

Faculty Senate Minutes

Meeting No. 9, Spring Semester 2023

(Plenary Session)

Friday 9th June 2023, 14:00

Room A402

Call to Order and Roll Call

Chair Omondi called the meeting to order at 14:02.

In attendance:

- Chair Omondi
- Professor Houghton
- Professor Pennings
- Professor Han
- Professor Hsieh
- Professor Hong
- Professor Lenz
- Professor Jeong
- Professor Kang
- Professor Ryoo
- Professor O
- Professor Tran
- Professor Herold
- Professor Cabuay

Acceptance of Agenda

Agenda accepted by all.

Approval of Prior Meeting's Minutes

Minutes approved by all.

Provost's Remarks:

- Thanked the Senate for being so productive over the last year.
- The RA/TA recommendation has been approved. All those who are eligible will receive full scholarships. TAs will receive a 1.3 million KRW stipend. There are some provisions for undergraduate TAs to be hired. The administration has worked to increase the number of scholarships offered to undergraduate students. The aim of these measures is to foster research at the university.

Committee Reports

Executive Committee

The Executive Committee asked the education council to step forward with their proposal, which they have done.

Academic Personnel Policy

- The APP have been working on FIT's HR policies. Annual evaluations will match the present policies of SBU (S/A/B/C).
- The APP is working on identifying how to gauge prior performance for professors who were here before these policies were implemented but are up for their scheduled promotions.
- Qualified Academic Rank faculty's promotion guideline are currently only one short paragraph in the Faculty Handbook. The APP would like to see this extended to make the situation clearer.
- The APP asked a list of questions to the Administration. The Provost answered as many as possible.
 - What will be the range for salary raises at FIT Korea? Will they match the SUNY Korea (SBU) salary raises? For example, will the salary raise for an "A" grade be consistent for both sides of SUNY Korea?
 - Provost - Salaries are market salaries. Not necessarily 1-to-1 comparisons based on New York. The challenge is how to benchmark. They have attempted to benchmark against job position advertising. None of the positions have been rejected based on salaries.
 - What is the reason that FIT Korea can only afford 1-year contracts? Can we get some documentation from FIT NY admin to help explain the situation? Now that FIT Korea has a track record for graduating students, shouldn't FIT Korea faculty be rewarded with longer contracts?
 - FIT's 1-year contracts are based on the home campus's insistence. The new policy will allow for some longer-term contracts. The suggestion for tenure track was rejected.
 - FIT Korea (as well as some other SUNY Korea departments) has recently been struggling with hiring sufficiently talented or experienced new faculty, and we believe it has to do with the work environment's low reputation in the labor market. What can/will Admin do to offer stronger support?
 - If true, the administration needs to look into it.
 - How can we get more transparency regarding the (minimum) salary scales available at both FIT Korea and SUNY Korea (SBU)?
 - Most universities do not publish their salary scales, as they are proprietary. It would make negotiations very difficult.

Education Council

- The EC finished their proposal for a CET with all three scenarios and a comparison of different Centres for Excellence in Teaching among various universities around the world. Since the last meeting, they conducted a survey of the faculty.
 - Out of 22 respondents, 17 voted in favour of a centre and only 1 was against it.

- Most people indicated that they believed it would be moderately to extremely effective to have support in improving their teaching and learning effectiveness.
 - 80% indicated that they would participate in workshops based on teaching effectiveness.
- The EC would like to recommend that the proposal be sent to the administration. Chair Omondi previously suggested that we vote on which scenario to send.
 - Chair Omondi – Need to make sure that any proposal sent to the Administration does not damage the reputation of the senate in the eyes of the admin or the faculty. If too many proposals are sent back to the Senate because they are considered sloppy, it could be very damaging to the Senate. The new structure and formatting of the proposal is much better, but it is still more of a discussion paper than a proposal. Asked that some information is moved to an appendix. The proposal should outline what we would like to do at SUNY Korea. The information needs to be more relevant to SUNY Korea and to what the centres actually do and what people can learn from them. Scenario 1's suggestion has not changed for 3 months and is relying on the university investing heavily. The suggested structure seems to be too large for the demand that we presently have, as a small university. It might be that this is an aspirational proposal, but the likelihood of SUNY Korea being allowed to substantially expand student numbers is very low, with IFEZ putting the priority on bringing in more universities rather than expanding the present ones. Even after opening a new major (ECE), the university did not receive a larger student quota. The present proposal calls for a Dean and Associate Dean, with no justification on what they would do. The survey outlined what the faculty would like, but this is not reflected in any of the proposals. The core of the second scenario is only 2 pages long and seems to not be sufficient to send to the university.
 - Called for a vote at 14:52. Four out of ten voted in favour of sending this proposal to the Administration. It will not be sent to the Administration and will require further work going forward.
- The EC raised the issue of implementing study skills workshops for the students.
 - Professor Hsieh asked about the regularity of the workshops. Professor Houghton responded that they would ideally be weekly, but it will depend on the money made available by the university.
 - Professor Cabuay – entry level staff need to be able to have the presentation skills for both internal and external presentations. A workshop focussed on this would be very useful to our students.
 - Professor Herold asked for more information on when the workshops would be, the costs involved in running them, etc. The students need many of the proposed workshops to help them to gain employment after graduation. Suggested possibly combining them all into one unit and asked about the practicality of implementation due to the size of the university.
 - Chair Omondi suggested to make a case that SBU 101 should be offered here.
 - Provost Hsieh – Prioritise the workshops and then expand on them based on their level of priority. Additionally suggested evaluating the students, so that in future semesters the workshops could be run by the top students.
 - Professor Houghton will continue working on the proposal. Provost Hefazi asked that the workshops are prioritised so that we can start working on implementing them.

Campus Environment and Faculty Welfare

- The CEFW have been working on a proposal for to add Supplemental Individual Development Awards, in addition to the present IFA system. Initially, they wanted it to help both part-time and full-time faculty. However, it must be limited to full-time faculty, making it almost identical to the IFA. Therefore, they asked for a vote on whether they should continue working on the proposal.
 - A vote was held at 15:22. Everyone voted in favour of continuing.
- The work on the "New International Faculty Guide" is progressing. They plan to have a small document containing only limited information, with most being added to an online source.
- The CEFW called for stronger and more comprehensive research support.
 - Provost Hefazi – we are in the process of reorganizing the research team including hiring a new team leader and making some staffing changes. Suggested that the Senate asks the new team leader to report to the Senate.

Academic Planning and Education Services

- The APES talked about revising the SUNY Korea research website.
- The current website is either not populated or irrelevant. Their proposal outlined each page of the website and what they would like to see on them.
- Provost Hefazi – this is very valuable and is something that should be done going forward.
- Professor Han asked if we want to allow the public to view anything. Professor Ryoo, some things could be password protected if need be.
- Chair Omondi called for a vote on sending the recommendation to VP Han that the Senate would like to see the recommended changes made to the research page of SUNY Korea's website. The vote took place at 15:39 and was unanimously agreed upon.

Elections for Executive Committee Officers

- As the year is ending, it is necessary to conduct elections for the Senate officers for the next year.
- Professor Houghton was the only nominee for the vice-chair and Professor Hsieh, the only nominee for the secretary. Elections took place at 15:40. The votes in favour were unanimous.
- At the next meeting, a vote will take place to replace Professor O on the Executive Committee.

Reorganisation of Committee Membership

- The Bylaws call for committee membership elections to be held at the first meeting of the school year. But the Executive Committee hoped that doing some of the elections and showing the suggested committee memberships earlier, would be beneficial in allowing senators to work on ideas during the summer. These suggestions were based on a survey whereby the senators ranked their committee membership preferences.
- The suggested committee memberships were handed out. The Senate will vote at the next meeting to decide the actual membership, along with the chairs of each committee.

Any other business

- Dean Pak – the IGC show case was successful. The students were excited to participate, and the university would like to see more faculty participate in the future. Through the event, a faculty member at SUNY Korea was able to find a colleague at Utah to partner with on an upcoming research project. Dean Pak thanked the faculty for their hard work this semester.
- Provost Hefazi – have a great and productive summer.

Adjournment

Chair Omondi adjourned the meeting at 15:49.