



The State University
of New York

Office of the Chancellor

H. Carl McCall SUNY Building
353 Broadway, Albany, New York 12246

SUNY Global Center, 116 E 55th St,
New York, NY 10022

www.suny.edu

October 16, 2023

Keith Landa
SUNY Trustee
President, University Faculty Senate
H. Carl McCall Building
Albany, New York 12246

Dear Keith:

Thank you for your letter and the included summary of action taken at the Spring 2023 Plenary. I am glad that I had the opportunity to attend in person and both enjoyed and valued my exchanges with you and faculty throughout. Responses to adopted or supported resolutions follow:

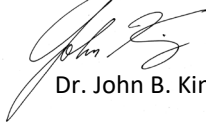
- ***Resolution 194-01-1: Condemn Abusive Workplace Behavior and Request that SUNY System Administration Establish a System-wide Workplace Conduct Policy***
I share the Faculty Senate's commitment to establishing an equitable, inclusive, and anti-bullying culture throughout the workplaces in the SUNY system and will continue to advance this goal through System Administration's policies and procedures. Regarding the specific definitions and procedures identified in the resolution, I understand they were raised but did not advance at the state level during the most recent contract negotiations. I have informed Chief Counsel for Employee Relations Liesl Zwicklbauer about the resolution and have asked that she confer with the President of the University Faculty Senate.
- ***Resolution 194-02-1: Best Practices for Administrative Searches at the Associate Dean Level and Above***
Successful searches benefit from transparency and from inclusion in the interview process. While information on the importance of engaging governance in staff searches at the Assistant Dean level or above was communicated by System to campuses, this resolution points to an inability to locate related documentation on campus public websites. It is likely that information about such procedures is on campus intranets and/or distributed by Human Resources as part of search launch procedures. If campus governance leaders are unable to obtain such documentation upon request, we can explore further direction to campuses to make these resources more readily available.
- ***Resolution 194-03-1: Restoration of Incentive Programs for Cross-Campus Research Collaboration***
This resolution calls for re-establishing the *SUNY Networks of Excellence* initiative, led by the Research Foundation of SUNY, designed to "promote high-tech education and commercialization," which ended in 2015. Many may not realize that it was Provost-in-Charge and Senior Vice Chancellor for Research, Innovation and Economic Development, Shadi Sandvik, who [coordinated the Networks program](#) when she was appointed the first Presidential Fellow at the SUNY Research Foundation. It was that first-hand experience that prompted Dr. Sandvik to build on lessons learned from that pilot to create several new endeavors and a broader System-wide response to the State's research needs. The most visible example of this is the work related to the semiconductor industry and positioning SUNY as a national leader because of the research

and workforce development capacity across every sector of SUNY campus. Other efforts include the newly established GROW (Grants for Research Opportunity and Workforce) unit to facilitate multi-campus responses to Requests for Proposals, leveraging SUNY's cross-campus research capacity in high-demand areas. I have shared this resolution with Dr. Sandvik and asked her to consider specifically access to high-speed computing as part of future efforts.

- **Resolution 194-04-1: Increase Diversity among Faculty in the Colleges of Technology**
As you know, *Diversity, Equity, and Inclusion* is one of our four priority pillars at SUNY, and increasing the diversity of our faculty and staff is imperative. This resolution calls for System support of SUNY technology colleges in their efforts to recruit and retain BIPOC faculty. Some of you may know that Ricardo Nazario-Colón began his role as Senior Vice Chancellor for Diversity, Equity, and Inclusion and Chief Diversity Officer on May 15th of this year. Now just completing his fourth month in this position, Dr. Nazario-Colón has already made remarkable strides in learning about existing SUNY programs as well as campus successes and challenges. He is meeting regularly with campus Chief Diversity Officers and has had initial meetings with campus leadership. Faculty diversity across all campus sectors will continue to be a priority for his office, with related programming and training falling under his purview. I have shared this resolution with him to consider in his planning.

Finally, you shared that the University Faculty Senate voted to endorse two resolutions adopted by the Faculty Council of Community Colleges: the first on "Inclusive Access" Bookstore Programs; the second on Ideological and Anti-Intellectual Attacks on Academic Freedom. Per your request, I am attaching the responses to both resolutions sent to the FCCC via Trustee Woods.

Sincerely,



Dr. John B. King, Jr.

Attachments

Copy: Dr. Merryl H. Tisch, Chairman of the SUNY Board of Trustees
Beth Berlin, SVC Operations & Management and Chief Operating Officer
Johanna Duncan-Poitier, SVC Community Colleges & Education Pipeline
Shadi Sandvik, SVC Research, Innovation & Economic Development and Provost-in-Charge
Ricardo Nazario-Colón, SVC Diversity, Equity, & Inclusion and Chief Diversity Officer
Kapil Longani, SVC Legal Affairs & General Counsel
Liesl Zwicklbauer, Chief Counsel, Employee Relations