

FARMINGDALE STATE COLLEGE
College Council Virtual Meeting - In person Quintyne Hall room 100 Or Virtual via TEAMS
February 15, 2023

Councilmembers present in person: Patricia Hill Williams, Robert Sweeney, Jim Durant, Paul Caroleo, Jake Iaccino

Councilmembers attending virtually: Ralia Polechronis, Randi Shubin Dresner

Excused absences: Kenneth Card, David Curry

College Administration: John Nader, Greg O'Connor, Laura Joseph, Matt Colson, Kevin Murphy, Carolyn Fedder

Guests: Lloyd Makarowitz, Sarah Gross, Brett Southard

Chair Williams called the meeting to order at 10:06am. Chair Williams thanked all for attending and entertained a motion to approve the minutes from December 7. Councilmember Sweeney made the motion to accept and councilmember Durant seconded.

Motion carried.

Chairs Report: Chair Williams remarked that winter commencement was wonderful and she thanked those who worked to bring it to fruition. She added that the new SUNY Chancellor, Dr. John King, plans to make FSC one of his initial campus visits. Dr. Williams said that she attended several Town of Babylon events. At a newly opened facility in Amityville, Supervisor Schaeffer mentioned Farmingdale State College would be engaged in conversations about implementing programs for the community. She attended a Black History Month Program in Amityville and Farmingdale was acknowledged again for supporting the Town of Babylon. She added that Mr. Sweeney chaired a committee for the 150th Anniversary of the Town of Babylon. She reminded that engaging with the community is a major role of council members as it boosts both the College's reputation and enrollment. Chair Williams thanked Dr. Nader for participating in the 40th Anniversary Celebration of the Long Island Chapter's National Coalition of 100 Black Women.

Dr. Williams is in conversation with SUNY about the continuation of ACT meetings and College Council meetings in hybrid formats. They have been beneficial for meeting quorums and in emergencies and she will report back after her next Executive Board meeting.

Dr. Williams requested a campus safety presentation be made to the Council by University Police as done in the past.

President's Report: Dr. Nader reported that the Space Task force completed its work in mid-January. Work on multiple buildings simultaneously will call for us to relocate and share offices, make greater use of time slots not commonly scheduled, and Fridays. More hybrid courses will be offered. These adjustments and inconveniences are a reflection of our growth and the confidence that the construction fund and the state have in us. Along with increased instructional space and modernization of buildings parts of the campus will be aesthetically transformed and much more appealing. Hundreds

of trees have been planted. Dr. Nader said programming space for the new computer science building has also been under review.

A new strategic plan is being written that will run from 2023-2028. The committee on Planning and Resource Allocation has been working on 8 goals. Some are new, based on our Middle States self-study. Once the draft is complete it will be shared with the Council for feedback. Going forward the College will use this document's aspirational, actionable and assessable objectives to monitor its progress in meeting goals.

In regards to the Melville Road and Route 110 safety initiative, a traffic study will be conducted by the NYS Department of Transportation to possibly lower the speed limit. The campus cut back shrubs for greater visibility. Suffolk County suggested that lanes might be narrowed to slow traffic. We hope to hear there determinations in the spring.

Chancellor King's visit is expected to be rescheduled at the end of the month. The schedule is very compact and a small number of meetings will be set. The Chancellor is focused on enrollment for the SUNY system. An initiative has been put in place to match students who are not accepted to one SUNY campus with acceptance to another institution that will work for them. At the Chancellor's request Dr. Nader has provided a whitepaper on the SUNY Colleges of Technology. University and State-wide appropriations and perhaps a marketing campaign have been requested for COTs.

Provost Laura Joseph reported that the Office of Academic Affairs is presently focusing on the new SUNY general education requirement. Starting fall 2023, all first time, fulltime students must include competency in the area of diversity, equity and social justice (DESJ). Thirty-one courses have been developed with a "D" designation. A training program has been implemented because faculty must be certified as DESJ instructors. Thirty-five faculty members will achieve this specialty designation by the end of the spring term. A First Year Experience course will also be launched, starting out as a requirement for the programs related to the School of Arts and Sciences.

VP for Development and Communications, Matt Colson, shared the Farmingdale Foundation's Annual Report showing the progress that has been made in its fundraising last year, specifically in major gifts and individual contributions. He thanked the Council for 100% participation in fundraising efforts. Leadership giving/unrestricted giving is very important for movement on institutional priorities and initiatives. (Mr. Colson would like to raise that to \$100,000 this year.) A major planned gift from Frank Geremia was received for \$1M.

The Dream.US scholarship which currently supports 21 FSC students, has expanded to other SUNYs. Yardley Software headquartered in San Francisco, with a Melville location, has made a gift of \$320,000 for full scholarships to 8 students. Councilmember Sweeney has made a major scholarship to the Horticulture program. Hubert and Sally Keen are funding an undergraduate research fellowship in the Bioscience program. Mr. Colson plans to ask alumni to leave the College in their estate plans. An aging demographic may also enjoy seeing their gift put to use before they pass by giving a major gift up front and then the bulk later. Chair Williams said we have many successful alums and past members of the campus community who should not be forgotten when looking for funding the foundation to support the College.

Mr. Colson said the Simpson Scarborough brand study findings tell us that our very specific programs should be drivers for our brand because not enough people know about them. Our strengths are known internally but are not recognized among school counselors, parents and prospective students. We also learned that rankings are not as important to this base perspective and that the term applied learning is overused. We are identified as being diverse and being affordable. Simpson Scarborough recommends that we highlight serving a commuter population. They will help us merchandise who we are and what we stand for by using recommended brand pillars.

Executive Dean for Student Engagement, Kevin Murphy, reported on the status of the updated Student Code of Conduct that Council will be asked to act upon. In 2020, a student disciplinary task force studied the document under a lens of equity to eliminate implicit bias and to ensure restorative justice in disciplinary cases. Input from students, University Police, Health and Wellness, and Suffolk County Crime Victims Service Center was used to develop guidelines that were submitted to SUNY system for legal review. We recently received suggested changes and the document should be finalized by May.

Councilmember Caroleo asked about SUNY's position on ChatGPT software use. Mr. Murphy said it may be difficult to prove its use in writing papers. Provost Joseph responded that SUNY is looking at the topic by offering webinars and engaging in conversation, but for now is against banning the use of the product. An open forum discussion among FSC faculty is planned to discuss if this emerging technology should be used.

Mr. Murphy said that his division is actively engaging with the campus community and campus partners to give the best experience to our largely commuter student population. We are bringing in unique guest speakers like Don Lemon and George Takei. He thanked Mr. Iaccino, councilmember and SGA president, for the collaboration between student government and the Student Engagement office. Mr. Iaccino said that there are additional well-rounded and interesting conversations planned for the future. Chair Williams commented that the programs have been diverse and successful in bringing people together.

Dr. Nader reported that Farmingdale has been designated by the Department of Education as a Hispanic Serving Institution (HSI). This means that 25% or more of our students are of Hispanic heritage. We were also identified as an Asian-American and Native American Pacific Islander (AANAPSI) serving institution. These designations make the college eligible for grant funding that is applicable to broad student success. Dr. Nader said that we may consult with a grant writing entity to assist in our submissions to pursue opportunities in retention, recruitment and women in STEM.

Executive VP and CFO, Greg O'Connor, talked about the approach we are taking to increase compensation among our faculty and professional staff. There has been a lot of turnover in employment along with rising inflation. A disparity study looked at market and data, and while salaries were not terribly out of alignment, minimum salaries were raised and increases given to employees at the lower end of the professional salary grades. Salary adjustments were made where disparities existed. The same was done for faculty minimum salaries and those showing disparity. Over \$575,000 was distributed to the base salaries for over ½ of the employees who work at Farmingdale. Mr. Caroleo

inquired about how these related to contractual increases. Mr. O'Connor replied that these increases were funded by our own reserves and are above and beyond the union negotiated raises at the state level as we have the latitude to adjust locally. Recruitment and retention challenges are experienced by other institutions and local business in this competitive market. Mr. Sweeney asked if nonunionized employees are negotiated at the campus level. Dr. Nader responded that all employees are unionized but Management Confidential. UUP (faculty and professionals), University Police and CSEA (classified staff and trades) have bargaining units that negotiate increases for their membership.

Other Business: Chair Williams asked for an update on the lacrosse land lease resolution sent to Albany. Mr. O'Connor answered that the resolution passed and was signed by the governor. The ground lease draft is being worked on in conjunction with SUNY counsel's office and the construction fund and will then be sent to the Board of Trustees. When SUNY provides possession and control to the FSC Development Corporation a master development agreement with Dynamic Sports Management LLC will negotiate utilities, access, control security and insurance. Dynamic sports will be bring the financing to develop the project and put out bids for project labor.

Chair Williams informed the group that councilmember Durant will be inducted into the Aviation Hall of Fame on April 6. She said that the BOT and SUNY are holding a Friends of SUNY legislative reception on March 13.

Mr. Durant said that he dressed in Michigan State colors to represent the University and in mourning of those killed in the recent shooting there. His wife is an alum of MSU and he has been to the campus many times. He noted similarities to FSC in that both are open campuses which are close to main roads and wooded areas. He commended the quick response of police and outside agencies and the outstanding emergency plan they implemented, after holding training and disaster drills for such occurrences. Michigan State University Police assumed authority of communications to reduce speculation and inaccurate reporting. Mr. Durant questioned as to how our University Police would be supported by outside agencies and improve response times. Dr. Nader replied that our University Police do multiple simulations in various buildings and different times, some of which include outside agencies including Suffolk and Nassau County police departments. We also do table top exercises for various situations including aviation emergencies. Mr. Durant said he is happy to have this feedback for his meeting with Rodney Harrison, Suffolk County Police Commissioner, and will extend our appreciation for their support. Chair Williams said we also have great relationship with Suffolk County Sheriff Errol Toulon. She added that in the student death at Buffalo State, SUNY is being sued for lack of police protection in the residence halls.

As there was no other business Chair Williams entertained a motion for adjournment. Motion was made by Mr. Durant and seconded by councilmember Shubin Dresner.

Meeting adjourned at 11:46am.

Respectfully submitted,
Carolyn Fedder

Approved April 12, 2023