Executive Summary: I made progress on the State LAD by reaching out to people to train us on the issues as well as began creating a training document for volunteers. This prep included a meeting with the University’s Gov Relations Office, who is going to assist us with training and setting up the meetings. I attended a public engagement council and senate executive committee meeting in addition to meeting with Mike Christakis about the President’s Forum, GSA Orientation, and the Graduate Student Experience. I also made proposed changes to my strategic plan.

Liaising

• I reached out to Stacy Hengsterman, from the Chancellor’s office to get information about Stand with SUNY campaign since SUNY Funding is one of our issues. She has connected me with a few people in the office who are going to send me some information on the campaign as well as specific parts that are key for graduate students. Additionally, someone from their government relations office will come to train us.

• I worked with Lisa, our Programming Chair, to plan for advocacy initiatives for the rest of the semester. We also planned a survey that we will be sending out in February in conjunction with Mike Christakis’s office.

• The Public Engagement Council met on December 15th and broke into working groups. Ben is serving on the Assessment working group. I am serving on the Scholarship (tenure/promotion) subcommittee which will be in charge of suggesting how publicly engaged research can be incorporated into tenure and promotion decisions without infringing upon individual disciplines requirements and needs. Kimberly Berg from Anthology is our new and third member of the PEC and she will be serving on Institutional Engagement/Big Projects. We need two other people to serve on the other working groups: Carnegie Prep and Communications. If you are interested, please contact me.

• I met with Mike Christakis on January 15, 2016. We discussed changing the orientation we currently hold to a 1-day retreat for graduate students to learn about resources on campus outside their department and feel more connected to the University. This will be modeled after the SUNY Empire Student Retreat and we plan to hold it in September 2016. He said he will help us as best he can with securing space in the CC after the expansion, and I and our Programming Chair will be working with him on a survey that we can use to gain information about what issues grad students want us to advocate for (on and off campus). These results will also help him improve the graduate student experience on campus, which he wants to focus on. He will be getting us dates for the President’s Forum and is looking to see when the Provost might be able to attend one of our Assembly meetings to talk to us similarly to how Mike talked with us in December.

• Senate Executive Committee on January 25, 2016. We had a presentation by the head of the Albany Law School Affiliation Team and an update by Provost Stellar about the
strategic planning process. There will be a presentation on applied learning at an upcoming senate meeting.

• I met with Cliff Kim and Sheila Seery from the University’s Office of Government relations about getting their help with the LAD. They are going to schedule the meetings for us once I get them the list of volunteers in early February and they will help with our training of how to meet with and lobby legislators – the do’s and don’ts. We also talked about the University’s plans for lobbying. They will also share our Lobby Day with other local schools Government relations offices so they can share with their graduate students to make this day a little bigger than just our GSA.

• I worked with the Chair of Wages and Benefits on the stipend proposal and corresponding bylaws amendments.

Oversight

• I was kept in the loop of RGSO request approvals through e-mail strings. I did not attend other committee meetings since none were held over the break.

• The office: along with the Lead OM, we hired two new OMs, one of which will also serve as our webmaster.

Programming / training

• I am working with multiple people (discussed in liaising) to create a training for the State LAD. This training will include a panel of our own graduate students who have attending the NAGPS National LAD to share their experiences and answer questions as well as a panel of lobbyists who will tell us what a good and bad meeting looks like. I am still working on getting panelists for this.

• The LAD is on Tuesday, March 8th and we will pair people up to have a few meetings with legislators or their staff to talk about 2 of 3 issues: Capital District Sustainability Issues, SUNY Funding, and Ban the Box. The weekend before the LAD, we will have a one day training for all volunteers to get everyone up to speed on the issues as well as train them on how to have the meetings. We will provide each volunteer with an information packet that will have all of their meeting information, talking points, maps, and training information; I have already started creating this document.

Meetings

• I met with our PR Director Ben Mielenz to discuss the PR plan for the Spring. All Public Relations e-mails for our PR Director, Ben Mielenz, should go to the GSAPR@albany.edu e-mail account. Ben attended a SUNY wide Ban the Box meeting in December. The discussions right now are confidential, but he did say that the meeting went well and the conversation was productive.

• I met with our webmaster to review edits needed for the website.
Information management
- I wrote a report for the SEC meeting and the February Senate Meeting.
- I am also creating an informational packet for the State LAD
- I am working on a President’s Address for the Purple Paper our PR Director is putting together.
- I wrote my Senate report for the February meeting.
- I complied this report.

Recruitment / outreach contributions
- In late December I sent out a Guerilla listesrv telling students about our LAD and asking for volunteers. I have also put it on our regular listesrv. If you are interested in participating, please send me an e-mail soon.
- I worked on a letter to send with the Northeast Regional Chair of NAGPS to encourage schools in the region to join. Once I hear back from him, we will send it.
- I worked with the lead senator to find a new senator and new council reps.

Financial activity
- I approved payroll, grants reimbursements, RGSO reimbursements, and office bills.
- I have asked our Treasurer to gather information about printers and we hope to have quotes and suggestions to you by the March meeting.
- I worked with the Lead OM to set a schedule for the office; we decided we would try having the office open until 6pm on Fridays given that our budget allows for the extended hours.
- We had expenses for the office over the allocated $1,000 due to unexpected costs (not planned for at the beginning of the year) so I covered the difference with my discretionary line.

Strategic plan progress
- Please see the “New President’s Strategic Plan” document in meeting documents for proposed changes.
- I connected with new campus entities and began forging a better relationships including with Mike Christakis’ office and the office of Government Relations.
- Reviewed a report from Caitlin Janiszewski about why the GSA needs more space in the CC expansion.
- Began working with the GSA Treasurer to secure new printers for the uptown office.
- Work mentioned above on the LAD and with NAGPS.

Vice President’s Report - Hirah Mir
Transitioning and Training
Over the Winter Session, I reviewed the transition documents for the Vice Presidency. I familiarized myself with the Vice President Dropbox and updated most documents to reflect ongoing changes and progress that RGSOs are making. I updated records of funds awarded, reimbursements processed, attendance at assembly meetings, RGSO fulfillment of GSA committee requirements, etc. I met with the former GSA Vice President a few times during the end of the Fall semester, beginning of the Spring semester, and was in regular contact with her over the Winter Session. I also familiarized myself with the Vice President email and inbox. I reviewed the inbox to get acquainted with previous events, resolutions, important conversations with administrative entities, etc. Finally, I reviewed the Strategic Plan created by the former Vice President and am planning trainings and providing guidance to RGSOs in accordance with the plan. Some examples of my compliance with the plan are incorporated in this report.

**RGSO Review Sub-Committee**

Three events were approved by the RGSO Review Sub-Committee over the Winter Session and into the Spring semester. The committee was extremely responsive and productive!

1. History Graduate Student Organization (HGSO) The Brothers Documentary Screening: RGSO committee provided information on how to budget for food. I forwarded that information to HGSO. I suggested HGSO revise and resubmit and they did!
2. Educational Psychology and Methodology Spring Brown Bag 1
3. Latino, Africana, Caribbean, and U.S. Studies (LACS) Decolonizing Sustainability Film Series (Connected by Coffee)

Some events are under my review and have not yet made it to RGSO Review Sub-committee. I provided these RGSOs with detailed feedback and suggested they revise and resubmit their event forms. Once they resubmit, I will forward their request to the committee.

**RGSO Reimbursement and Finances**

I have approved 10-15 purchase requests since December.

**GSA Committees**

I obtained information from GSA committee chairs about members' fall performance, and used that information to document and give committee credit to affiliated RGSOs. The next step is to contact and update RGSOs at risk for not having completed committee requirements.

**RGSO Trainings**

I have set dates with the GSA President, GSA Treasures, and GSEU Representative for trainings for new and returning RGSOs. I am drafting up the agenda for the trainings using ideas shared with me by the former VP, GSEU, other E-board members, and the GSA Brain Project. I sent GSEU a list of what I would like them to share with RGSOs at the trainings. I reached out to our contact at the Downtown Campus to make room reservations. Next steps are to post training dates on the Listserv and to email RGSO presidents about those dates. An RGSO specifically mentioned the need for transition documents for new RGSO leadership. I contacted the RGSO sub-committee in charge of researching transition tools and tips. I plan on incorporating their
advice into RGSO trainings. Facilitating transition within RGSOs was a specific goal listed in the strategic plan.

**Advocacy**
I attended a GSEU meeting and information session on January 14, 2016. I learned about the structure of the GSEU and the CWA. I also learned about how and what kind of advocacy work the GSEU does in collaboration with the Wages and Benefits committee of our GSA. I have documents about the history of the GSEU and their accomplishments in the past few years. Overall, I am prepared to speak about the GSEU to other graduate students and to better advocate for the rights of GAs and TAs as union members. The GSEU will be giving a brief introduction of their work and services at RGSO Trainings this semester.

**Equity and Inclusion**
The RGSO Review Sub-Committee continued their commitment to equity and inclusion by funding another film screening in the Decolonizing Sustainability Film Series held by LACS and Sustainability RGSO.

**NAGPS Affiliation**
As the Employment Concerns Chair of the Northeast Region, I have maintained my affiliation with the National Association of Graduate-Professional Students (NAGPS). I plan on attending the NAGPS Northeast Conference in April of this year and am brainstorming ideas for a presentation.

**Consultations**
I advised and coordinated a collaboration between two RGSOs- Social Welfare Graduate Student Organization and Educational Psychology and Methodology RGSO- and another campus entity- the Future Faculty Leadership Council. I also suggested that the Educational Psychology and Methodology RGSO collaborate with the Counseling Psychology RGSO and SUNY Albany School Psychology Association (SASPA) to hold their Annual Poster Session at the end of the semester. All three RGSOs and affiliated programs are in the same department, so the poster session can be upgraded to departmental, instead of divisional. These efforts are directly related to a goal listed in the strategic plan to "Improve the RGSO Experience and Encourage Collaboration by providing opportunities for groups to work together."

**Treasurer’s Report, Budget as of 1/26/16 – Hina Thalo**

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**Administrative Support**

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**PROFESSIONAL DEVELOPMENT**

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**Investments**

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Note1:
Below expenses are not approved but PRs are created.

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Note2:
There are couple of unplanned expenses occurred during Fall Semesters such as label maker, batteries for assembly clicker and stamps. Besides, couple of things are stolen from downtown offices such as electric stapler. Therefore, we need around $1000 for Spring Semesters for office supplies.

**Equity and Inclusion Report – Amani Edwards**
Good evening GSA! This year the EI committee is planning a one-day diversity conference and are looking for volunteers to help with this event. Please see me after the meeting if you are interested and I will provide you with more details.

**Programming Report – Lisa Cassidy**

The Brian Stevenson Ted Talk and panel discussion was very successful with 46 attendees and some passionate discussion regarding mass incarceration and the Ban the Box campaign, an equity and inclusion issue. The GSA will remain active on this issue and Ban the Box will be an advocacy topic for our post cards.

It pays to come to events! We are giving away 10 massages to the Center for Natural Health and Wellness for those that attended three events during the fall semester: Social Permaculture with Lisa DePiano, Call Congress Day, and the Brian Stevenson Ted Talk. We also gave away 10 gift certificates to local shops in Albany. We will continue this incentive program this semester. More details to come!

Still waiting on an available date for the President’s Forum.

The Office staff and I will be working with Dolores Cimini the Director of the Counseling Center to bring the *Let’s Talk* sessions to a convenient spot on campus for graduate students, likely, the GSA Office. These sessions are walk-in consultations with professional staff from the Counseling Center that offer support, insights, information, and resources to help you with whatever you may be struggling with. The GSA Office is now stocked with informational flyers about these sessions as well as other services that the Counseling Center provides if you are interested in learning more. We also discussed finding a graduate student in addition to the undergraduate employees to sit for the Middle Earth student hotline. The Counseling Center has also committed to cosponsoring a program on Mindfulness and other techniques for coping with stress for Midterm week. For more information about the Counseling Center website follow the link below:

[http://www.albany.edu/counseling_center/lets_talk_home.shtml](http://www.albany.edu/counseling_center/lets_talk_home.shtml)

Chantelle Cleary, our Title IX Coordinator will be hosting a training that is more targeted to graduate students and leaders on campus. It will center around how the GSA can serve as an extended resource and how to respond to situations where a student comes to you with information about sexual assault/harassment. We will also be centering one of our advocacy post cards around this topic. Chantelle will also be searching for graduate students to be on a committee for the *Just Ask* campaign. If you are interested, please contact me at GSAProg@albany.edu.

Reminder: GSA is cosponsoring bringing in Sheri Fink for a conference on ethics and justice in the context of natural disasters with Sheri Fink. Fink does work on ethical decisions that emergency managers and health care providers face in the midst of disasters and other health crises. She has written about the people who were working in the hospitals in the wake of hurricane Katrina, as well as those dealing with the ebola crisis, and many other important topics. She has a PhD in neuroscience, is an MD, and now writes for the New York Times. She is perhaps best known for her book *5 Days at Memorial.* More details on this event to come.
Grants Report – John Stovall

Two items comprise the Grants report for the February meeting. First, the grants committee is currently evaluating Spring 2016 grants and should complete their evaluations by the end of the month. Second, all Fall 2015 grant reimbursement material has been received and reimbursements are being processed. If you have any suggestions or questions, please feel free to email gsagrant@albany.edu.

Wages and Benefits Report - Caitlin Janiszewski

The Wages & Benefits Committee ended last semester celebrating the recommendations made in the Blue Ribbon Panel Reports. We also continued to discuss the stipend proposal for GSA officers and reps. The report as it stands now will make a series of recommendations to take effect in the next term of office and will also include recommendations for the 5 Year Planning Committee to consider. Over the break the Chair of Wages & Benefits met several times with the GSEU about making card signing a priority for W&B this coming semester and about how to work together to make sure administration follows through with the recommendations of the Blue Ribbon Panels. The GSEU will be running a "Don't Break Our Hearts" campaign around Valentine's Day during which we will send President Jones Valentines asking him "Not to break our hearts" and follow through with the Blue Ribbon Panel recommendations. The next W&B meeting is not set yet, but we will finalize the E-Board stipend proposal and make plans to work closely with the GSEU to pursue these projects this semester.

University Council Report – Caitlin Janiszewski

President's report to the University Council:

1- Systematically trying to fill out executive team - latest edition Vice President for Information Technology - CIO - Simeon Ananou - from Salisbury University in Maryland where he was CIO. Expertise in cybersecurity, enrollment management (which is a priority), and data analytics. Arriving Feb 1st. The executive team has had two retreats in the last six months.

2- Legislative agenda and state budget priorities for next legislative session. Highlight priority areas:

   A- extension of 2020 rational tuition
   B- 5 year capital planning process has dropped off and we need it back. There is a 3 billion dollar proposal, 600 million a year, roughly 30 million for Albany - which does not solve our 1.2 billion dollar problem. Need it both to make the campus attractive but also for health and safety. Renovation of Schuyler building is key. Location creates of strong connection between academic programs and community. We will be delivering critical academic program (engineering) we have been missing since our inception. This can be transformative for the university for the next 50 years
or more. We need 20 million dollars towards 60 million that will be necessary. We are consolidating the old CCI into one building. Will also house computer engineering.

C- Got 250,000 for Center of Excellence in Atmospheric Sciences, hope to get a million for Center of Excellence. We have one of the largest collections of atmospheric scientists in the country. They are engaging in international projects with Taiwanese through NSF funds.

3- Council discussed the fact that the Graduate Student Association has raised a concern regarding the events at the University of Missouri.

Summary of Jones’ response

He thinks it’s critically important to have a dialogue about what is happening nationally. At this University we have tried to get out in front of these issues by having "Critical Conversations" about social justice. Ignoring the issues is the problem and that we have an obligation to respond as well as listen. We expect students to continue to be vocal and we need to respect students when they bring issues to the table. We need to be transparent for them. We are not always going to agree but are going to have a dialogue and be clear and candid. We have tried to be proactive and have good working relationship with our grads and undergrads. It's clear that diversity, racism, equitable treatment among groups, are issues we have paid attention to. Our efforts so far are necessary but insufficient. When Ferguson happened we had the critical conversations. Rather than putting our heads down we opened up the dialogue because if you can't have it here (in higher ed) where can you? We are not going to burying our heads in the sand. A public university has a responsibility to tackle these issues.

Similar sentiments were expressed by members of the council

Two other important points

- Winter Commencement at SEFCU. We will be recognizing first generation college graduates. 43% first generation this year. It will be the first time we do that.

- Giving Tuesday - results 478,000 dollars raised. Had a few gifts after Tuesday so numbers are higher than what was reported.

Presentation on Strategic Planning Process:
We are trying to shape a compelling vision around the 4 stakes. Last strategic planning process was more a healing process to get over the huge cuts. This is going to be a real plan.

- Deeply engaged in shaping the vision
**Graduate Student Association**

UNIVERSITY AT ALBANY

State University of New York

- Data driven
- Transparent
- Rational discussions about why investing in x and not y
- Goal is to be transformative
- Promote shared understanding
- Engage campus constituents

There will be a steering committee with a student on it, an advisory committee which is larger and includes Chairs and Co-Chairs of committees/subcommittees. Then there will be subcommittees exploring various areas like diversity, etc.

Timeline - planning for the 2016 calendar year.

The President looks to engage campus constituents in this process so we need to facilitate our input not just through our representation on the steering committee and relevant subcommittees but also through our President’s Forum. It was also made clear that people representing different groups have a responsibility to report to their constituencies.

One member of the council comments: Universities are at a juncture but so is higher education. Now is the time to throw out bathwater and shake things up. 100% re-think on how to prepare people to be productive citizens, integration of disciplines. There will be discomfort.

Internationalization:
Harvey Charles – on the internationalization plan for the University at Albany.

Context
- International student mobility - soon 8 million students will be studying in a country not their own
- Export of higher education - China, Malaysia, US all have campuses in other countries.
- Institutional rankings - increasingly include non-American institutions
- Cross-border research collaboration - any lab has faculty involved in international scholars. There are a lot of synergies with what happens on university campuses and in the private sector.
- Higher education philanthropy - also with philanthropy.

**The challenge** is to push the boundaries of knowledge in the age of globalization, preparing students with the skills, knowledge and dispositions to be effective global citizens. The greatest challenges are global and solutions require expertise of a research university. We need to continue to fulfill our core mission, remain competitive, improve human condition, and prepare next generation.

**The vision** going forward:
1- Strategic planning
2- Curriculum internationalization  
3- Study abroad / internship opportunities  
4- Faculty support  
5- Global research support  
6- Student mobility  
7- Strategic international engagements

Student mobility was the strongest aspect of the Office of International Education in the past. Now the vision is broader. My response in the next UCouncil report was that student support is too far buried in this vision and needs to be more salient.

Blue Ribbon Panel Report:  
Provost’s office reported on the Blue Ribbon Panel report on contingent faculty.

**UAS Board Report: Board of Directors Meeting - Cassidy Drasser, UAS Board Member**  
Date: December 10th, 2015 from 12-2:30pm @ Danes Den

Dining:
• Based on usage and sales data, UAS has slightly altered the dining hours of operation. Please see: [https://ualbanydining.com/images/RegularHours_Spring2016_tcm108-93986.pdf](https://ualbanydining.com/images/RegularHours_Spring2016_tcm108-93986.pdf) for the updated hours.

Facilities:
• The next facility renovations in order are: Alumni Quad Dining Hall, Downtown Café, Colonial Quad Dining Hall, and the University Bookstore.

Programming:
• There is **NO MORE** UAS Programming Funding for the rest of the fiscal year (ending July 2016).  
  o The UAS Programming Board received a record high amount of grant proposals in the Fall 2015 semester.  
  o This means that there is no supplemental grants for the Spring 2016 semester.

**Lead Senator Report – Hanna Pageau**  
No relevant reports to give yet from councils.

Senator Change:  
Tiffany Charles has been replaced by Caitlin Janiszewski.

Council Changes:  
Emilia Pawlowski has been replaced by Tom Robertson.
Henry Curtis has moved from CAA to GAC to replace Tiffany Curtis. Hanna Marie Pageau has picked up the CAA seat. Megan Scott has replaced Derek Ellis on UAC.

The team is holding its first meeting Friday, January 29th. Any relevant information will be reported.

We are still hiring for someone to sit on the University Life Council if anyone is interested.

University Senate Meeting
Monday, December 7, 2015
Approval of Minutes of November 16, 2015
• Could not proceed as the Senate did not have quorum

Provost’s Report—James Stellar
• Will hear about the reports today
• Beginning to launch a Strategic Planning process in the Winter
  o This is a very important process to go through with the Senate, facilities, staff, etc.
  o Strategic plan lapsed in 2015
  o Provost wants diversity to be a focus
  o A “giant report, Q&A, you come to Provost” interaction
  o Freshman retention

Senate Chair’s Report – Cynthia Fox
• The SEC voted to hold an additional meeting to discuss the changes in new Engineering college
  o Wednesday, Dec. 10th at 2 PM
• SEC’s request for information on Applied Learning Plans

Other Reports

A. SUNY Senators’ Report - J. Philippe Abraham, John Schmidt, Walter Little
   a. No questions
B. Graduate Student Organization Report –President
   a. Changes to GSA E-board
      i. Kat Slye, new GSA president
      ii. Appointed an acting VP, Hirah Mir
   b. GSA had two (2) programming events in November
      i. Social Permaculture event – how groups and organizations interact and how overlap and interact and support each other and foster growth
ii. Call Congress Day – to call Congress re: graduate student issues
iii. Ban the Box video and panel
iv. State legislative action day, modeling after NAGPS action day
   1. Wants to hold in Albany to State Legislature on SUNY funding, sustainability issues in Capital Region, and Ban the Box
   2. Keith Earl (Physics) mentioned that at least one be a constituent; GSA usually partner with other schools to make sure there is at least one constituent in the room.
v. SUNY Student Assembly (SUNY SA) – UG and grad student leaders – legislative agenda, gender inclusivity, all those regarding SUNY were directed to Nancy Zimpher

C. Student Association Report – Jarius Jemmott, President
   a. Not here?

D. Council/Committee Chair Reports:
   i. CAA – James Mower, Chair
      • Nothing to add
   ii. CAFFECoR – Carol Jewell, Chair
      • Nothing to add
   iii. CERS – Michael Jerison, Chair
      • Nothing to add
   iv. COR – Daniele Fabris, Chair
      • Nothing to add
      • Subcommittees working on awards, will report results after the break
   v. CPCA – Lynn Warner, Chair
      • N/A
   vi. GAC – Ronald Toseland, Chair
      • Nothing to add
   vii. GOV – James Collins, Chair
      • Updates
   viii. LISC – David Mamorella, Chair
      • Nothing to add
      • Kathleen brought this to our attention during the Senate Advocacy Meeting:
        o “Facilities. The Office of Campus Planning is looking at using the University Library as swing space during upcoming renovations of the old Business building. Under consideration is a move of the 3rd floor stacks to storage in the basement of the Science Library. This would be
accessibility only by Libraries’ staff. The disciplines affected would be those in the A-L call number range including many subjects in the humanities, social sciences, political science, and education. The Libraries are developing an alternative proposal that would move low-use materials such as bound periodicals to storage, leaving high circulation materials where they could be accessed easily by our faculty, staff, and students.”

- Seems they don’t have anything definite yet so we can keep our eye on it and follow up with her and at the next Senate meeting.

ix. UAC – Karen Kiorpes and Christy Smith, Co-Chairs
   - 3 new concentrations for Business majors
   - Major for CEHC
   - Geography and Planning

x. ULC – Michael Jaromin, Chair
   - Nothing to add, meeting next week

xi. UPPC – Joette Stef-Mabry, Chair
   - Met on Nov. 24th, voted to conditionally approve TESOL online program, to some minor modifications that were received by the Chair last week.
   - Reconstituting the two subcommittees in UPPC
   - SEC meeting Nov. 20th, Chair of Governance Council tasked to reconvene those committees

Unfinished Business

A. Senate Bill 1516-02 PROPOSAL TO ESTABLISH A B.A. ENGLISH / M.A. LIBERAL STUDIES PROGRAM
   a. Proposal passed, 38 approved – 5 opposed – 2 abstentions

New Business

A. Report of the Graduate Stipend Committee
   - Presented by: Dean of Graduate Studies, Kevin Williams
   - Size of stipend, amount of tuition waiver, and length of stipend
   - Focuses on doctoral stipends that departments offer; other forms of funding on campus
   - Peers guaranteed funding for longer
   - Tried to adjust for cost of living in comparisons
   - Q & A
Committee for other sources of funding?

- Welcome to participate if asked look at administrative units, GA’s (admissions, grad admissions, government relations, office of the president) – the only guideline for those are a GSEU contract
- On the RF side, Principal Investigators (PIs) pay at the department level (i.e. getting through the and can’t pay below it; often supplement the stipend

- Meeting with Graduate Directors this week
- Flexibility – will come into place to extend years and pay
- Put in request to Compact Budget Planning – $250,000 – and $250,000 from 20/20

B. Report of the Blue Ribbon Panel on Part-time and Contingent Faculty and Staff

- Huge national debate/discussion about the professional environment of contingent faculty – focused on conditions of employment and contributions to the academic community.
- “Social justice” mindset
- Received $400,000 initial funding from Compact Budgeting Process
- Recommended longer-term appointment commitments
- More intentional efforts by department chairs, deans, etc. to help individuals who want health insurance help them become more eligible; for PT instructors, that’s two courses each semester
- The environment of contingent faculty
  - Listing them on the department webpage
- Evaluated the appropriateness of highlighting career pathways for FT lecturers who have been around for years; more robust programs and culture that values the professional development needs of the PT and contingent faculty and be more intentional and serious such as evaluating their contribution in a more systematic and serious way
- Provide awards and recognition of their contribution
- Establish a Task Force to assist the Provost
  - In the process of putting together that oversight committee
- Discussed by Deans, Executive Committee, and University Council
- Q & A
  - Where is the money coming from? $400,000 from Compact Budgeting Process
    - Bret Benjamin: need $835,000/semester to give people $5,000 per semester
  - Retention of graduate students - Provost Stellar

- Addressing the fundamental crises of contemporary higher education – grateful for the report and for collaborating thus far
- Possibility doing a co-sponsored panel
- UUP seeks to do a forum about their report to continue this conversation
- Complements the Contingent Report
- Use data provided by university from Business Intelligence and UUP membership data on salaries and appointments; included a survey of academic survey members in fall of last year – to offer a demographic analysis; not substantively different than University’s report
- 55% of instructional faculty are contingents; teaching c. 60% of courses
  - This is a rapid change
  - 1995, TT faculty was 70%, 30% contingent
  - Now, 55 contingent, 45 TT

Adjournment