Dean’s Report:

- The Atmospheric Sciences Research Center and the Department of Atmospheric and Environmental Sciences celebrated their 50th anniversary in October. The event began with a keynote address by Kevin Trenberth from the National Center for Atmospheric Research and followed by two days of well-attended talks.
- The Math Department received a $25,000 endowment gift from an alumnus to establish a colloquium series.
- A $20,000 grant from the New York Council for the Humanities to sponsor “At the Gateway to Modernism: a Celebration of Henry and William James” was obtained by Mary Valentis (English) and Mike Messitt (CAS). The kickoff event last month was a panel discussion about the life and works of the James brothers with professors Linda Simon (Skidmore College), Ron Bosco and Edelgard Wulfert (UAlbany). A series of events is planned for spring, including Henry James on stage, a historic tour of the family home and gravesite, and marathon readings of Portrait of a Lady and Pragmatism that involves public libraries from around the Capital District. All are invited.
- CAS faculty has been highly successful in garnering research awards from federal, state and private institutes. In 2008-09, grants received amounted to $12.2M in total cost, which was a 33% increase over the average of the previous 4 years. In 2009-10, CAS faculty was awarded $15.3M, which constituted an additional increase of 26% over the previous year or of 56% over the average of the previous 5 years. This is an outstanding accomplishment of our faculty. The Dean pointed out that, contrary to what some have asserted, grants not only benefit the faculty who generate them by funding their research, but are also essential to
training and funding doctoral students, particularly in the natural and social sciences. The indirect costs associated with grants not only benefits faculty and students in these disciplines, but also faculty and students in those disciplines that may not attract large grants. These faculty and students benefit from FRAP award, travel awards, course releases, student support, and the like. Unfortunately, the amount of indirect costs that is returned to CAS is very small. Of the overhead that comes to the SUNY RF, the University receives approximately 70%, and only 10% of this amount is returned to the generating unit, with CAS keeping 2% and returning 8% to the researcher’s home department. The University uses overhead, among other things, to fund FRAP awards; departments use it to pay students’ summer stipends or research awards, and CAS supports faculty research and scholarship (e.g., travel awards, course releases, contributions to presses for faculty publications).

- In October, thanks to the work of Professor Paul Agris, Director of the RNA Institute, and other faculty (Professors Fabris, Millis, Belfort) and staff, the University received a $5.4M construction grant from the NIH stimulus money program. This money will allow us to complete the shell space in the Life Sciences Research Building. It is the second largest construction grant SUNY has received in the last 10 years.

- CAS faculty have received too many honors to mention everyone (honors sent to the Dean’s office appear in the CAS newsletter), but a few bear repeating.

  - The University’s Excellence Awards this past May were given for Full-Time Teaching to Eloise Briere in Languages, Literatures and Cultures, Part-Time Teaching to Rocco Ferraro in Geography and Planning, Academic Service to Gwen Moore in Sociology, and Professional Service to Steve Galime in CAS. For the first time in 15 years no CAS faculty received the Excellence Award in Research and Scholarship. The Dean encouraged faculty to nominate their colleagues for such awards.

  - Iris Berger in History and Lindsay Childs in Mathematics and Statistics were named Collins Fellows.

  - Fulbright awardees included Steve North in English who will be teaching in Chernobyl, Ukraine; Larry Schell in Anthropology who will work in Florence, Italy on his book on cities and human health; Mark Blum in East Asian Studies who will conduct research in Kyoto, Japan on the history of religions; and doctoral student Winston Scott from Anthropology who will study Mayan culture in Guatemala.

  - Associate Dean John Pipkin presented the CAS Dean’s Awards for Outstanding Achievement in Teaching. Awards were presented to Duncan Cumming from the Music Department and Christine Wagner from Psychology.

- At last year’s faculty meeting, the Dean pledged that the Globalization Major would be revised substantially to streamline it and make it “deliverable”. A faculty committee chaired by Professor Bose, Sociology, developed the revised curriculum that has been endorsed by the University Senate and approved by the President. The Dean has housed the revised Globalization Major in Geography and Planning.

- The Dean stated that Provost and Dean have been visiting departments to discuss the budget crisis.

- The Dean then reviewed issues regarding the CAS budget.

The Dean stated that over the past three years the University lost over $35M of its State budget (approx. $150M). For CAS (current State budget $38M), the first budget cut in 2008
was $2.4M to base plus $719K in cash and was absorbed through natural attrition (CAS lost 51 faculty during the past 3 years and has hired 23, for a net loss of 28). Some departments have lost 6 or 7 faculty members, with no resources to hire replacements. To meet its instructional mission, CAS spends about $4M per year on adjunct teaching. The CAS All Funds budget is approximately $44M. Of this, the state portion is 87%; 10% are in UAlbany Foundation accounts (mainly endowments or gifts with designated purposes), and 3% in IFR accounts. UAF and IFR monies are almost entirely in departmental accounts. With 96% of the CAS State budget encumbered by salaries, the most recent cut of $2.84M, distributed over 2 years, can no longer be absorbed.

For the past two years, the Dean’s Council has evaluated many different hypothetical scenarios as to how to confront budget cuts to Academic Affairs. The actual budget cut to the University and to the individual academic units for 2010-11 was not known, but the situation looked dire. Before the end of the semester, the Dean provided the Chairs Council at its last meeting on 4/28/2010 with detailed departmental profile information, budget and program cost data, grant data, and GSS reviews (distributed on a voluntary basis). Chairs fully understood the seriousness of the situation and worked earnestly on principles by which to cut costs and possibly programs. As one Chair said he/she would not feel comfortable making specific recommendations in front of the group, the Dean invited Chairs to make specific recommendations to her of which 5-6 programs to eliminate if cuts were absolutely necessary and she promised to keep their recommendations confidential. The process is documented in the minutes from 4/28/10 available on the CAS website. Chairs are advisory to the Dean; she stated that she followed their recommendations but that it is her responsibility to present a plan to the Provost.

While still no State budget had emerged, in May 2010 deans were asked to present to the Budget Advisory Group 3 (BAG-3) how they would deal with two hypothetical budget cuts. The Dean presented the two CAS scenarios on 5/20/10. She noted that 10 CAS faculty were members of BAG-3. The two hypothetical scenarios referred to a 5% and a 15% budget cut. The Dean provided a detailed presentation on the contribution CAS faculty make to the University: CAS supplies 90% of the University’s general education, does 85% of all undergraduate teaching, 45% of all doctoral education, and 27% of all master’s education. The Dean presented data on the College’s efficiency and success in garnering external funding, its strong financial contribution to the University based on tuition revenue. She showed the cuts to the College’s budget over the past 10 years, with increasing admissions and workload and decreasing faculty lines. She made the case that Arts and Sciences is the core of the university and showed that both budget cut scenarios were untenable and unsustainable without personnel cuts. Even though she applied the projected natural attrition during the next 2 years to both scenarios, it was insufficient to meet the cuts: a 5% cut would require the elimination of a approx. 39 faculty lines (35 via natural attrition); a 15% cut would result in the loss of another 42 lines for a total of 81 lines (35 via natural attrition) plus 9 staff. She predicted that the University would descend into Tier 4 at 15% budget cut, that its reputation would suffer and the best faculty would leave. The Dean shared copies of her BAG-3 presentation with the Chairs.
Toward the end of the summer, the State passed its budget and deans were instructed to present their budget reduction plans based on actual cuts. The CAS budget cut was $2.84M to be realized over two years. The BAG-3 group criticized that natural attrition was not strategic; therefore all deans were instructed that they could use only 1 year of natural attrition—the second year had to be realized via strategic cuts.

The Dean explained that a faculty member from the French program had widely circulated a table, apparently showing that other CAS programs were lower enrolled than the language programs for which enrollment was suspended on October 1, 2010. The Dean corrected serious mistakes in this table and distributed the corrected table to the Chairs Council. Examining average number of credit hours taught by full-time faculty in the affected programs showed that their teaching contributions were lower than in the other programs listed on the table. The Dean stated that decisions were not simply based on enrollment numbers because Chairs had access to a host of information. The decisions considered principles such as doing the least harm by seeking to minimize the impact on students and faculty, considering total program costs (e.g., part-lines) versus students served, and enrollment trends.

In summary, the Dean emphasized that there was no good solution to the budget situation. While she recommended (as did the Chairs) that academic programs be held harmless and that savings come from integrating academic and administrative units, in the end she had to make recommendations about budget reductions in CAS because she has no authority over non-CAS units.

The Dean said it was not helpful to CAS if faculty pointed fingers toward other CAS programs and that false information would create additional vulnerabilities should the State budget crisis persist. The problem is with the legislature and the cuts to funding for higher education. The state deficit is predicted by some to grow to $10B, which could well translate itself into more cuts. If faculty are seriously concerned about maintaining the quality of education and preventing further cuts, a new model may be needed. One faculty member from the humanities had recently called for a fundamental restructuring of the humanities (which was recently also promoted by a professor from Columbia University). The Dean stated that she is willing to consider new models, such as Binghamton’s 4x4 (in contrast to our 3x5) semester credit system (such a change was defeated in our Senate years ago). If every faculty with a 2:2 teaching load were willing to work an additional 2 hours/week in the classroom, we could introduce the 4x4 model that many universities (including Binghamton) use, and we could likely save up to $2M in adjunct spending.

The Dean opened the floor for discussion.

The majority of the comments from the floor came from faculty from LLC, English, and LACS. One comment suggested that Chairs could not arrive at fair decisions because they only had CAS, not university-wide data, and the Dean was asked why she did not refuse to participate in the budget cuts. The Dean explained that all deans made cuts within their own units, based on their unit’s data, not university-wide data because deans do not have the authority to make decisions for units outside of their colleges. As deans serve at the will of the President and it is
their job to manage their budgets, refusal would simply lead to replacement, but would not prevent the outcome.

One faculty member questioned the process by which the Dean solicited confidential input from department chairs and asked why she did not consult with faculty in the affected programs before 10/1/10 if she knew about the budget reductions in May. The Dean corrected this assertion, stating that presentation to Bag-3 in May was based on hypothetical scenarios because the actual budget cut did not come until late in the summer. Until shortly before the announcement it was still unclear whether and what cuts would have to be enacted. The University was hoping for the empowerment act to be passed, which might have led to an amelioration of the crisis.

One faculty member argued the Dean should have met with the affected programs in September to find alternatives and show solidarity rather than waiting until the day the President announced his decision. Another faculty member emphasized that the faculty in the affected programs were not acting in self-interest—they were interested in the University, its reputation, programs and students. Other faculty joined in support. Concern was also expressed about the possibility that more cuts might be coming and that the same process might be used.

A faculty member from the sciences emphasized that the University is facing the worst crisis since before 1970 and commended the Dean for doing her best under these very challenging circumstances. Other faculty joined in support. The faculty member stated that cuts unfortunately were inevitable. Perhaps a better solution might have been found. For example, other universities work with faculty to rescind or defer negotiated raises; however, our union refused to consider such suggestions to save jobs.

Another faculty member surmised that the President had not adequately defended funding for public education in the legislature and that the faculty should pressure the administration to defend public higher education. Concern was also expressed about a lack of transparency. The request by Senate members and a FOIL for detailed budget information to date have only yielded limited data. It was asserted that the cost of utilities increased from $4M to $9M in one year and that no explanation was provided. There will be no trust unless there is transparency.

Another faculty member criticized that the President’s decision to make specific strategic cuts was not based on research and that the President stated he knows intuitively from 40 years of business experience that across-the-board cuts do not work. The faculty member noted that educational programs are not business products; if decisions were based on intuition rather than metrics and rational decisions, can the discussion be reopened? The Dean stated that for almost two years the Dean’s Council has evaluated data and made data-based recommendations for all of Academic Affairs (Schools and Colleges and non-academic units in AA). She noted that across-the-board cuts may destroy small units, and satisfying budget cuts by natural attrition may lead to the destruction not only of small but even larger departments. For example, in CAS two departments with large majors and doctoral programs have lost 7 and 6 lines; a small program is down to 3 lines. Therefore, faculty in all BAG groups recommended a strategic approach to cuts. The current debate is not about whether cuts should be strategic because there seems to be wide consensus that strategic cuts must be employed; the debate is about what should be cut.
It was noted that the SUNY Faculty Senate passed a resolution against the deactivations, as did the University Senate and the CAS Faculty Council. Since faculty are against the deactivations, why has there been no response from the administration? The Dean pointed out that the Senate and all faculty governance bodies serve an advisory function; the decisional power rests with the President.

The Faculty Council Chair closed the discussion as the meeting had run over time.

3) Approval of Minutes:

In the interest of time, the minutes for the 11/10/10 meeting of the Faculty Council will be reviewed and approved at the first Council meeting of the spring semester.

4) Committee Reports:

- In the interest of time, committee reports will be sent to the Chair by email.

5) Old Business:

- A letter responding to and expressing concerns about the deactivation announcement and process was carefully crafted by an ad hoc committee of the Council, reviewed and approved by the Council, and was sent to the President. A copy of the letter is on the Council website (www.albany.edu/casfc/112310-LetterCASFacultyCouncil2president.pdf).

6) New Business:

- No new business.

A motion to adjourn was moved and seconded. The meeting adjourned at 5:15.

Minutes submitted by J. Harton.
CAS Faculty Council Meeting  
February 9, 2011  
HU 354  
3:30pm

In attendance: Carl Bon Tempo, Pinka Chatterji, Tom Cohen, Rachel Cohon, Jose Cruz, Duncan Cumming, Keith Earle, Teresa Ebert, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Sylvia Roch, Tim Sergay, Jogindar Uppal, Mathias Vuille, Christine Wagner, Ing-Nang Wang, Jing Zhang, and Janell Hobson (for Glenna Spitze)

Not in attendance: Brad Armour-Garb, James Collins, Adam Frelin, James Mower, Chris Olsen, Jayanti Pande, Bill Pyszczymuka, Kate Strully, Eszter Szalczer, Oscar Williams and Edelgard Wulfert

1) Approval of Minutes:  
The November 2010 and December 2010 minutes were approved.

2) Chair’s Report:  
• FRAP B applications are due 2/28/11. The Faculty Development Committee reviews these.  
• The CAS Research Reception will be 3/15/11 from 3-5pm in the Standish Room.  
• The President shared the Strategic Plan in the PAC 1/26/11.  
• Monday 2/7/11 was UAlbany Day at the Empire State Plaza. There were booths representing the Colleges and Schools, faculty demonstrations and UAlbany student groups performed.  
• A CAS faculty member is needed on the Senate’s Council on Academic Assessment, which coordinates supervising mandatory and cyclical review of the university’s academic programs. Departments could suggest names to Chris Wagner who will forward them to the Chair of CAA.  
• For his work in spectroscopy, Keith Earle has received the International EPR Society Silver Medal in Instrumentation.

3) Senate Report:  
• The last UAlbany Senate meeting was just after our last council meeting. Professor Ken O’Brien from SUNY Brockport, chair of the SUNY-wide senate, addressed the group. He shared he had lived through a similar period at his school and encouraged UAlbany to bring all university stakeholders together to find consensus and not argue among themselves. There was discussion about the definition of “retrrenchment” (where the primary motivation is cost reduction instead of refocusing or strategic change) versus “deactivation.” He shared a letter from SUNY Central that was sent to all SUNY campus presidents authorizing them to submit plans to implement retrrenchment. He was not aware of any to date. However, he expressed concern about the implications for more bad financial news in the next calendar year, and predicted that, based on his past experience, if more bad news was to come, the new governor would likely want to deal with this as early as possible in his term. The remainder of the Senate meeting was about the Report from the Gen Ed Task Force.
4) **Dean’s Report:**

- The Dean was unable to attend the Faculty Council meeting due to a conflict with a previously scheduled meeting of the Council of Chairs. The Faculty Council meeting had to be rescheduled from 2/2/11 to 2/9/11 due to a snow storm and the subsequent closing of the University.

5) **Committee Reports:**

- **Nominating:** No new business. The Committee’s primary responsibility, managing rotations of members off and on the Faculty Council and the Senate, will start soon.
- **Tenure and Promotion:** The Committee is about one third of the way through this year’s cases. They are still resolving the question of increasing committee membership to address the growing number of applications (next year it will be up to 30 and the following year up to 60). They anticipate bringing this to the next Faculty Council meeting for review.
- **Faculty Development:** The committee reviewed FRAP A applications and provided recommendations to the Dean, reviewed Teaching Award applications and will be reviewing FRAP B applications.
- **Academic Planning:** No Travel Award applications have been reviewed to date.
- **Academic Programs:** 33 proposals have been received to date. Two are pending.
- **Academic Support:** No new business.

6) **Old Business:**

- The Council’s written response to the program deactivations was emailed to President Philip the day after the Council approved it. A Councilor asked if there had been a response or acknowledgment from the President’s Office. The Chair said she did not expect a response, but had called the President’s office to gain acknowledgment of receipt of the letter. A Councilor stated that it is concerning that the President has not responded to the faculty at all, either to this body or to the Senate. A Councilor pointed out that Phi Beta Kappa also wrote a response to the President and Provost. The Provost had acknowledged receipt of that communication.
- The agenda item to review Bylaws regarding the Powers and Responsibilities of the Faculty Council was tabled for a future meeting.

7) **New Business:**

- The Chair provided a summary of feedback received from Councilors to date regarding departments’ reaction to the Gen Ed Task Force Report. The Council reviewed these comments. Additional issues were discussed by the Council including:
  - The new “World Within Reach” catch-all category is intellectually incoherent as the philosophy is not necessarily global, but appears to be whatever the instructor wants it to be. The language “21st century” rules out historical courses.
  - In many disciplines 300-level courses would be difficult to create to serve Gen Ed students who have insufficient lower level coursework.
  - Many departments are feeling the pressure of limited faculty and those with many undergraduate majors will find it particularly difficult to teach additional courses. Basing
the required teaching of additional coursework on the number of faculty in departments, not on the number of majors, might be more equitable.

- If every department is expected to offer small writing freshman seminars where will all these classes be taught? Space is already short.
- It would not be ideal for freshman writing courses to be taught by faculty whose first language is not English and whose strengths/interests are not in writing.
- It may be best to build writing skills in different levels within disciplines instead of having all writing courses at the freshman level.
- Who will pay for additional instructors for the proposed additional coursework or will the University move to a 4/4 teaching load? Having this on the table at a research university is very concerning. Faculty want to do a good job teaching, but this competes with the research mission of the university and removes resources from graduate students.
- In general, the students’ writing quality is poor. Students seem to choose classes to avoid writing. It is good to address improving writing skills, but unrealistic without resources.
- The resource issues with the proposal are huge. It is unclear what the requirements and expectations are and how these will be fulfilled. CAS provides most of the Gen Ed courses. The extra workload has many repercussions.
- Change should be implemented for academic reasons, to improve the quality of the education, not motivated by streamlining, economic distress or protracted time to graduation (the latter may have multiple variables we cannot control).
- It is not clear what we are trying to accomplish. There was no analytical section to orient the project to the problems at UAlbany. The proposal should include an initial analysis (with data), solutions and resources.
- Concern was raised for the 40% of students who are transfer students and how to improve transferring coursework.
- Conflating Europe and Regions Beyond Europe on the grounds that they are both historical is not convincing. Similarly, Arts and Humanities should not be grouped together because they have fundamentally different foci. It is hard to imagine a well-rounded education without exposure to each area.
- Appreciation was voiced for the effort of trying to improve the Gen Ed program, but there was general agreement that more work is needed.

The Chair will draft a memorandum and send it to the Council by email for review. The final memorandum will be sent to the Senate. Additional input or other thoughts should be sent to the Chair.

A motion to adjourn was moved and seconded. The meeting adjourned at 5:00.

Minutes submitted by J. Harton.

Revised 2/22/11
CAS Faculty Council Meeting
March 9, 2011
AS 122
3:30pm

In attendance: Carl Bon Tempo, Pinka Chatterji, Tom Cohen, Duncan Cumming, Keith Earle, Adam Frelin, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Fernando Leiva (for Jose Cruz), James Mower, Chris Olsen, Jayanti Pande, Sylvia Roch, Glenna Spitze, Kate Strully, Eszter Szalczer, Jogindar Uppal, Mathias Vuille, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert, Jing Zhang

Not in attendance: Brad Armour-Garb, Rachel Cohon, James Collins, Teresa Ebert, Bill Pyszczymuka, Tim Sergay, Oscar Williams

1) Approval of Minutes:
The last meeting’s minutes were approved with 2 abstentions.

2) Chair’s Report:
• The CAS Arts reception will be 3/15/11 at 3pm in the Standish Room.
• The CAS Ice Cream Social will be 5/19/11 from 2:30-4:30pm in the Terrace Lounge.
• Councilor terms will be ending soon. New councilors will take office 5/15/11. Councilors were asked to consult with their Chairs about possible department replacements.

3) Senate Report:
• Sue Phillips addressed the Senate for President Philip at the last Faculty Senate meeting regarding recent announcements of further reductions to the SUNY budget. The Chancellor is asking legislators for flexibility. The President convened BAGIV to further advise him how to meet reductions and for a longer term vision. Discussion was invited by the Senate chair regarding the role of BAGIV (whether BAGIV should offer specific recommendations about where reductions should be or if it should be advising on principles and leave specifics up to administration). Responses from the floor included the need to consult faculty early in the process, and the need for transparency. The Provost responded that BAGIV needed to balance confidentiality and transparency. All were invited to review the BAGIV documents on MyUAlbany. There was much comment on implementing an interim Gen Ed proposal (based on Board of Trustees minimum recommendations); a vote resulted in rejecting the proposal. Comment was invited on the latest Gen Ed proposal. UAC said that it will need work to respond to concerns raised. A Bill proposing that only full professors could chair CPCA was introduced by the chair of GOV. The Bill was discussed and voted down.
• The Spring Faculty Meeting will be 4/6/11 at 2:30pm.

4) Dean’s Report:
• As a clarification from the Senate meeting, the number of applicants to the university is slightly down, but the number of group 1 student applicants is significantly up.
• The Dean recently welcomed Presidential Scholar and Frederick Douglass Scholar admits in the PAC. She encouraged faculty to invest the time to call and talk with these students if asked to help reach out to them.
• The Dean thanked everyone for their input on the latest Gen Ed proposal. The current approach is not feasible for many departments for a variety of reasons. The Faculty Council Chair will send the
Dean’s report to the Council. An academically sound, feasible proposal without unfunded mandates is preferred.

- The budget was discussed at the last Council of Chairs meeting. Another cut is anticipated, and like the last one, no one knows what the cut will be (possibly 10% across the board). The Dean shared that 96% of the state funds to CAS go to faculty lines and the rest constitutes the operating budgets of the departments. SUNY expects a tuition increase that may ameliorate another budget cut. The Dean had discussed the issue at the Chairs Council and asked for guidance if the College would be asked to sustain additional cuts; she stated that opinions ranged widely. The Dean also asked the Council for suggestions (Councilors may forward these to her). She said she would share more information as it becomes available.

- A councilor stated that increasing tuition requires legislative approval (which is difficult to attain with strong opposition) and asked if some funds could come from the Chancellor’s reserves. The Dean said deans had also asked if SUNY Central funds might be available and were told the reserve funds are earmarked.

5) Committee Reports:

- Nominating: has been recruiting new councilors for open spots
- Tenure and Promotion: has been reviewing cases
- Faculty Development: is reviewing applications for FRAP B awards
- Academic Planning: because there are still not funds available, they have not been reviewing travel applications
- Academic Programs: 37 course action forms, 3 outstanding
- Academic Support: no new business

6) Old Business:

- Following the last Faculty Council meeting Councilors emailed comments to the Chair of the Faculty Council regarding department perspectives and comments on the Gen Ed Task Force Report. The Chair compiled these comments and summarized them in a memo to the UAC. The memo was sent by email to the Faculty Council on 3/3/11 for approval and then forwarded to the relevant committees and individuals.

7) New Business:

- The Tenure and Promotion Committee forwarded recommended changes to the College Bylaws to the Chair of the Faculty Council. Due to an increase in the number of expected cases, the proposed change would increase the number of members allowed on the Tenure and Promotion committee. The committee suggested that the Bylaws state “a minimum of 9 members” and the Tenure and Promotion Committee would decide each May how many members were needed for the following academic year based on the number of cases pending. Councilors asked a variety of questions including how the increasing size of the committee would affect wording of the Bylaws regarding the composition of the Tenure and Promotion Committee. The Faculty Council Chair suggested that the Tenure and Promotions Committee redraft proposed bylaws revision taking this into account for Council vote at the next meeting.

A motion to adjourn was moved and seconded. The meeting adjourned at 4:50pm.

Minutes submitted by J. Harton.
CAS Faculty Council Meeting  
April 6, 2011  
AS 122  
4:00pm

In attendance: Pinka Chatterji, Rachel Cohon, Duncan Cumming, Keith Earle, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, Jayanti Pande, Bill Pyszczymuka, Sylvia Roch, Tim Sergay, Glenna Spitze, Kate Strully, Christine Wagner, Ing-Nang Wang, Edelgard Wulfert and Jing Zhang

Not in attendance: Brad Armour-Garb, Carl Bon Tempo, Tom Cohen, James Collins, Jose Cruz, Teresa Ebert, Adam Frelin, James Mower, Chris Olsen, Eszter Szalczer, Jogindar Uppal, Mathias Vuille and Oscar Williams

1) Approval of Minutes:  
Minutes approval was deferred to the next meeting.

2) Chair’s Report:  
• At the last meeting of the year, 5/4, current and new councilors are invited to attend.

3) Senate Report:  
• The Provost gave a budget update, noting that BAGIV is continuing its work, though it is limited by the lack of a NYS budget, the budget. She noted that the NYS Legislature is considering a 5% tuition increase for out of state students (which has since been enacted), as well as legislation to direct any increases in tuition back to the campuses, and a rational tuition plan (where tuition increases are incremental and anticipated instead of large and in reaction to funding crises). She announced that graduate applications are up 20% and the University received 20,000 applications for its freshman class (accepted students visited the campus Open House this past weekend). A bill for an undergraduate concentration in Entrepreneurship was introduced and passed. An election to fill the vacant post of University Senate secretary was held, and Danielle Leonard was elected. There was a report on the academic profile of SUNY Albany student athletes (this report is mandated by the NCAA and has been previously delivered to the Senate Executive Committee).

4) Dean’s Report:  
• The last Chairs Council meeting was canceled (no new business).  
• The President recently announced CAS will retain minors in 2 of the 3 languages, French and Russian, and in Theater. Italian and Latin will be offered as languages only. The Dean is hopeful the Italian minor may also be brought back at some future time.  
• UAC is in the process of revising and simplifying the Gen Ed requirements.  
• The Dean has heard that the Council may “rubberstamp” policies developed by the administration. She strongly disagrees. She encouraged councilors to debate matters of substance freely as this is their council. All should feel free to bring concerns and create the agenda (councilors may submit agenda items to the Council chair up to a week before the meeting).
The Dean encouraged the Council to review and revise its bylaws. While this has continued to be on the agenda, the Council has committed much effort this year to several other important issues (budget, program deactivations, Gen Ed).

When asked how the anticipated $10.5M in cuts will affect CAS, the Dean said she had no information on actual cuts at this time. But she assured junior faculty that term renewals would not be impacted by budget concerns, only by performance.

The President said today that another 100 positions may be eliminated this coming year. The Dean suggested that in CAS many of those could be through attrition.

5) Committee Reports:
- Nominating: Elections for two at-large Senate seats allocated to CAS are underway.
- Tenure and Promotion: The committee continues reviewing cases and brought revised bylaws for discussion (see Old Business below).
- Faculty Development: The committee is reviewing FRAP B applications and will be providing recommendations to the Dean shortly.
- Academic Planning: No new business.
- Academic Programs: 52 proposals have been received to date. Three are outstanding.
- Academic Support: Met with IT regarding upcoming changes (see New Business).

6) Old Business:
- Proposed Revisions to the CAS Bylaws (Sections 1.321, 1.322 and 1.32) were presented to the Council for approval. The Chair of the Tenure and Promotion Committee explained that the revision increases the allowable number of members of the committee given known upcoming increases in the number of pending cases. The revision passed unanimously as attached.

7) New Business:
- Helen Strother of ITS shared the university is moving to a new email system, Microsoft’s Live@edu. The campus has had several email systems, this will combine all to one and free up resources and allow co-calendaring. Everyone will have a @albany.edu email address. Emails will be stored in the cloud (not on campus). Email capacity will be 10G (20x greater than at present) and the max message size will be 25MB. If you have both a personal UNIX and Exchange account, these will become one. Archived files will not be supported by Microsoft and deleted files will not be retrievable. Blackberry autosync compatibility is a concern and is being researched. Freeware should still work, but may not be as full-featured. Faculty are asked to change their preferred email address in MyUAlbany and will be asked to upgrade from 2003 to 2010 (2007 users need not upgrade at this time). All computer labs will be upgraded to 2010 this summer. ITS will provide user workshops. If there are concerns or questions, contact cascomp@albany.edu or Helen Strother.

A motion to adjourn was moved and seconded. The meeting adjourned at 5:25pm.

Minutes submitted by J. Harton.
CAS Faculty Council Meeting  
May 4, 2011  
AS 122  
4:00 p.m.

In attendance: Carl Bon Tempo, Pinka Chatterji, Tom Cohen, Rachel Cohon, Jose Cruz, Duncan Cumming, Keith Earle, Annis Golden, Elana Gordis, Charles Hartman, Janna Harton, James Mower, Bill Pyszczynska, Sylvia Roch, Mihye Seo, Tim Sergay, Glenna Spitze, Kate Strully, Mathias Vuille, Christine Wagner, Edelgard Wulfert and Jing Zhang

Not in attendance: Brad Armour-Garb, James Collins, Jason D’Cruz, Teresa Ebert, Virginia Eubanks, Adam Frelin, Gerald Marschke, Chris Olsen, Jayanti Pande, Patricia Pinho, Charles Scholes, Eszter Szalczer, Amy Murrell Taylor, Jogindar Uppal, Ing-Nang Wang, and Oscar Williams

1) Approval of Minutes:  
Minutes from 4/9 meeting approved.

2) Chair’s Report:  
- All were invited to attend the annual Ice Cream Social 5/19/11 from 2:30-4:00pm in the Campus Center Terrace Lounge (RSVP to Jaime).  
- The Chair welcomed new Councilors and thanked everyone for serving on the Council and all its committees this year, with special thanks to committee chairs for their commitment. She also thanked Annis Golden, Vice Chair and Chair of the Nominating Committee, who will be Chair next year, for her efforts in populating all the committees.

3) Senate Report:  
- At the 4/11/11 Senate meeting the President shared that SUNY as whole received a $131M cut from the New York State budget. $10.5M was expected to be UAlbany’s share, though this was not final at the time. The University is hiring a consultant to look for further administrative efficiencies. He also mentioned UB2020, which has now become NY SUNY 2020, and which would provide for a rational tuition policy. Ten graduate programs were ranked in the top 30 by US News & World Reports; UAlbany compared favorably to the other three SUNY centers. The President observed that UAlbany still has work to do at the undergraduate level, though. Binghamton is smaller but generates $10M more per year in tuition than UAlbany because they have more out of state and international students enrolled. He reported no adverse reaction to the Fountain Day suspension. Fund raising is up 49% over this time last year. The School of Public Health celebrated its 25th anniversary. There was successful reaccreditation in several areas. Following the President’s report, a discussion of Senate Council memberships followed. A question was raised about the rule that there not be more than one Senator from a single unit on each council. There was discussion of what constitutes a “unit” and whether CNSE should be counted as a single unit, as it is currently regarded, or whether its different departments should each be counted as units, as is the case with CAS. A motion was introduced to postpone the vote to approve next year’s slate of Councils until this question could be voted on. The motion was defeated by an apparently close vote. It was announced that BAG IV finished deliberations and was working on its final report to the President, who will decide whether to publish it.

4) Dean’s Report:  
- The Dean thanked everyone who called and emailed the State Legislature and stated that these efforts paid off as all four university centers were invited to create proposals to obtain seed money to
invigorate the economy in proximity to each of the university centers. UAlbany is planning its submission and will deliver it by the end of the year.

- There was hope for a tuition increase, but currently the situation does not look promising; also, the President has not ruled out the possibility of additional budget cuts.
- The Dean is satisfied with the amended version of the Gen Ed resolution that came out today. She requested that a representative from her office with an in-depth knowledge of the CAS academic program be included in the process; this request was approved and Assistant Dean Stevens will be included as a non-voting member in the committee. One significant concern that arose from previous versions of the Gen Ed proposal was the recommendation of the Task Force that the Gen Ed Committee should not be a policy making body, but should be advisory to UAC, and that UAC should draft policies. If the most recent version is not approved by the Senate at its next meeting, the item will likely be tabled until the fall semester.
- The Dean recognized the difficult year that has passed and shared her appreciation for the work the Council has done. She reiterated that as a faculty governance body it is the Council’s prerogative to identify and discuss perceived problems and propose solutions.

5) Committee Reports:
- **Nominating:** Councilors are asked to provide preferred committee assignments. Some committees have had more work than others in the past, so in the fall there will be discussion about how to make the Council’s work more equitably distributed. Since the last meeting an election was held to fill the open Professional Councilor seat and two Councilors-at-Large seats. The 3 candidates with the most votes, Janna Harton, Charles Scholes and Jogindar Uppal will be Councilors-at-Large for Fall 2011 through Spring 2013. The number of votes cast for the remaining 3 candidates for Professional Councilor was quite close, so the Nominating Committee conducted a run-off election (results should be in after Friday).
- **Tenure and Promotion:** There is 1 remaining case this season. The committee will meet next week about its bylaws and decide how many committee members are needed for next year.
- **Faculty Development:** FRAP review is complete; recommendations were made to the Dean.
- **Academic Planning:** No new business.
- **Academic Programs:** No new business.
- **Academic Support:** No new business.

6) Old Business: None

7) New Business:
- The Gen Ed proposal has been changing rapidly. The UAC solicited comments from the Senate and the Council also sent a letter with concerns. UAC and its Gen Ed Subcommittee took comments into consideration and came up with the current report. The biggest changes are to the composition of the advisory board (our Dean asked that a CAS ex-officio be present) and that the committee should be composed proportionately of representatives of those units offering the Gen Ed curriculum (the composition was of faculty “heavily involved” in Gen Ed, but did not necessarily represent the 90% of classes CAS offers). The proposal goes to the Senate on Monday. Councilors were encouraged to share concerns with their Senators. The Council had many concerns about the proposal including: the advisory board composition and concerns that the Gen Ed Advisory Board’s charge is unclear. The Council felt that the Board should be created after a new Gen Ed plan is approved. Questions arose regarding who would revise the Gen Eds, the rationale behind new categories and how limited these are, the purpose of Gen Eds, if the UAC subcommittee ultimately makes reforms is it appropriately/proportionately constituted, where is the research driving decisions (e.g. what impedes time to degree, what is the need to streamline), the timetable for change is too optimistic, and the other three research centers are not doing the same (e.g. eliminating languages—the other centers
require 2-3 semesters of language). Chris Wagner invited Councilors (new and outgoing) to send their departments’ comments/concerns to her about the proposal. She will compile these and pass them on to UAC with input from the Dean and John Pipkin.

- The Council elected Elana Gordis as Vice Chair and Keith Earl as Recorder. Anyone willing to be co-recorder should contact Annis Golden.

A motion to adjourn was moved and seconded. The meeting adjourned at 4:55pm.

Minutes submitted by J. Harton.