



# Faculty Senate

Meeting No. 3, Spring Semester 2024

(Plenary Session)

10 May 2024, 2:00pm

Room A402

## 1. Call to Order and Roll Call

The meeting was called to order at 2:03pm. Profs Houghton, Jeong, Lenz, Han, J-W Lee, Omondi, Ryoo, and Cho) were present. Prof C. Lee (BM) filled in for Prof Hsieh; Prof Maliphol (DTS) filled in for Prof Cabuay; Prof Cao (AMS) filled in for Prof Tran. Provost Hefazi was present, but both Prof Han and Provost Hefazi had to leave after about 45 minutes to attend to other engagements.

## 2. Acceptance of Agenda

The Agenda was accepted.

## 3. Approval of Prior Meeting's Minutes

The Prior Meeting's Minutes were approved.

## 4. Committee Reports

### a. Executive Committee

The Executive Committee met and went over the various committee reports and actions, and the Executive Committee agreed on certain things to be sent back to the various committees for feedback..

### b. Academic Personnel Policy

Prof Ryoo explained that the APPC committee would like to make the recruitment guidelines clearer for FIT Korea, according to the following figure (as depicted in their committee report):

Category	Degree Requirement	Experience Requirement
Teaching Assistant Professor <i>*Full-Time Position</i>	FBM: Bachelor's Degree (Master's Degree Preferred) FD: Bachelor's Degree	FBM: Minimum 7 years of industry experience FD: Minimum 6 years of industry experience
Adjunct Professor	FBM: Bachelor's Degree FD: Bachelor's Degree	FBM: Minimum 7 years of industry experience FD: Minimum 6 years of industry experience

Prof Cho mentioned that full time faculty at FIT Korea receive 1-year contracts and adjuncts receive contracts per semester.

Prof Cho mentioned that when FIT adjunct faculty teach a course, there is a 1/3 discount on their compensation compared to full-time faculty (and Provost Hefazi later would clarify that this 1/3 discount applies to a 2<sup>nd</sup> section of the same course, per semester). Faculty at FIT Korea are not satisfied with this policy, especially since all their professors are carrying out the same quality of course prep; and also since the time spent training students goes beyond classtime to include many hours of one-on-one feedback and office hours (the deserved amount of compensation is not fairly reflected by the number of course credits, in the first place). FIT Korea's FD department has been accredited by NASAD (National Association of Schools of Art and Design), and more highly rated than the NY campus at that; this shows how much our FD faculty have contributed and so we should respect their concerns.

Last semester, under Prof Jeong's supervision, a "Faculty Satisfaction Survey" was sent around to FIT Korea faculty; the results were tabulated and a summary (of the results) was drafted. Prof Omondi mentioned that the Executive Committee did request that the APPC go over those results and determine what action, if any, the Senate needed to be involved in. There may be some things in that report that the Senate can act on, and others that the Senate cannot act on.

Prof Houghton mentioned that the kind of issue that Prof Cho points out regarding (what boils down to) compensation per course credit, also afflicts the English department at SUNY Korea. In the specific case he mentioned, he is currently teaching a course that is worth only 2/3 (i.e. 0.66) credits, even though it is essentially the same as a 3-credit SBU course. It is not just FIT affected by this.

Provost Hefazi mentioned that there has been discussion with FIT NY campus, and that home campus has now agreed to let FIT Korea hire full-time faculty on long-term contracts (i.e. 2-3 year contracts). He also mentioned that FIT Korea typically relies on adjuncts because courses are so specialized and course offerings each semester involve such breadth of specialization ultimately requiring more than one instructor; and also because course offerings are highly variable from semester-to-semester.

Prof Omondi suggested that the APPC gather to discuss these issues and submit a new report for the next Senate meeting, upon which a document can be sent to Provost Hefazi's office detailing our concerns.

Prof Omondi also pointed out that, contrary to the APPC's finding, there are chances to be promoted, according to p. 30 of the Faculty Handbook; FIT Korea's faculty can be hired onto the teaching track as 'qualified rank academics'. Provost Hefazi added that rolling multiple-year appointments also generally come with promotion. He also acknowledged that there is less mention of promotion of adjuncts than full-time faculty. He mentioned that he doesn't see any reason why adjuncts cannot be hired in at different levels. He would agree that this is something that can be discussed.

Prof Omondi suggested that the APPC get to a point soon where it can present a single document that can be forwarded on to the Provost, outlining all the issues we would like to see addressed.

Prof Omondi asked that the APPC continue walking through the Faculty Handbook to find shortcomings in the text, or inadequacies of its coverage.

c. Education Council

Prof Ji-woong Lee presented the EC report that was written up by Prof Cabuay (who could not attend). The report proposes a Faculty Teaching Award, as well as the associated rules, procedures, and criteria. The report also addressed the prospective Center for Teaching & Learning's first pilot event, a lunchtime presentation that introduces the concept of the event to interested faculty.

Prof Houghton mentioned that some teaching faculty have approached him to express their concerns that it seems inappropriate that the Research Award winners would receive financial compensation (e.g. a cash prize) whereas Teaching Award winners would not.

Prof Omondi indicated that it's easier to sell the idea of Research Award cash prizes, insofar that those prizes are effectively tied to (or come from) a slice of the research grant monies. He suggested that Prof Ryoo (as chair of the APES) could give an estimate for the Research Award's cash prize, upon which the Senate could ask Admin to offer an identical cash prize for the Teaching Award, in the interest of fairness and recognizing both SUNY Korea research and teaching equally.

APES Chair, Prof. Ryoo, indicated the idea of a monetary Research Award has been withdrawn. Therefore, the issue of cash no longer exists for either the teaching or research award.

*The Senate voted to approve the recommendation for an annual Teaching Award.*

d. Campus Environment and Faculty Welfare

Prof Lenz mentioned that the CEFW committee has finished writing its proposal regarding the faculty benefits that they've been researching for the past year, and especially regarding the data about additional private health insurance.

*The Senate voted on whether to submit the proposal to Admin, and the vote passed.*

According to the committee's report, they sent around a Faculty Housing Questionnaire and collected data from SUNY Korea faculty. Prof Houghton mentioned that the sentiment is overall "incredibly negative", but in particular the guest house seems to get the worst comments. We have approached the IGC about issues with the guesthouse conditions, but our comments/requests are basically ignored. There also appear to be some likely issues with structural integrity of the guest house; at one end of the building there is a crack the entire way down. One remedy repeatedly mentioned was to provide faculty with a stipend to allow them to find their own accommodation. Prof Houghton would like (for us) to try to put this issue forward to the Admin. The CEFW has been instructed, however, that housing is a part of the committee's remit but salaries are not. He wishes to send out another survey polling the faculty for suggestions for improvements. Prof Houghton suggests that we make a proposal to ask the Admin to renegotiate housing terms with the IGC, and to demand that the housing be brought up to acceptable living standards.

Prof Omondi mentioned that what we could use here is something like an IGC Faculty Housing committee. Prof Houghton mentioned that the housing situation here has gotten to the point where we have some professors leaving, partly due to the housing arrangements.

e. Academic Planning and Education Services

Prof Ryoo mentioned that the APES committee is continuing to work on the Research Award design. The committee has agreed to use the JCI (Journal Citation Indicator) score and/or BK score. Greater numbers of SUNY Korea faculty/student co-authorship on any given research output would generate a higher score. Each faculty member would be allowed to submit up to three research outcomes for the Award committee's review.

Prof Ryoo referred to two different scenarios:

- Scenario 1

Work of	Collection	Verification	Committee	Decoration
~ 2023.12.31	June 1 <sup>st</sup> week	June 2 <sup>nd</sup> -3 <sup>rd</sup> week	June 4 <sup>th</sup> week	Aug 4 <sup>th</sup> week At faculty orientation day
2024.1.1~12.31	Jan 1 <sup>st</sup> week	Jan 2 <sup>nd</sup> -3 <sup>rd</sup> week	Jan 4 <sup>th</sup> week	Feb 4 <sup>th</sup> week At faculty orientation day
2025.1.1~12.31	Jan 1 <sup>st</sup> week	Jan 2 <sup>nd</sup> -3 <sup>rd</sup> week	Jan 4 <sup>th</sup> week	Feb 4 <sup>th</sup> week At faculty orientation day

- Scenario 2

Work of	Collection	Verification	Committee	Decoration
2023.1.1~ 12.31	June 1 <sup>st</sup> week	June 2 <sup>nd</sup> -3 <sup>rd</sup> week	June 4 <sup>th</sup> week	Aug 4 <sup>th</sup> week At faculty orientation day
2024.1.1~12.31	Jan 1 <sup>st</sup> week	Jan 2 <sup>nd</sup> -3 <sup>rd</sup> week	Jan 4 <sup>th</sup> week	Feb 4 <sup>th</sup> week At faculty orientation day
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“Work of” refers to the publication timeframe for which research output is acceptable for submission, “collection” refers to the timeframe for submitting to the SUNY Korea committee, “verification” refers to the timeframe available for the committee to verify (the legitimacy of) the research output listed in the applications, and “committee” refers to the timeframe for the committee’s deliberation. (Scenario #1 would give the 2024 award based on research output for the *10-year period* ending on 12/31/2023, whereby only research output published during one’s time at SUNY Korea could count.) “Decoration” refers to when the Research Award winner would be recognized publicly and formally. One possible number for a cash prize could be USD 200.

[The Senate voted and approved the recommendation for an annual Research Award.](#) Prof Omondi asked the APES committee to draft a final version of the proposal that can be readily forwarded along by the Senate to send to the Admin.

## 5. Vote on regulations re: Senate Terms (via ad hoc committee)

Prof Omondi reiterated that the Senate Terms issue (please see last month’s minutes for details) represents a problem that must be resolved. A regular 2-year Senate term with 1-year Office terms is most closely aligned with what the Senate currently follows.

[Another vote was held, between Option #1 \(2-year Senate terms with 1-year Officer terms\) and Option #2 \(3-year Senate terms with 1½-year Officer terms\), and it was a tie again.](#)

## 6. Any other business

Prof Omondi wanted to address that apparently adjuncts do not get recognized for their service to the University, in the same way that full-time faculty do. Not only is there some expectation from full-time faculty to contribute to the University via a service component, as stipulated in their contracts, but full-time faculty are also given the chance to be recognized for their service as declared in their annual self-reports submitted to the University every April. However, service (i.e. beyond teaching and research) is not a part of contractual terms or faculty evaluation processes for adjuncts. Prof Omondi suggests that this is something that the APPC committee can look at; and it can be included in FIT Korea’s “list of requests” to the Admin.

Because June 14<sup>th</sup> is the last day of the semester, the last Faculty Senate meeting will be held on June 7<sup>th</sup> at 2pm. Prof Houghton mentioned that there may be a couple professors who will not be able to attend since that is the first day of final exams.

## **7. Adjournment**

The meeting adjourned around 3:13pm.