

**181st UFS Plenary
SUNY COBLESKILL
January 17-19, 2019**

**Special Thanks to
Our Hosts at**

SUNY COBLESKILL



Culture

This year our plenary theme will focus on culture. At the Fall Plenary we will have presentations that speak to and about the UFS culture. In the Winter we will look at the culture within SUNY Administration; and in the Spring we will glean insight into the culture of our System as a whole.

**SUNY University Faculty Senate
Executive Committee**

Gwen Kay
President
Gwen.kay@suny.edu

Keith Landa
Vice President/Secretary
Keith.landa@purchase.edu

Barry Jones
University Centers
bjones@binghamton.edu

Bruce Simon
University Colleges
Bruce.simon@fredonia.edu

Phil Glick
Health Science Centers
glicklab@buffalo.edu

Barat Wolfe
Colleges of Technology
wolfeb@canton.edu

Kelley Donaghy
Special/Statutory Colleges
kdonaghy@esf.edu

Fred Hildebrand
SUNY System Administration
Fred.hildebrand@suny.edu

Retention

"Train people well enough so they can leave, treat them well enough so they don't want to."

- Richard Branson

Inside This Issue

Welcome	1
Preview of the State University System/Provost Report	2
Chasing Scarce Dollars of SUNY	3
Senate Plenary Reports	4-7
Q & A with SUNY Chancellor	8-
Statements and Resolutions	12





UFS President, Gwen Kay

Report Recap

Plenary Hosting

It costs campuses some \$20K-\$30K to host a UFS plenary, and recently some campuses have delayed or asked to opt out of their scheduled turns to host. UFS will self-host the Fall 2019 plenary in Albany, as the scheduled campus host has had to back out, and U Albany has agreed to move up their hosting time to the Winter 2020 plenary to cover for another host campus which had to cancel. UFS will increase the per-Senator charge to campuses (back to the level from a decade ago when the charges were lowered), in order to cover the cost of the Fall 2019 plenary and to be able to provide more assistance to host campuses going forward.

Budget Highlights

The Executive Budget includes: money to cover salary and benefits obligations for this year and some of the retroactive pay increase; \$550 in capital for critical maintenance; full coverage by the State of the Medicare DSH matching requirement; hospital capital funding for Upstate and Stony Brook; and the DREAM Act to allow our undocumented students access to TAP and other grants.

Bylaws Ratification.

Amendments to the UFS Bylaws relating to the position of Vice President / Secretary have been approved by the Board of Trustees. To go into effect, those changes have to be ratified by a majority of the state-operated and statutory campuses, through a secret ballot involving the professional staff on each campus. Campus governance leaders are encouraged to work with their local governance and administration to identify the staff eligible to vote, and conduct a vote on ratification consistent with local practice.

Sexual harassment & Consensual Relationships Policies.

The Board of Trustees approved a uniform sexual harassment policy to be adopted by all of the campuses, and is requiring campuses to develop policies on consensual relations if they don't have one, and to consider a prohibition on relationships between faculty or staff with undergraduate students. Local campus governance is expected to be involved in the development and/or review of campus sexual harassment and consensual relationships policies.

UFS President, Gwen Kay

Report Recap

General Education Update

A draft of the background paper was circulated at the Fall 2018 plenary, and a draft of proposals is planned for the Spring 2019 plenary. Under consideration is the adoption of a framing question exploring what constitutes 21st Century citizenship. There are also some immediate areas to be addressed, including how to align SUNY general education requirements with Middle States accreditation criteria, what number of general education credits should be required, whether there should be the ability to general education requirements scheduled for the junior or senior years of a four year program, and how to provide a flexible framework that supports transfer across the system but allows campuses to experiment with innovative approaches to general education.

UFS advocacy

President Kay reviewed what we can and can't do as advocates. Any of us can meet with Legislators or their aids as private citizens, and can even refer to our campuses or SUNY when discussing issues, but we can't lobby as a representative of SUNY or our campuses. Meeting legislators in their local offices is likely to be more effective than lobbying in Albany. You can meet with Legislators that represent where you live and where you work, if those are different.

SUNY Chancellor, Kristina Johnson

Report Recap

Progress on Key Initiatives

There is work underway to reimagine SUNY Online, which will be an important initiative to support individualized education, with a goal on increasing the number of exclusively online students by 40K. The PRODI-G program will help to develop a pipeline for promising students and promote recruitment and opportunities for a diverse faculty. In the area of innovation and entrepreneurship, SUNY co-sponsored a workshop on quantum science and engineering, and the Chancellor spoke at a forum on Artificial Intelligence Policy. SUNY is also increasing its global involvement, with an MOU with the Dominican Republic to promote academic exchange, teacher training, and research collaborations, and programs such as this month's service learning trip to Puerto Rico.

Update on Chancellor's Activities

Chancellor Johnson will complete the remaining 11 campus visits this spring. The Chancellor has met with a number of federal and state officials to lobby for SUNY. Upcoming budget advocacy will focus on funding the TAP Gap and amending the Excelsior program to be cohort-based; floor funding for the community colleges; restoring EOP and mental health programs for our students; direct support for our teaching hospitals; and investing \$5B over 5 years for STEAM infrastructure.

Notable Events

Fourteen new appointments have been made to the SUNY Distinguished Academy. Oneonta is developing the first residence hall retrofit for zero net energy, and SUNY Poly at Utica dedicated the Hage Family Robotics Lab. There was a celebration for SUNY @70; a larger celebration will be planned for SUNY @ 75. Two faculty from Stony Brook (Kenneth Kaushansky and F. William Studier) were named to the National Academy of Inventors.

Appointments and commendations: Carlos Medina, retiring from the Office of Diversity, Equity, and Inclusion, received a commendation from the Board of Trustees for his long service to SUNY and the State of New York. Teresa Miller, SVC for Strategic Initiatives and CDO will oversee ODEi going forward.

SUNY Provost, Tod Laursen

Report Recap

Provost Laursen briefed the Senate on SUNY planning efforts for scaling up online programs system wide. While past efforts for OpenSUNY have resulted in a significant number of online-enabled degree and certificate programs and while a large number of SUNY students take some online courses, we only have around 26K students who are exclusively online learners. Raising the number of fully-online degree students to 65K would bring New York State into the top ten states for online learning, and bring in close to \$170M in additional revenue to SUNY. There are opportunities for enrollment increases from corporate partnerships, military education, NYS employee training, and international markets. Fully online masters degrees in particular is an underserved niche.

The working group considered three approaches to scaling up SUNY Online: outsourcing to an online program manager (OPM); establishing a unit in SUNY System; or designating an existing or new campus to fill the role of SUNY Online. In the end, they recommended a hybrid approach. SUNY System Administration will focus on common tasks such as establishing a strategy and planning team; providing funding for modernization efforts; developing a front end portal; and establish a division to provide support services to our online students. System will also contract with OPMs for specific services, such as branding, marketing, and consultation on technology strategy and platforms. Campuses will continue to develop and offer online programs, manage admissions and financial aid for their students, and oversee curriculum quality. Upcoming work to develop SUNY Online includes budget and timeline development, reaching out to focus groups, and identifying economic development partnerships.



Q & A with Chancellor Johnson

Campus Governance Leaders

Q: How will governance play a role in developing the consensual relationship policy?

A: Board of Trustee policy on sexual harassment has been established to conform to state law. Campuses with existing consensual relationship policies will be grandfathered in, but it is important for remaining campuses to develop policy, given the potential for power imbalance between faculty and students. Where relationships develop, they should be open and transparent.

Q: How can we move forward on a policy to increase transparency in the interim appointment process and when such appointments should be made permanent?

A: Interim appointments may be necessary but can lead to instability. System has been working with specific campuses to evaluate existing interim appointments for permanence or immediate searches, and would seek input from governance leaders on policy in this area.

Colleges of Technology

Q: What is your vision for encouraging collaboration across sectors to develop a pipeline for students, especially minoritized students?

A: PRODI-G will be a ten year program to develop promising students from high school through PhD programs to create a pool of candidates to hire back to join our faculty.

Q: Can you provide an update on the Office of Diversity, Equity, and Inclusion?

A: Terry Miller, Senior Vice Chancellor for Strategic Initiatives will oversee ODEI following the retirement of Carlos Medina, whose long service is much appreciated. We have also hired a new Affirmative Action officer.

Q: What is your vision for online programs?

A: SUNY lags in the number of exclusively online students. With System investments in specific areas we hope to grow our enrollment in this area. Provost Laursen will discuss SUNY Online in more detail.

Health Sciences

Q: What strategy can be developed to allow SUNY hospitals to remain sustainable and be competitive going forward?

A: It is encouraging that the Executive Budget this year includes full coverage for the state contribution for Medicare DSH reimbursement. Dr. Ricardo Azziz (Chief Officer of Academic Health and Hospital Affairs) will oversee an effort this year to explore synergies among the SUNY hospitals, to develop more sustainable and competitive positions for them all.

Q: High medical student debt is a disincentive for physicians to go into primary care practice or to practice in underserved communities. Has SUNY considered tuition assistance programs for medical students to address this issue?

A: Free tuition programs will require the development of major donor support. SUNY produces a significant proportion of the health care providers in New York State, but is still a young system, which impacts our ability to develop a donor class. It will be important to look at graduate stipends in general to ensure they are adequate.

Specialized & Statutory Colleges

Q: Can SUNY fund full-time assessment coordinators for all campuses?

A: This will be deferred to Provost Laursen.

Q: Given seamless transfer of credits across SUNY, including those from advanced placement and other high school programs, how can campuses best evaluate the quality of those high school programs?

A: Given that much of the course transfer involves courses from the first two years of study, the current effort to review general education frameworks for SUNY may play an important role for ensuring the quality of these courses.

Q: How can we promote online SUNY programs to the military?

A: Outreach to the military would be an exciting opportunity, and System will be looking for help from the campuses in this area.

Q & A with Chancellor Johnson Continued

Comprehensive Colleges

Q: Do you foresee any changes to the SUNY funding model, which is viewed by many comprehensive colleges as exacerbating their financial problems by incentivizing within-SUNY competition for decreasing numbers of traditional age students?

A: We need to look for non-traditional opportunities to grow, as the system can't cut its way to prosperity. Savings in back office services such as IT, consortium buying, savings on student credit card fees and other areas can provide increased funds for investment. With the large number of faculty and the scholarship that they do, we need to market SUNY as a problem-solving institution to potential funders.

Q: What are the plans to lobby for increased state funding and support for public higher education, to reverse long-standing issues of decreasing direct budget support, increasing tuition, the ongoing TAP gap, and increased use of contingent faculty?

A: One of the current initiatives is sustainability, including financial sustainability of SUNY. More news will be announced when it's concrete.

University Centers

Q: Can you describe your efforts to lobby the State for coverage of mandatory costs and a true maintenance of effort?

A: This will be addressed in more detail by CFO McLaughlin, but it is encouraging that the Executive Budget includes state funding for the retroactive pay increase and full DSH funding for the hospitals.

Q: How can System to provide leadership to sustain the Humanities in the face of increasing demand for STEM degrees?

A: Societal problems are complex and need dedicated practitioners in the humanities and arts, not just more well-rounded STEM majors. The Chancellor's Fellowship program will help support graduate students across disciplines.

Q: As System pursues corporate partnerships, what can be done to ensure protection of faculty intellectual property?

A: Our intellectual property is managed by the Research Foundation. They have been exploring more cost-effective ways to bring SUNY products to market, leaving more resources to protect SUNY intellectual property.

Senate Plenary Session Guest Speaker Reports

CFO, Eileen McLaughlin

Report Recap

Its budget time again, the Executive Budget has been proposed by the Governor's Office, and the process is moving into legislative action to develop the final enacted budget. CFO McLaughlin presented what SUNY got (and didn't get) in the Executive Budget, and what we hope to change through the budget hearings and other advocacy efforts.

Maintenance of Effort (MOE): The State and SUNY have different perspectives on what MOE entails. State representatives think that MOE has been met, because indirect state tax support to SUNY has been increasing over the past decade. However, direct state tax support for operations and capital costs have been flat or even declining over that time period. SUNY asked for a continuation of MOE and Predictable Tuition; the Executive Budget included flat funding (ie, no change from last year) for SUNY's tuition spending authority, direct tax support, the Investment Fund budget, and funding for Open Educational Resources, and included a \$41M increase in indirect tax support. The TAP and Excelsior gaps are still not addressed, but SUNY plans to advocate to at least alleviate the Excelsior gap by pegging the fixed tuition costs to the start of each cohort rather than the start of the program.

UUP contract: While the cost of the contract is not yet fully covered, the Executive Budget does include an infusion of funds to cover half of the retroactive salary increase covered by the contract.

Community College funding model: SUNY requested moving from a flat-FTE funding model to a hybrid model that would allow community colleges to cover fixed costs in the face of declining enrollments. This was not included in the Executive Budget, which continues the flat volume-based model for community college funding.

Hospitals: The Executive Budget included \$230M to cover the full cost of the state match for Medicare DSH Reimbursement, which is a positive result.

University Wide Programs: As is the case in most years, the Executive Budget reduces or eliminates past year spending for those university wide programs (e.g., EOP/EOC funding, tele-counseling program, etc.) that were supported by the Legislature in past budget negotiations. It is expected that many of those cuts will be restored in the final budget negotiations.

Senate Plenary Session Guest Speaker Reports

CFO, Eileen McLoughlin Report Recap Continued

Capital Funding: SUNY capital funding requests fared well in the Executive Budget. Critical maintenance for state-operated and statutory campuses was allocated \$550M, which was less than the \$850M requested by SUNY for critical maintenance and strategic investment, but equivalent to last year's funding (which is typically cut in the Executive Budget). SUNY's requests for \$50M for residence halls and \$100M for hospitals were included in the budget. And instead of \$50M for an AI Institute, the Executive Budget included \$164M for facilities and operations; \$55M for NY-SUNY 2020 grants; and \$325M for high-tech innovation and economic development.

Next steps in the budget process include budget hearings by the Legislature, budget bills by the House and Senate, and negotiations and amendments to develop the enacted budget, by April 1st.

CDO, Teri Miller Report Recap

What can SUNY do to increase faculty diversity across our campuses? Senior VC Miller described the Chancellor's PRODI-G program, which aims to promote faculty hiring for women in STEM and for underrepresented minorities, and to strengthen the pipeline for these two groups. The faculty hiring component consists of:

- ◆ Three year salary grants to reduce the initial campus cost of new faculty hires: 100% in year 1, 50% in year 2, and 33% in year 3. There was a suggestion that this be coupled with the allocation of new permanent faculty budget lines, to prevent this program from being treated like a three year post-Doc.
- ◆ The development of a higher education recruitment consortium across SUNY campuses, to make it easier to find positions for partners of recruited candidates.
- ◆ A pilot to see if cluster hiring promotes retention of the recruited candidates.

Pipeline programs will identify promising undergraduate and graduate students, support their obtaining advanced degrees, and encourage them to return to SUNY as faculty.

SUNY Senior Vice Chancellor for Executive Leadership and Employee Development

Joe Porter Report Recap

Senior VC Porter has been tasked by the Chancellor to bring together and oversee all of the recruitment, onboarding, and evaluation for senior administration across SUNY campuses. Recruitment of campus Presidents with visions and management styles that fit the mission of SUNY and the individual campuses is critical, but must be followed by effective onboarding. From a governance perspective, incoming campus Presidents meet with President Kay and FCCC President Tamrowski during their orientation visits to System, to discuss the importance of shared decision making.

VC Porter devoted most of his remarks to the components of the Presidential review process, which include:

Material put together by the campus President: a self-evaluation and the campus annual reports, reflecting on the achievement accomplishing elements of the campus strategic plan and the Chancellor's four themes.

Feedback from system offices: including Provost's Office, CFO, Office of Legal Counsel, Research Foundation.

A survey of campus constituents: questions about continuous improvement on campus, campus governance issues, among others. In the past constituents to receive the survey have been chosen by the campus Presidents, but the Chancellor and VC Porter want to include campus governance leaders more in the selection of survey recipients.

A face-to-face meeting with the Chancellor: Presidents are reviewed on a three year cycle, with several cohorts reviewed each year.

Coordinator Pasterchick discussed ways our cam-

Senate Plenary Session Guest Speaker Reports

SUNY Coordinator of Veteran & Military Affairs Diana Pasterchick

Report Recap

campuses can better support military and veteran students on campus. Military/veteran students are more likely to be male, more likely to be first generation, more likely to be non-traditional aged, and more likely to have families than non-military students. Many have taken advantage of benefits from the Post 9/11 GI Bill to pursue higher education degrees, with professional degrees being the most sought out programs.

Veterans receive limited transition classes when leaving the military, and transition to campus life can be jarring. Military/veteran students face a number of barriers, such as the difficulty to assess military training for prior learning credit and that some veterans are dealing with post-traumatic stress disorder or traumatic brain injury (although these issues should not be overblown). Some good practices that campuses can follow include having a dedicated military affairs office or one-stop resource center to provide support, having mandatory orientation tailored to military students, establishing peer programs, and providing training programs for faculty and staff to better support military students.

SUNY Director of Student Mobility Dan Knox

Report Recap

In a typical year, over 50,000 students transfer in to SUNY campuses, about half from outside SUNY and half from one SUNY campus to another. A slight majority of SUNY to SUNY transfers involve mobility from 2-year campuses to 4-year campuses as might be expected, but all SUNY campuses both send and receive transfer students and students transfer between all sectors. Transfer students earn almost one-half of all baccalaureate degrees and close to a third of all associate degrees. Given the significance of transfer students for SUNY, the Board of Trustees adopted the Seamless Transfer Policy in 2012 to establish credit caps for associate and baccalaureate degrees and establish policies for the transfer of general education and lower division disciplinary courses for different majors (the 'Transfer Path' courses).

Director Knox described the implementation of the Seamless Transfer policy, and discussed processes to review the Transfer Paths. On the agenda for this year

is to identify those transfer paths that are priorities for detailed review and possible updating of transfer path courses. Campuses have been asked to identify a faculty representative for each transfer path that applies to their curriculum, and these faculty will be surveyed to determine how well the transfer path in their discipline is working. Priorities for which paths to review first will be determined from the survey results, and faculty representatives in those areas will be convened to suggest updates. Senators should confirm that their campuses are engaged in the review process. Also on tap, the Student Mobility Steering Committee is scheduled to do an initial assessment of student transfer data to see what impact the Seamless Transfer policy is having on transfer success.

SUNY FCCC, President Nina Tamrowski

Report Recap

President Tamrowski reported on FCCC activities and concerns for the community colleges sector. The Council is developing procedures for campus governance visitations, including the development of a Shared Governance Rubric and an "Assistance for Campus Shared Governance" document. Advocacy of a new hybrid funding model continues to be a budget priority, to support those campuses with fixed costs but declining enrollments in their area. Important initiatives for the Council include the general education review, the Food Insecurity Task Force, the initiative to scale up online learning, student seamless transfer issues, and a Gender Inclusivity Task Force that will be established shortly. In terms of the online initiative, community colleges are interested in laddering online programs so that students getting online associates degrees in SUNY have online opportunities through to masters degrees, and developing partnerships with industry. There are concerns about how to protect existing online programs, and who will be making the decisions about which new online programs get developed and promoted.

President Tamrowski also reported on SUNY Voices activities. Over 75 students, faculty, and administrators attended the fall SUNY Voices conference "*SUNY at 70: Shared Governance – Past, Present and Future*". Highlights included a panel with current and former SUNY Chancellors, and former presidents of UFS and SA; two keynote speakers; nine concurrent sessions; and two student panels. The next SUNY Voices event will be a Leadership Institute for campus governance leaders in June.

Senate Plenary Session Guest Speaker Reports

**SUNY Student Assembly, Vice President
Austin Ostro**

Report Recap

Vice President Ostro described recent activity of the organization - over 450 students from 55 campuses attending SA's Fall Conference, student participation in the SUNY Voices conference, and Board Roundtables and SA Executive Committee meetings around the state. Upcoming events include a joint Federal Advocacy Trip with CUNY, California, and Florida system student representatives; Higher Education Action Day; and the SA Spring Conference.

Ongoing advocacy priorities include community college funding, capital investment, the DREAM Act, EOP, Open Educational Resources, the Emergency Fund, and tele-counseling. SA appreciates the retroactive payments to UUP members and the restoration of DSH funding match for the hospitals. But they will continue to lobby for full funding of the contract, more support for hospital operations and capital budgets, a change in the funding formula for community colleges, and restoration of funding for opportunity programs and the tele-counseling program.

**UUP, President
Fred Kowal**

Report Recap

President Kowal discussed union membership issues, the contract negotiation, and state budget deliberations.

Janus decision: In the wake of the Supreme Court ruling on Janus v. AFSCME, only 50 of 37,000 members have opted to leave the union, reflecting the outreach that UUP has made to members in the lead up to the court case. Of more concern is recruitment of members from new faculty and staff hires, especially the technical problems involved in contacting adjunct faculty hires.

Contract update: Retroactive payments have started to go out, and discretionary increases will be added to base pay going forward. Negotiation continues on salary compression and hospital scheduling issues.

State budget: The union will be testifying at budget hearings to argue that real funding needs to be provided to support the PRODI-G faculty hires, retroactive pay, and full TAP funding. In addition, there are important non-monetary issues that need to be addressed, such as the DREAM Act and cannabis legislation.

**CUNY, President—Martin Burke
CUNY, Executive Director—Matthew Cotter**

Report Recap

Chair Burke discussed how their faculty senate is using this year to review their structures, policies, and processes, as the large number of vacancies and interim appointments among CUNY system administration has put on hold any significant system-wide initiatives from the administration. CUNY UFS is reviewing their charter, and looking into changes that would better include part-time faculty in governance. They are also working with their discipline councils to promote standardization of course requirements and enhance transferability of courses.

Chair Burke described two areas where our Senates might wish to compare experiences. CUNY is contracting a study to review academic operations with a goal for prioritizing program areas. CUNY UFS would like information from SUNY about our experiences with consolidation, and the extent to which governance was involved. In terms of SUNY's plans to scale up our online programming, Chair Burke discussed how CUNY had gone through a failed push to increase online programming, and the concerns for faculty intellectual property and increased online competition among CUNY campuses that the initiative generated.

Executive Director Conner presented the [CUNY UFS blog](#), and Senators were encouraged to consider writing pieces for publication there.

UFS Committee Reports

Graduate & Research Committee

Chair, Scott Goodman highlighted a number of initiatives from the committee:

- ◆ The resolution passed at the Fall Plenary to re-start the Graduate Incentive Program was favorably received by the Chancellor, and discussions are underway to identify funding sources to re-start the program.
- ◆ Past SUNY graduate research conferences have not engaged State Legislators as had been hoped. The committee is working with SUNY liaisons to the Legislature to arrange a lunch for staffers where a number of graduate students will be able to present their work.
- ◆ The committee is working with Student Assembly to examine graduate student stipends.
- ◆ There will be a Conversations in the Disciplines conference later this semester on Interprofessional Education. The format will be a virtual conference, with remote sessions shared with satellite locations across the state.

Operations Committee

Chair, Heather Maldonado presented the "[Report on the Composition of State University of New York Administration 2007-2016](#)". This first phase report documents overall trends for academic and executive administrators on each campus and across sectors over this time period. It's clear that SUNY titles are not implemented the same across campuses, so the committee wants to follow this report with a phase two, looking in more depth at local titles. Depending on these results, the committee would then plan a phase three study examining demographic trends to determine changes in women and underrepresented minorities among SUNY administration.

Operations also released a report on "[Enrollment Trends in the State University of New York 1995-2016](#)". Part of the rationale for this study was to determine what impacts the lapsing of the memorandum of understanding on enrollments across SUNY campuses has had on enrollment changes in the past decade. There have been marked changes in enrollments across campuses, and among different geographic regions in the state. Senators are asked to review the report and provide feedback. There have also been problems reported for local governance organizations to get transparent access to campus budget information. Chair Maldonado referred to a 2012 report from the Operations committee on best

RESOLUTIONS

Two resolutions were approved at the Plenary: changing the length of service for Distinguished Professorships, and advocating for full funding of SUNY and CUNY (described below).

Programs and Awards Committee, "[To Change Length of Service for Distinguished Professorships](#)" - This resolution requests that the length of service criterion for promotion to Distinguish Professor be made consistent across all of the Professorships, to be five years at the relevant rank, with at least three years at the nominating campus.

Executive Committee, "[New Deal for SUNY and CUNY](#)" - This resolution requests that the State Legislature send a veto-proof bill on enhanced Maintenance of Effort to the Governor; that friends of SUNY contact the Governor to support the bill; that administration and governance leaders of SUNY urge Legislators and the Governors to fully fund SUNY to carry out its mission; and that UFS Senators share this resolution and work to pass campus resolutions aligned with this effort.

A resolution from the Governance Committee to request the establishment of a SUNY Office of Ombuds Services was defeated, and a resolution from Upstate Medical to develop a loan program for medical students with DACA status was referred to committee.

All resolutions can be found (now) on our website at www.sunyufs.us. Chancellor Johnson's Responses to our approved resolutions is forthcoming, and will be on the same website.