

**RESOLUTION TO SUPPORT SUNY UNIVERSITY FACULTY SENATE RESOLUTION # 182-03-01 ON THE
EXPECTATION OF PROFESSIONAL EMPLOYEES**

PRESENTED BY KEN MACDOWELL AND TRACY IORIO

UNIVERSITY SENATE MEETING DECEMBER 2, 2019

RATIONALE:

WHEREAS the Stony Brook University Senate Constitution recognizes Professional Employees at “a number equal to fifteen percent (15%) of the total number of voting faculty members.”

WHEREAS the Stony Brook University Human Resources policies pertaining to Permanent Appointment for Professional Employees, Supervisor’s Appraisal, Item 2 seeks information related to “Significant contributions in University service” thereby establishing University service as significant evaluative criteria for Permanent Appointment

WHEREAS the SUNY University Faculty Senate, at the 182nd Plenary, April 11-13, 2019, approved Resolution # 182-03-01 on the Expectations of Professional Employees approved by a vote of For: 34; Against: 5; Abstain: 2

RESOLUTION:

THEREFORE BE IT RESOLVED that the University Senate urges the Stony Brook University Administration to act in support of SUNY University Faculty Senate, Resolution # 182-03-01 on the Expectations of Professional Employees including implementing the development of campus policies supporting the participation of all professional employees in local and SUNY-sanctioned shared governance activity, such as release time or an option for inclusion of governance service as part of a performance program.



TO: SUNY University Faculty Senate
FROM: Governance Committee
RE: Resolution on the Expectation of Professional Employees, as defined by the policies of the Board of Trustees,¹ to Participate in Shared Governance
DATE: 182nd Plenary, April 11-13, 2019
LOCATION: SUNY Potsdam
RESOLUTION #: 182-03-01
VOTE TALLY: For: 34; Against: 5; Abstain 2

RATIONALE:

WHEREAS SUNY Board of Trustees Policy requires that campuses establish local governance bodies, the voting faculty of which can include both academic staff and professional employees; and

WHEREAS professional employees directly support the academic mission of the campus, often teach and develop curriculum, hold advanced degrees in their fields, and possess invaluable knowledge of campus policies and procedures; and

WHEREAS individual campuses utilize a wide range of representational models, from dedicated Professional Staff Senates, through inclusion of professional employees in a single Senate, to campuses on which professional employees are not included in governance; and

WHEREAS many professional employees are not aware that they are represented by a shared governance body and of their options to participate in committees or run for election at either the campus or the SUNY system level; and

WHEREAS providing service to the institution is not a requirement of promotion for professional employees, yet knowledge and experience gained through participation in shared governance activity benefits the development not only of the individual but of the units within which they work; and

WHEREAS Standing Committees of the University Faculty Senate can benefit from the expertise of professional employees who serve as committee members:

RESOLUTION:

THEREFORE BE IT RESOLVED that the University Faculty Senate requests that Campus Governance Leaders on each campus identify and inform their campus community of the manner in which professional employees are represented in local and state shared governance; and

BE IT FURTHER RESOLVED that the University Faculty Senate requests that the Chancellor ask presidents to develop campus policies supporting the participation of all professional employees in local and SUNY-sanctioned shared governance activity, such as release time or an option for inclusion of governance service as part of a performance program.

BACKGROUND:

1. Excerpt from the *Policies of the Board of Trustees, Article II, Definitions.*

- (i) "Academic staff." The staff comprised of those persons having academic rank or qualified academic rank.
- (j) "Academic rank." Rank held by those members of the professional staff having the titles of professor, associate professor, assistant professor, instructor, and assistant instructor, including geographic full-time faculty members having such titles, and rank held by members of the professional staff having the titles of librarian, associate librarian, senior assistant librarian, and assistant librarian. A geographic full-time faculty member is a person serving on the faculty of a medical center who is not employed on a full-time basis for the purpose of fixing compensation payable by the State but all of whose professional services and activities are conducted at the medical center or its affiliated hospitals and are available to the State on a full-time basis for clinical and instructional purposes.
- (k) "Qualified academic rank." Rank held by those members of the academic staff having titles of lecturer, or titles of academic rank preceded by the designations "clinical" or "visiting" or other similar designations.
- (l) "Professional employee." Professional employees shall mean an employee in the Professional Services Negotiating Unit, other than an employee with academic or qualified academic rank.
- (m) "Academic employee." Academic employee shall mean an employee in the Professional Services Negotiating Unit with academic or qualified academic rank.
- (n) "Professional staff." All persons occupying positions designated by the Chancellor as being in the unclassified service.