

Nassau Community College Academic Senate

RESOLUTIONS

JUNE 2020-JUNE 2021

EXECUTIVE COMMITTEE

ANISSA MOORE- CHAIR

ETHEL WEEKS- FIRST VICE CHAIR

JULIE DE LA LASTRA- SECOND VICE CHAIR

LYNN M. BERGIN- SECRETARY (JUNE 2020-DEC. 2020)

LIZ HYNES-MUSNISKY (JAN. 2021-JUNE 2021)

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MEETING OF SEPTEMBER 22, 2020

Student Code of Conduct Committee

Changes to the Student Code of Conduct

Academic Senate Executive Committee

Resolution: Vote of No Confidence in Politically Appointed Members of SUNY Board of Trustees

Resolution: Emeritus



TO: Academic Senate

FROM: Shawn Novatt, Chair Student Code of Conduct Committee

DATE: September 5, 2020

SUBJECT: Charges and Changes Proposed to the Student Code of Conduct

WHEREAS, The Student Code of Conduct Committee was tasked by the Academic Senate with the responsibility to address the current Code of Conduct and apply it towards students enrolled in online courses, who are expected to perform all of the work of the course on their own, and are found to violate NCC's Student Code of Conduct would still have the right to be present at any formal hearings regarding the incident in question;

WHEREAS, The Student Code of Conduct Committee was tasked by the Dean of Students Office with the responsibility to address the current Code of Conduct and include language pertaining to the COVID-19 pandemic and student responsibilities included in the "Nassau Community College Return to Campus Guide for Students;"

WHEREAS, The Student Code of Conduct Committee was tasked with the responsibility to address the current Code of Conduct and include the Dean of Students Office policies concerning frivolous complaints;

WHEREAS, The Student Code of Conduct Committee was tasked with the responsibility to address the current Code of Conduct and update outdated language and names of departments within the campus;

BE IT RESOLVED That the Student Code of Conduct Committee is requesting to add/ amend the current Student Code of Conduct to the document attached. Changes were made in multiple locations to address all four concerns above, and were voted in unanimously by all members of the Committee present at the September 3, 2020 meeting by zoom video conferencing.

Student Code of Conduct

FINAL

Preamble

The College is committed to providing an atmosphere in which students have freedom to learn and engage in the search for truth, knowledge, and reason in accordance with the standards set forth by the academic community. Conduct that adversely affects a student's responsible membership in the academic community shall result in appropriate disciplinary action.

Statement of Policy

As an educational institution of higher education, Nassau Community College seeks to provide the best educational environment for its students, faculty, and staff. It is mindful that academic freedom is an essential element of college life. To carry out its goal the College requires each student to obey the rules and regulations established by the College set forth herein, as well as the rules and guidelines set out in the "Nassau Community College Return to Campus Guide for Students" relating to the COVID-19 pandemic, and all local, state, and federal laws. The College will not tolerate deliberate disruptive words, actions, violence or physical interference with the rights of any member of our College community or with any of the facilities of the College, or with any authorized functions being carried out on the College campus or at any college sponsored event. The College will also not tolerate any violations of established health-related rules and regulations which are put in place in order to safeguard the health of the College community and prevent the spread of infectious diseases including, but not limited to COVID-19. Therefore, in furthering the educational aims of the College and in compliance with the provisions of Article 129-A and 129-B of the Education Law of the State of New York, the following rules and regulations concerning conduct on the College campus or at any college sponsored event, the use of College property, the means of enforcement, and penalties for any violations thereof are hereby established.

Nothing contained herein shall be construed to limit or restrict freedom of speech or of peaceful assembly.

Student Rights and Responsibilities

Students at Nassau Community College assume an obligation to conduct themselves in a manner compatible with the function of the College as an educational institution. Each student should be familiar with the College Catalog, which contains all rules and regulations of the College and is a binding contract with the student, as well as with the Return to Campus Guide for Students (the "Guide"). By enrolling at the College, students agree to abide by the Rules and Regulations of the Student Code of Conduct developed in part by the students of the institution and endorsed by the Academic Senate, the College administration, and the Board of Trustees.

Fundamental Fairness Rights of Students Accused of Violating the Code of Conduct

1. To be afforded a fair and timely hearing, including the opportunity to challenge the impartiality of the hearing officer or committee members prior to the beginning of the hearing.
2. To have notice of the accusations.
3. To have the opportunity to present evidence, introduce witnesses, and to question witnesses and evidence presented.
4. To have adequate time to prepare and present a defense.
5. To receive in writing the disposition of the case and sanctions.
6. To appeal the findings and sanctions based upon procedures in this Code.
7. To be afforded confidentiality to the extent permitted by law.
8. To remain silent with no inference of guilt.
9. To submit a written impact statement to the Dean of Students or designee and/or Hearing Committee at the point when sanctions are being deliberated.
10. To waive any of these rights.

Fundamental Fairness Rights of Alleged Victims

1. To be afforded the opportunity to challenge the impartiality of the hearing officer or committee members prior to the beginning of the hearing.
2. To have adequate time to prepare for hearings and interviews.
3. To have the opportunity present evidence, introduce witnesses, and to question witnesses and evidence presented.
4. To receive in writing specific information on the disposition of the case and sanctions.
5. To appeal the findings based upon procedures in this Code.
6. To be afforded confidentiality to the extent permitted by law.
7. To submit a written impact statement to the Dean of Students or designee, and/or to Hearing Committee at the point when sanctions are being deliberated.
8. To waive any of these rights.

Section I: The Student Code of Conduct

The Student Code of Conduct as set forth below applies specifically to student behavior. Student rights are basic to the freedom to learn and must be based on mutual respect and responsibility. In addition, when a student enrolls at Nassau Community College, he/she agrees to abide by all College regulations. Therefore, violations of any section of the Code of Conduct shall result in appropriate disciplinary action.

A. Physical Violence. Acts of physical violence will not be tolerated. A student who initiates physical violence against any member of the College community will face the harshest of

penalties, including the likelihood of expulsion from the College and the possibility of a permanent notation of the violation on the student's College transcript.

B. Criminal Violations. A student who is convicted of violating a criminal law may be subject to summary suspension or expulsion from the College. Sexual violence, domestic violence and stalking with intent to sexually harass will be adjudicated under the College's Sexual Harassment and Sexual Violence Policy, which is enforced by the Office of Equity, Inclusion and Affirmative Action.

C. Maintenance of Public Order. The President of the College or his/her representative shall have the authority and responsibility to take whatever steps are necessary to carry out the mandate of the following rules and regulations in the interest and for the welfare of the College community and of the citizens of the County of Nassau. Violations of the following regulations, whether such violations are carried out individually or in concert, are extremely serious in nature. Such violations will constitute cause for immediate suspension and/or ejection from the campus and may also subject the violator to whatever penalties may be imposed by appropriate college and/or civil authorities. These violations may include:

1. Unauthorized occupation of College facilities or interference with their lawful use;
2. Any act or threat that endangers any individual or that results in terrorizing or committing bodily harm or injury to anyone on campus or at any college function;
3. Any act resulting in damage to College property or facilities or to the property of students or staff;
4. Any act which results in disruption of College activities. This could include inciting others to riot, interfering with the right of any member of the College community to perform his or her duties, and preventing a student from attending any class in which he/she is enrolled;
5. The possession or use of firearms of any nature, dangerous weapons, fireworks, or explosives on the campus;
6. The illegal possession, use, or exchange of any illicit drug;
7. The refusal to obey directives or orders of College personnel to cease and desist from any of the above acts.

D. Infractions of the Code of Conduct. Infractions of the Code of Conduct shall include, but are not limited to the following:

1. Stalking;
"Stalking" is a pattern of repeated and unwanted attention, harassment, contact, or any other actions directed at a specific person that would cause a reasonable person to (1) fear for his or her safety or the safety of others, or (2) suffer substantial emotional distress.

(All allegations of Stalking, which cannot be resolved informally will be resolved at the Dean of Students Hearing, as described in section B(2)(b), below.)

2. Physical assault or abuse;
3. Verbal assault or abuse;
4. Written assault or abuse, including cyber-bullying via use of social media and/or other technologies;
5. The possession or use of weapons of any nature, including instruments intended to be used to inflict harm, such as fireworks or explosives, on the campus, in class, or at any College function;
6. Unauthorized or illegal use of College computers;
7. Disruptive conduct in the classroom that interferes with instruction;
8. Disorderly, lewd, indecent, or obscene conduct or expression;
9. Any act of whatsoever nature that interferes with normal operation of the College or which adversely affects the student's suitability as a member of the College community, including acts which violate the rules and regulations laid out in the COVID-19-related Guide;
10. Failure to comply with directions of College personnel acting in the performance of their duties, for example, refusal to show proper I.D. to College personnel when so requested;
11. Theft of, or damage to College property or personal property belonging to any member of the College community;
12. Unauthorized possession, use, and/or sale, or intent to possess, use, or sell of alcoholic beverages, narcotics, drugs, or drug paraphernalia, while on campus, or at any College function; or being present on campus or at a College function while under the influence of alcoholic beverages, narcotics or drugs;
13. Gambling in any form;
14. Plagiarism, cheating, or any form of academic dishonesty;
15. Submitting a false application or other information to the College, and the forgery, alteration, or intentional misuse of College documents, records or identification;
16. Violation of College policies concerning regulation of student clubs or organizations;
17. Unauthorized use of a vehicle on the College campus;
18. Failure to adhere to campus traffic regulations;
19. Violation of County Ordinance 238-1984 Section 4, Subsection e, as amended by Ordinance 152-1993. (Advertising and Handbills; No person will distribute, display or post or cause to be distributed, displayed or posted, any sign, banner, poster or advertisement of commercial nature except as authorized by the appropriate designated County official or unless distributed, displayed or posted at such locations designated by the facility for such purpose.)

E. Policy for Alcohol and/or Drug Use Amnesty in Sexual and Interpersonal Violence Cases.

The health and safety of every student at Nassau Community College is of utmost importance. The College recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The College strongly

encourages students to report incidents of domestic violence, dating violence, stalking, or sexual assault to institution officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to College officials or law enforcement will not be subject to the College's Code of Conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

F. False & Frivolous Complaints

1. The College recognizes that the question of whether a particular conduct constitutes a violation of the Student Code of Conduct requires factual determination. The College also recognizes that false accusations have serious effects on innocent persons. If it is determined that a person who has accused another of a violation has maliciously or recklessly made a false accusation, the accuser will be considered in violation of the Student Code of Conduct. It is important to note, however, that the fact that a complaint is not substantiated or is determined not to constitute a violation does not mean that the complaint was maliciously or recklessly made.
2. Student complaints are taken seriously; therefore, the complaint must be of a compelling, substantive, and verifiable nature. Repeated filings of the same complaint, filings of a frivolous nature, or capricious complaints will be considered abuse of the complaint process and the Student Code of Conduct and may be subject to disciplinary action. Complaints may be dismissed without further action if the Dean of Students office, in their discretion, determine the complaint is frivolous.

Section II: Procedures for Dealing with Infractions of the Student Code of Conduct

The College will respond to violators of its Code of Conduct using the procedures listed below. At all stages of these proceedings, the College will proceed expeditiously. However, the time limits specified in the following sections may be extended due to extraordinary extenuating circumstances. For procedural issues not specified in this document, refer to Roberts Rules of Order. All records pertaining to charges and hearings are confidential to the extent allowed by law and shall be maintained as such. Throughout the proceedings the students' right to privacy shall be maintained to the extent allowed by law. Unless otherwise required by law, all information obtained during the course of the college judicial process will be protected from public release until the individual or group hearing the Appeal (as described in Section E of this Code) makes a final determination.

A. Filing of Charges

1. Charges may be brought against a student by another student or by any college employee. Any charge, accusation or infraction of the Code, which may subject a student to disciplinary action, must ordinarily be submitted to the Assistant or Associate Dean of Students in writing within five (5) days of the alleged violation. However, prior to filing

charges formally, any student, staff or faculty may informally consult with the Dean of Students regarding an alleged infraction of the Code of Conduct and procedures to be followed.

2. When informal (unwritten) charges are brought to the attention of the Dean of Students, the Dean will determine if formal charges are warranted. If formal (written) charges are not warranted, the Dean will attempt to negotiate a solution between the involved individuals without the imposition of sanctions.
3. When formal (written) charges are filed with or by the Dean of Students or designee, the Dean will notify the accused student(s), in writing, of the date and time of an initial interview with the Dean of Students or designee. This interview will take place no more than ten (10) business days (Mondays through Fridays when the College is open) following the filing of charges. The written notification will be mailed to the student's address of record by first class mail and/or by overnight, certified, return receipt requested mail. This written notification to the accused student(s) will include a copy of the Student Code of Conduct.
4. In cases of serious violations of the Code of Conduct, in which the Dean of Students determines that continued enrollment at the College is inconsistent with the safety of the College community, the Dean or his/her designee may impose immediate suspension pending final adjudication of the charges.
5. Prior to the interview date, the Dean of Students will gather relevant information concerning the charges from all appropriate sources.

B. Presentation of Charges

1. At the initial interview the Assistant or Associate Dean of Students will inform the charged student of his/her rights and possible consequences of the alleged infractions against them, as authorized under the Student Code of Conduct. There shall be a thorough review of the charges with the charged student, including a review of statements from witnesses.
2. Based on the interview and all other information gathered, the Assistant or Associate Dean of Students will make one of the following determinations*:
 - a. A resolution can be reached without the imposition of sanctions. In this case, the Assistant or Associate Dean of Students will attempt to reach a resolution satisfactory to all parties. If a resolution is not reached, the matter will be forwarded to the Dean of Students for adjudication as outlined in section (b), below.
 - b. Due to the nature of the alleged violation(s), the student charged could receive a sanction other than suspension or expulsion. In this case, the Assistant or Associate Dean of Students will inform the charged student, in writing, of the date and time of a hearing before the Dean of Students. This hearing will take place no more than fifteen (15) business days following the interview with the Assistant or Associate Dean of Students. The written notification will be mailed to the

student's address of record by first class mail and/or by overnight, certified, return receipt requested mail, as specified in more detail in Section D (1), below.

- c. Due to the nature of the alleged violation(s), the student charged could receive a sanction of suspension or expulsion and possibly a permanent notation of the violation on the student or students' College transcript. In this case, the Dean of Students will inform the charged student, in writing, of the date and time of a hearing before the Code of Conduct Hearing Committee. This hearing will take place no more than fifteen (15) business days following the interview with the Dean of Students.
- d. Due to the nature of the alleged violation(s), the student charged could receive a sanction of suspension or expulsion and the Dean of Students determines that the student(s) should be suspended pending final adjudication of the charges. Such a decision would be based on the Dean's determination that the accused student's continued attendance at the College is inconsistent with the safety of the College Community. In this case, the Dean of Students will suspend the student and will inform the charged student, in writing, of the date and time of a hearing before the Code of Conduct Hearing Committee. This hearing will take place no more than five (5) days following the interview with the Assistant or Associate Dean of Students.

*** All allegations of Stalking, as defined in this Code of Conduct,** regardless of the severity of the offense, in which a resolution without imposition of sanctions cannot be reached, will be resolved at the Dean of Students Hearing, as described in section II(d)(1), below.

C. Code of Conduct Hearing Committee

1. Jurisdiction and Procedures of the Committee

- a. The committee will consider those cases that could result in suspension or expulsion and possibly a permanent notation of the violation on the student's College transcript.
- b. The Committee shall not be bound by the strict rules of evidence and shall hear evidence that it deems appropriate and relevant.
- c. Decisions will be made based on the preponderance of the evidence presented.

2. Membership of the Committee

- a. The Committee will consist of nine (9) members.
 - i. Three (3) students, drawn from the six (6) student members of the Academic Senate's Student Code of Conduct Committee. These student members are appointed by the President of the Student Government Association prior to the end of May of each academic year. Their term shall be one year, ending May 31st.
 - ii. Three (3) administrators, drawn from the six (6) administrative members of the Academic Senate's Student Code of Conduct Committee. These

administrative members are appointed by the College President or his/her designee prior to the end of September of each academic year. Their term shall be one year. Administrators can be reappointed.

- iii. Three (3) faculty members, drawn from the six (6) faculty members of the Academic Senate's Student Code of Conduct Committee. These faculty members are appointed by the Chair of the Academic Senate prior to the end of September of each academic year. Their term shall be two years.
- b. The Chair of the Code of Conduct Hearing Committee shall be the Chair of the Academic Senate's Student Code of Conduct Committee. In his/her absence, an Acting Chair will be elected by a simple majority of voting members present at the hearing. The Chair or Acting Chair will conduct the hearing and rule on questions of procedure.
- c. The Dean of Students, or his or her designee, will present the case.

3. Procedural Requirements

- a. A quorum is required in order for the Code of Conduct Committee Hearing to be conducted. A quorum is achieved when five (5) members of the committee are present, with at least one member from each of the three constituent groups: students, administrators, and faculty members.
- b. Decisions will be made by a simple majority of voting members present at the hearing. If a simple majority vote cannot be secured, the case shall be forwarded to the Dean of Students for adjudication.

4. Conflicts of Interest and Neutrality

- a. Any member who feels unable to approach a case in a spirit of neutrality may ask to be excused from hearing the case. The Chair or Acting Chair of the Committee will appoint alternates as required to meet a quorum.
- b. Any member whom the Committee feels cannot approach a case in a spirit of neutrality will be questioned on the matter by the Committee, and if neutrality is not established, that member will be asked by the Committee, on the basis of a simple majority of voting members present at the hearing, not to hear the case. The Chair or Acting Chair of the Committee will appoint alternates as required to meet a quorum.

D. Adjudication of Charges

- 1. **Dean of Students Hearing;** Charges that could result in sanctions OTHER than suspension or expulsion, as well as charges of Stalking, as defined under this Code of Conduct:
 - a. As indicated above, the Dean of Students will hear cases that could result in sanctions other than suspension or expulsion. At the hearing, the Dean of Students will consider evidence presented by the accused student(s), the victim(s)/accuser(s), the Assistant or Associate Dean of Students, and any other witnesses whose testimony the Dean of Students determines to be relevant. The

accused student will have the right, with prior notification to the Dean of Students, to bring his/her own witnesses to the hearing.

b. Students have the option to appear via an approved video conferencing tool (i.e., Zoom) if unable to appear in person. Further, the College may hold the entire Dean of Students proceeding via an approved video conferencing tool, if required by circumstances.

c. The following due process procedures will govern the Dean of Students' Hearing. Students shall receive:

- I. a letter, mailed to the student's address of record by first class mail and/or overnight, certified, return receipt-requested mail, which shall include a written statement of the charges against them, as well as the date and time of the hearing. This letter will be mailed to the student within five (5) business days after the Dean receives the charges from the Assistant or Associate Dean. The hearing will be scheduled within fifteen (15) business days following the interview with the Assistant or Associate Dean of Students, as stated in Section B(2)(b), above;
- II. opportunity to review records maintained by the Office of the Dean of Students which are relevant to the charges adjudicated at the Hearing;
- III. the opportunity to have an advisor present at the hearing in person or via an approved video conferencing tool, who may advise but not speak for the students, or otherwise participate in the proceedings;
- IV. the opportunity to present his/her version of the facts, including documents and/or witnesses that may support his/her position;
- V. the opportunity to respond to allegations, including by introducing documents and/or witnesses;
- VI. the victim(s)/accuser(s) has the right, at his/her discretion, to remain in the hearing room during the proceedings, or attend the hearing via an approved video conferencing tool, if desired;
- VII. the opportunity to make an impact statement during the point of the proceedings where the Dean of Students is deliberating on appropriate sanctions.
- VIII. a determination based on evidence presented at the hearing;

IX. all parties shall receive simultaneous written or electronic notification of the outcome of the college judicial process, including the sanctions. This notification will be sent within five (5) business days of the conclusion of the hearing.

X. students may choose whether to disclose or discuss the outcome of the College's judicial process.

d. Following the Dean of Students Hearing, the Dean of Students may:

I. negotiate a solution between the accused and the victim(s)/accuser(s);

II. determine that no sanction should be imposed. The victim(s)/accuser(s) will have the right to appeal the Dean of Students' decision to the President of the College based on specific justifications for appeal listed in Section II(E) of this Code, ("Appeal of Disciplinary Decisions"). A request for an appeal must be presented to the President of the College within five (5) business days of receipt of the Dean of Students' decision;

III. determine that some sanction(s) should be imposed. The student(s) receiving the sanction(s) will have the right to appeal the Dean of Students' decision to the President of the College based on specific justifications for appeal listed in Section II(E) of this Code, ("Appeal of Disciplinary Decisions"). A request for an appeal must be presented to the President of the College within five (5) business days of receipt of the Dean of Students' decision.

2. **Code of Conduct Committee Hearing:** Charges that could result in suspension or expulsion and possibly a permanent notation of the violation on the student's College transcript:

a. As indicated above, the Code of Conduct Hearing Committee will hear cases that the Dean of Students believes could result in suspension or expulsion and possibly in a permanent notation of the violation on the student's College transcript. At the hearing, the Committee will consider evidence presented by the accused student(s), the victim(s)/accuser(s), the Dean of Students or designee, and any other witnesses whose testimony the Committee deems to be relevant. The accused student will have the right, with prior notification to the Dean of Students, to bring his/her own witnesses to the hearing. In its decision on sanctions, the Committee shall not be required to impose the sanctions of suspension and expulsion but may impose a lesser sanction if it is deemed appropriate.

b. Students have the option to appear via an approved video conferencing tool (i.e. Zoom) if unable to appear in person. Further, the College may hold the entire

Code of Conduct Committee Hearing via an approved video conferencing tool, if required by circumstances.

- c. The following due process procedures will govern the Code of Conduct Committee's hearing. Students shall receive:
- i. a letter, mailed to the student's address of record by first class mail and/or overnight, certified, return receipt-requested mail, which shall include a written statement of the charges against them, as well as the date and time of the hearing. This letter will be mailed to the student within five (5) business days after the Code of Conduct Hearing Committee receives the charges from the Dean of Students or designee. The hearing will be scheduled within fifteen (15) business days following the interview with the Dean of Students office, as stated in Section B(2)(c), above;
 - ii. opportunity to review the records maintained by the Office of the Dean of Students which are relevant to the charges adjudicated at the Hearing;
 - iii. the opportunity to have an advisor present at the hearing (in person or via approved video conferencing tool), who may advise but not speak for the students, or otherwise participate in the hearing;
 - iv. the opportunity to present his/her version of the facts, including documents and/or witnesses that may support his/her position;
 - v. the opportunity to respond to allegations, including by introducing documents and/or witnesses;
 - vi. the victim(s)/accuser(s) has the right to remain in the hearing room during the proceedings, or attend the hearing via approved video conferencing tool, if desired;
 - vii. the opportunity to make an impact statement during the point of the proceedings where the Committee is deliberating on appropriate sanctions;
 - viii. a determination based on evidence presented at the hearing;
 - ix. all parties shall receive from the Dean of Students Office simultaneous written or electronic notification of the outcome of the college judicial process, including the sanctions. This notification will be sent within five (5) business days of the conclusion of the hearing.
 - x. students may choose whether to disclose or discuss the outcome of the college judicial process.

d. Following the Code of Conduct Committee Hearing, the Committee may:

- i. determine that no sanction should be imposed. In this case, the Committee will notify the Dean of Students Office of its decision within 24 hours. The victim(s)/accuser(s) will have the right to appeal the Committee's decision to the Dean of Students based on specific justifications for appeal listed in Section II(E), ("Appeal of Disciplinary Decisions"). A request for an appeal must be presented to the Dean of Students within five (5) business days of receipt of the Committee's decision.
- ii. determine that a sanction should be imposed. In this case, the Committee will notify the Dean of Students Office of its decision within 24 hours. If the Committee believes that a permanent notation of the violation should appear on the student's (or students') transcript, the Committee will discuss this with the Dean before making a final determination. The student(s) receiving the sanction(s) will have the right to appeal the Committee's decision to the Dean of Students based on specific justifications for appeal listed in Section II(E), ("Appeal of Disciplinary Decisions"). A request for an appeal must be presented to the Dean of Students within five (5) business days of receipt of the Code of Conduct Committee's decision.

3. **Failure to Appear for the Hearing.** If a student fails to appear as scheduled at the Dean of Students Hearing or the Code of Conduct Committee Hearing, the student's right to be heard is waived unless, within 48 hours, the student presents in writing an acceptable reason for failure to appear. In the case of an excused absence, the case will be adjudicated at the earliest possible date. If the absence is not excused, the Dean of Students or the Code of Conduct Hearing Committee, whichever is scheduled to hear the case, will decide the case on the basis of evidence presented.

4. **Record of Hearings.**

- a. The Dean of Students Office will maintain a record of all the Hearings held before the Dean of Students or the Code of Conduct Hearing Committee. Such records can be reviewed by the individual charged and by the victim(s)/accuser(s) in the Dean of Students' office.
- b. Records of hearings shall be preserved and maintained for at least six (6) years from the end of the academic year during which such a hearing was held, and may include a transcript, recording or other appropriate record.

E. Appeal of Disciplinary Decisions

1. An appeal of a disciplinary action must be based on one or more of the following factors:
 - a. Inappropriate sanction, for example, extremely punitive, or not consistent with precedent;
 - b. Presence of new evidence that was not available during the initial hearing;
 - c. Failure by College officials to follow due process or failure to abide by the College's judicial procedures.

2. The student must request the appeal in writing within five (5) business days of receipt of the decision. The request must include a justification for the appeal. The President of the College, the Dean of Students, or the Code of Conduct Committee, (depending on the type/severity of offense that is being appealed as described below), will decide if an appeal will be granted.

3. **Appeal of the Dean of Students Decision to the President:**
 - a. The accused or the accuser(s) may appeal a decision of the Dean of Students, with the exception of decisions concerning Stalking offenses, to the President of the College within five (5) business days after receiving written notification of the decision. Should the President determine that an appeal will not be heard, that decision will be final. The student(s), accused and victim(s)/accuser(s), will be notified in writing of such a decision within five (5) days of receipt of the appeal.
 - b. The Dean of Students will present to the President of the College a written record of the charges, pertinent correspondences, a summary transcript of the proceedings, and the Dean's decision, and the respective justification(s) for the appeal. The President shall have the authority to sustain, modify, or reverse the disciplinary action imposed by the Dean.
 - c. The President shall convey his/her decision in writing to the student, and to the Dean of Students, within fifteen (15) days after receipt of the appeal. The decision of the President of the College shall be final.

4. **Appeal of the Code of Conduct Hearing Committee's Decision:** The accused or the accuser(s) may appeal a decision of the Code of Conduct Committee's Hearing to the Dean of Students within five (5) business days of receiving written notice of the decision. If an appeal is granted, it will be scheduled within five (5) business days of receipt of the appeal request. The Dean shall have the authority to sustain, modify, or reverse the disciplinary action imposed by the Committee. The Dean will notify the student(s) and the Committee of his/her decision, in writing, within five (5) business days of hearing the appeal. The Dean of Students' decision in Appeals following Code of Conduct Committee's Hearings shall be final.

5. **Appeal of the Dean of Students Decision in Stalking Offenses:**
 - a. The accused or the accuser(s) may appeal a decision following a Dean of Students Hearing, to the Code of Conduct Hearing Committee within five (5) business days after having received written notice of the decision. Request for an appeal must

be made in writing to the Dean of Students Office. The Code of Conduct Hearing Committee will have ten (10) business days to grant or deny a petition for appeal. The Code of Conduct Hearing Committee's decision to grant the petition for appeal shall be based on reasonable justification, which may include, but is not limited to:

- Inappropriate sanction, for example, extremely punitive, or not consistent with precedent;
 - Presence of new evidence that was not available during the initial hearing;
 - Failure by College officials to follow due process or failure to abide by the College's judicial procedures.
- b. If the Committee denies the petition for appeal, both parties will be notified of this determination.
 - c. Should the Committee determine that an appeal will not be heard, that decision will be final. The student(s), accused and victim(s)/accuser(s), will be notified in writing of such a decision within five (5) business days of receipt of the appeal.
 - d. If the Committee grants a petition for appeal proceedings, the Committee, through the Dean of Students' Office, will notify both parties of the time and date when the appeal will be heard. The Complainant and the Respondent may choose to have an advisor of their choice present during his or her appearance before the Committee.
 - e. The Committee shall:
 - i. Interview the Dean of Students, review the petition, review the Dean of Students' investigation reports, and may interview witnesses. Both parties have the right to submit a written statement to the Committee. All actions undertaken by the Committee shall be fair and impartial.
 - ii. The Committee may overturn the Dean of Students decision or do one of the following:
 - 1. Reduce the severity of the sanction
 - 2. Increase the severity of the sanction
 - 3. Uphold the Dean of Students decision
 - iii. The Committee has fifteen (15) business days after receipt of appeal to review the case and to render a written decision. If the deadline is not met, the Dean of Students' decision shall be final.
 - f. The Committee's decision concerning the Appeal shall be final and shall not be subject to any further applications for appeal.

F. Possible Disciplinary Sanctions. The Dean of Students is responsible for implementing disciplinary action toward students judged by the Code of Conduct Hearing Committee or the Dean of Students to have violated the Code of Conduct. The extent of the disciplinary sanction will depend on the seriousness of the violation, the past record of the student, circumstances surrounding the violation, and past practices in similar situations. The Dean of Students' office will maintain records of all imposed sanctions. Disciplinary actions imposed shall be one or more of the following:

1. **Written Reprimand:** A written reprimand is a letter from the Dean of Students or his/her designee to a student found guilty of violating the Code of Conduct. The specific violation is to be defined in the letter with a stated rationale for its unacceptability. A copy will be maintained by the Dean of Students' Office.
2. **Social Probation:** Non-academic probation may be imposed on a student who has been found guilty of violating the Code of Conduct. If a student becomes involved in any other problems of conduct while on social probation, he/she is eligible for suspension or expulsion from the College, based on a hearing before the Dean of Students or the Code of Conduct Hearing Committee. Notice of Social Probation notice is to be given to the student in writing by the Dean of Students with the terms of the probation and the rationale carefully detailed.
3. **Restitution:** Any student found guilty of violating the Code of Conduct that has damaged College property or the property of his/her fellow student(s) may be required to rectify this action by making financial restitution to the parties involved or through appropriate service or material replacement. Failure to do so within a specified time period may result in further disciplinary action as determined by the Dean of Students.
4. **Suspension:** Specific period of time in which a student is prohibited from enrolling at the institution. Ordinarily a student who is suspended will receive a "W" for all his/her courses. In compelling circumstances, the Committee reserves the right to allow a student's instructor to grant a grade. Suspension can be accompanied by additional requirements which the student must fulfill prior to re-enrollment.
5. **Temporary Suspension:** A narrowly defined period of time, i.e., three days, two weeks, etc., in which the student will be prohibited from attending classes, including in-person, online, remote or hybrid classes, while further investigation of the alleged violation occurs.
 - i. Both the Complainant and the accused student may request that the College modify the terms of the Temporary Suspension or discontinue the Suspension. The Parties must submit the request in writing, to the Dean of Students, and must include evidence to support their request. The Dean of Students office will respond to such requests for modification within five (5) business days of receipt.
6. **Expulsion:** The immediate removal of a student from the College, prohibiting future enrollment at the institution. Ordinarily a student who is expelled will receive a "W" for all his/her courses. In compelling circumstances, the Committee reserves the right to allow a student's instructor to grant a grade.
7. **Permanent Transcript Notation:**

a. A permanent record of the student's violation will appear on the student's College transcript. This measure will normally be applied for students who have been found to have violated the Code of Conduct by intentional behavior that could lead to death or serious injury of another person. The College retains the right to determine additional serious violations that will result in permanent transcript notation.

b. For crimes of violence, including, but not limited to sexual violence, as defined under the Clery Act, the College shall make a notation on the transcript of students found responsible after a conduct process that they were "suspended after a finding of responsibility for a code of conduct violation" or "expelled after a finding of responsibility for a code of conduct violation." For the Respondent/accused student who withdraws from the institution while such conduct charges are pending, and declines to complete the disciplinary process, the College shall make a notation on the transcript of such students that they "withdrew with conduct charges pending".

c. Policy for Requesting Removal of a Transcript Notation

Students/former students who receive a transcript notation indicating a suspension, as described above, may file an Appeal and request that such a notation be removed from their transcript. Such Appeals may only be filed after one (1) year has passed after the notation initially appeared on the Transcript. The Appeal must be filed in writing, and directed either to the Dean of Students, or to the Title IX Coordinator's Office, depending on which office adjudicated the initial conduct process. Requestor must list factors why they feel that the transcript notation should be removed, including any rehabilitative actions taken since the crime/incident was committed, and provide letters of character to support their Appeal. Dean of Students or Title IX Coordinator may choose to schedule a meeting with the requestor or may make a determination based on written submissions.

Transcript notations concerning expulsions shall not be removed.

8. **Persona Non-Grata:** This designation prohibits a student's presence on campus without prior approval from Public Safety and the Office of the Dean of Students. Failure to adhere to the Persona Non-Grata will subject the student to Nassau County Police arrest. The "Persona Non-Grata" designation would apply to all students, including in-person, remote, hybrid or online-only students.
9. **Record Hold:** All academic, financial, and social transactions will be prohibited without the prior consent of the Office of the Dean of Students.
10. **Confiscation of Student Identification:** Students may be required to surrender their College identification.

11. **Other:** community service, counseling, mentoring, enrolling in a course focused on drug and alcohol consumption, and any other sanction deemed appropriate under the circumstances by the Dean of Students and/or the Student Code of Conduct Committee.

Section III: Specific Policies and Procedures for Cases of Stalking of a Non-Sexual Nature.

1. In the event students are charged with Stalking, as defined in Section I(D)(1) of this Code of Conduct, determinations shall be made by the preponderance of the evidence standard ("more likely than not").
2. All allegations of Stalking, regardless of the severity of the offense, in which a resolution without imposition of sanctions cannot be reached, will be resolved before the Dean of Students Hearing, as specified in Section II(B)(2)(b) of this Code.
3. **Interim Measures may be put in place for alleged Stalking offenses during the pending disciplinary process:**
 - **No Contact Order:** In allegations of Stalking, as defined in this Code of Conduct, the student filing Charges may request that a "No Contact Order" be issued to the accused student. While the No Contact Order is in effect, the accused student is prohibited from any intentional contact with the Complainant. And such contact will be a violation of the Code of Conduct and may subject the accused student to additional disciplinary measures.
 - Both the Complainant and the accused student may request that the College modify the terms of the No Contact Order or discontinue the Order. The Parties must submit the request in writing, to the Dean of Students, and must include evidence to support their request. The Dean of Students office will respond to such requests for modification within five (5) business days of receipt.
 - **Other Appropriate Interim Measures:** the student filing Charges may request and will be entitled to reasonable measures or accommodations in order to limit his/her contact with the accused student during the pending disciplinary process. Interim measures may include a change in academic, extracurricular, College employment or other arrangements to help ensure the safety of the Complainant.
 - Both the Complainant and the accused student may request that the College modify the terms of the Interim Measures or discontinue the measures. The Parties must submit the request in writing, to the Dean of Students, and must include evidence to support their request. The Dean of Students office will respond to such requests for modification within five (5) business days of receipt.
4. Appeals of the determination made at the Dean of Students Hearing shall be made to the Code of Conduct Hearing Committee, as specified in Section II(E)(5) of this Code, entitled "Appeal of Dean of Students Decision in Stalking Offenses".

Section IV: Rules and Regulations Regarding Initiation or Affiliation with Student Organizations

1. Nassau Community College recognizes that membership in a fraternity/sorority or other campus organization (hereinafter collectively referred to as an "Organization") can be a meaningful experience in conjunction with other aspects of the educational process. Unfortunately, however, membership or prospective membership in an organization is sometimes accompanied by an activity commonly known as "hazing." Hazing has been deemed as generally including, among other things:

- Any action or situation which recklessly or intentionally endangers mental or physical health or involves the consumption of liquor, drugs, or other substances for the purpose of initiation into or affiliation with any organization;
- Any other act or series of acts which cause bodily or physical harm or danger;
- Mistreatment by playing stunts or practicing abusive or humiliating tricks that subject an individual to personal indignity, humiliation or ridicule;
- Harassment by exacting unnecessary, disagreeable, difficult, or degrading work or harassment by ridicule, criticism, or public embarrassment.

2. Hazing is a violation of the Penal Law and other laws of the State of New York. Accordingly, the College affirms its policy that it will not condone hazing of any kind. To this end, any student or organization that engages in hazing may be ejected from the campus and, where appropriate, shall be subject to suspension, expulsion, or other disciplinary action.

- In the case of an organization: the College may take any or all of the following actions against any organization which authorizes hazing or whose members (whether individual or in concert) engage in hazing: rescind permission for the organization to operate on campus property; rescind recognition of the organization; freeze and/or rescind its budget; and prohibit the organization from using the College's name.
- In the case of a student: the student shall be requested to cease and desist from such prohibited conduct, and if he/she fails to do so, necessary and appropriate action will be taken to eject such student from College property, consistent with Section 1 of the Student Code of Conduct. In addition, disciplinary proceedings shall be commenced, pursuant to the Student Code of Conduct, against any student who engages in hazing. In accordance with those procedures, the penalties of suspension, expulsion, or other disciplinary action may be imposed.

- Wherever, in the opinion of the President or his designee, the conduct of any individual or organization poses an imminent threat to the physical or emotional safety of himself/herself, to others or to the property, the President or his designee may immediately suspend such individual or organization from the campus pending an appropriate hearing and the final determination therein, consistent with Section II of the Student Code of Conduct.
 - In addition to the foregoing, the College reaffirms its right to utilize and seek the aid of public authorities and such judicial, civil, and criminal processes and proceedings as may, in the discretion of the College, be necessary and appropriate. Any penalty imposed by the College may be in addition to any penalty pursuant to the Penal Law or any other law to which a violator or organization may be subject.
3. The foregoing Rules and Regulations shall be deemed to be part of the bylaws of all College organizations.

To: Academic Senate

From: Academic Senate Executive Committee

**Faculty Council of Community Colleges, Student Assembly, University Faculty Senate From:
Faculty Council of Community Colleges and University Faculty Senate Executive Committees**

RE: Resolution: Vote of No Confidence in Politically Appointed Members of SUNY Board of Trustees

Date: August 21, 2020

RATIONALE: WHEREAS the State University of New York (SUNY), like other public higher education systems across the nation, is committed to fulfilling its core academic mission, to transform students' lives and life chances, and serve the state as a foundation for democracy, platform for civic engagement, engine of economic development, pathway to the middle class, magnet for population growth and private investment, and generators of health, creativity, and innovation; and

WHEREAS the SUNY Faculty Council of Community Colleges (SUNY FCCC), the SUNY Student Assembly (SUNY SA), and the SUNY University Faculty Senate (SUNY UFS) have advocated for following transparent and established process in searches for campus and SUNY System Administration leaders; and

WHEREAS SUNY has a national reputation as a leader in the practice of shared governance, as evidenced by the SUNY Voices initiative which has sponsored conferences, edited volumes, and leadership trainings on shared governance; and

WHEREAS legitimate, broad-based and transparent search processes in higher education represent a best practice in shared governance as per the AAUP Statement on Governance; and

WHEREAS searches for the SUNY Chancellor over the last two decades have followed transparent and established search processes, resulting in excellent outcomes; and

WHEREAS the politically appointed members of the Board of Trustees have ignored this proud history that in the past demonstrated shared governance in chancellor and presidential searches at SUNY and its campuses; and

WHEREAS the SUNY Board of Trustees approved the Resolution on Diversity, Equity and Inclusion in September of 2015 in order to grow the diversity of SUNY's system and campus leadership, as well as its faculty and staff; and

WHEREAS in bypassing a transparent and inclusive national search process, the politically appointed members of the SUNY Board of Trustees have neglected to actualize the goals of the Resolution on Diversity, Equity and Inclusion; and

WHEREAS the current budget and health crises do not necessitate the abandonment of shared governance, in that collaboration and inclusive decision-making instead will generate the best decisions going forward; and

WHEREAS the politically appointed members of the Board of Trustees have condoned the unilateral appointment of a Chancellor, acting in a manner that disregards norms, practices and traditions in higher education;

THEREFORE BE IT RESOLVED that SUNY FCCC, SUNY SA, and SUNY UFS express no confidence in the politically appointed members of the SUNY Board of Trustees who voted in favor of the appointment of a new chancellor on August 21, 2020, given their action regarding the appointment of the 14th chancellor without conducting a search that meets standards of shared governance and effective leadership of our University System.

To: Academic Senate
From: Academic Senate Executive Committee
Re: Emeritus Resolution
Date: September 15, 2020

1. Whereas, the Policies of the Board of Trustees of the State University of New York describe "Emeritus" as:
 - a. "Emeritus" Status. Members of the University faculty who retire in good standing, in accordance with the provisions of Title B or C of this Article shall be entitled to append the term "Emeritus" to the title of their academic or administrative post after the time of retirement.
 - b. Privileges. "Emeritus" rank shall carry with it such of the following privileges which, in the judgment of the chief administrative officer, are feasible: use of library and study facilities, use of office and laboratory space, eligibility for research grants, and representation of the University in professional groups.
2. Whereas, Nassau County Community College confers to the retirees in good standing of the Nassau Community College Federation of Teachers who have obtained the rank of Associate Professor or Professor the title of Professor "Emeritus", and;
3. Whereas, there have been occasions whereby "Emeritus" status has been granted to certain members of the Nassau Community College Administration, and;
4. Whereas, members of the Nassau Community College Federation of Teachers holding the rank of P4 or above, LINCC Lecturer 2 or Technologist 3 retired in good standing,
5. Be it resolved, the Nassau Community College Academic Senate hereby recognizes the meritorious and distinguished service of these members.
6. Be it resolved, the Academic Senate shall recognize NCCFT members having attained the rank of P4, LINCC Lecturer 2, or Technologist 3 as "Distinguished Professional Faculty" are hereby granted the right to append the title "Distinguished Professional Faculty" to their rank and title at the time of retirement in good standing.
7. Be it resolved, the term "Distinguished Professional Faculty", appended to the rank and title of such faculty members include the following privileges:
 - a. use of college email
 - b. use of library and other college facilities
8. Be it further resolved, the granting of "Distinguished" status entitles these members all rights and privileges associated with this status.

SECTION 2

MEETING OF OCTOBER 20, 20220

Student Enrollment Management Committee

Resolution to Change the High School Enrichment Program

Diversity, Equity & Inclusion

Resolution to Denounce Executive Order 13950 "Combating Race and Sex Stereotyping."

Academic Senate Executive Committee

Resolution in Support of the Restoration of the Community Services Committee

To: Academic Senate
From: Richard Cohen, Chair
Student Enrollment Management Committee
Date: October 8, 2020
Subject: Resolution to Change the High School Enrichment Program

WHEREAS, the Student Enrollment Management Committee (SEMC) has been charged by the Senate, in accordance with the NCC Mission Statement, with engaging in the ongoing review of policies, procedures, and conditions relating to enrollment management issues from admission through retention and graduation; and

WHEREAS, the 2020-2021 NCC College Catalog states the following:

High School Enrichment

The College allows some high school seniors to enroll in College courses (maximum of two courses per semester) during the regular academic year, while continuing to attend high school. Students applying for this enrichment option are expected to must meet the following minimum requirements:

1. completion of the junior year (11th grade) of high school;
2. achievement in high school that would place the applicant in the upper 20 percent in subjects being elected for advanced study;
3. evidence of sufficient emotional maturity to cope with and benefit from an early college experience as evidenced in an interview with an admissions counselor;
4. acceptable general academic achievement in high school;
5. permission of high school counselor or principal; and

WHEREAS, the Student Enrollment Management Committee supports the College in trying to encourage high school students to take college courses at NCC; and

WHEREAS, high school enrichment students should be treated similarly to our NCC Visiting Students applicants;

WHEREAS, high school enrichment students need to discuss NCC course offerings with the NCC Admissions Office counselors as part of the application process; and

WHEREAS, High school guidance counselors and administration in consultation with students and their parents/guardians are able to determine what courses students are prepared to take at NCC;

THEREFORE, BE IT RESOLVED THAT the Student Enrollment Management Committee asserts that high school enrichment students be exempted from the English, math, and reading placement tests; and

BE IT FURTHER RESOLVED THAT any high school enrichment student that applies as a degree-seeking student after high school be required to take the English, math, and reading placement test(s) if they do not meet the NCC waiver criteria in order to be admitted as a matriculated student; and

BE IT FURTHER RESOLVED THAT that since many local high schools do not rank their students, that NCC removes the need for class rank as an admission criteria for high school enrichment applicants; and

BE IT FURTHER RESOLVED THAT the program be expanded to allow juniors (11th grade) to participate; and

BE IT FURTHER RESOLVED THAT we recommend that high school enrichment students be allowed to take up to three courses per semester.

Revised Copy with Markup

High School Enrichment

The College allows ~~some~~ high school **juniors and seniors** to enroll in College courses (maximum of ~~three two~~ courses per semester) during the regular academic year, while continuing to attend high school. Students applying for this enrichment option are expected to ~~must~~ meet the following minimum requirements:

1. completion of the sophomore year (**10th grade**) ~~junior year (11th grade)~~ of high school;
~~achievement in high school that would place the applicant in the upper 20 percent in subjects being elected for advanced study;~~
2. evidence of sufficient emotional maturity to cope with and benefit from an early college experience as evidenced in an interview with an admissions counselor;
3. acceptable general academic achievement in high school;
4. permission of high school counselor, ~~or assistant principal or principal~~. This approval serves as **endorsement that the student meets of course(s) pre-requisite(s) and hence he/she will be waived from taking the NCC placement exam(s).**

Final Copy

High School Enrichment

The College allows high school juniors and seniors to enroll in College courses (maximum of three courses per semester) during the regular academic year, while continuing to attend high school. Students applying for this enrichment option are expected to meet the following minimum requirements:

1. completion of the sophomore year (10th grade) of high school;
2. evidence of sufficient emotional maturity to cope with and benefit from an early college experience as evidenced in an interview with an admissions counselor;
3. acceptable general academic achievement in high school;
4. permission of high school counselor, assistant principal or principal. This approval serves as endorsement that the student meets course(s) pre-requisite(s) and hence he/she will be waived from taking the NCC placement exam(s).

TO: Academic Senate
FROM: The Diversity, Equity and Inclusion Committee
DATE: October 13, 2020
SUBJECT: RESOLUTION TO DENOUNCE EXECUTIVE ORDER 13950 "COMBATING RACE AND SEX STEREOTYPING."
<https://www.federalregister.gov/documents/2020/09/28/2020-21534/combating-race-and-sex-stereotyping>

Whereas, Nassau Community College is committed to creating "a multicultural environment which fosters the synthesis of knowledge, aesthetic appreciation, and commitment to ethical and social values"¹

Whereas, Nassau Community College has "a moral commitment to the protection of human and civil rights of all NCC Employees and students",²

Whereas, Nassau Community College commits itself to "diversity and pluralism of beliefs and values, and that all students, faculty, employees and staff are able to work and study in an environment that is free from bias, discrimination and harassment"³, therefore;

Be it resolved that "Nassau Community College is in full compliance with relevant federal and state laws which prohibit discrimination and harassment including, but not limited to Title VII of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, national origin, or sex; the Age Discrimination in Employment Act of 1967, which prohibits discrimination in employment based on age for individuals who are 40 or older; Americans with Disabilities Act of 1990 and its amendments; Rehabilitation Act; and the New York State Human Rights Law,"⁴ and,

Be it resolved that that "Nassau Community College is committed to maintaining an environment in which all students, faculty, staff, volunteers and visitors can work and learn together free from all forms of discrimination, harassment, exploitation and intimidation. It is the policy of Nassau Community College to ensure equal treatment without discrimination or harassment especially on the basis of belonging to any protected groups described above"⁵; and,

Be it further resolved that the Diversity, Equity and Inclusion Committee call on the Academic Senate of Nassau Community College to denounce Executive Order 13950 "Combating Race and Sex Stereotyping" (passed September 20, 2020).

1. This executive order is aimed at federal employees but will affect institutions of higher learning who are recipients of federal funds and will impact efforts to provide vital training on issues (such as implicit bias) related to diversity, equity and inclusion. It specifically bars instruction of three things— "divisive concepts," "race or sex stereotyping", "race or sex scapegoating" from training materials.
2. This Executive Order also infringes on academic freedom, promising review of all grants (not just those related to training) but also grants that support research "into subjects that promote divisive subjects" (OMB Memorandum, September 28, 2020).
3. These efforts are anti-intellectual and undemocratic. They constitute a level of federal intrusion that intends to stifle efforts to teach and to think about difficult issues. They also make the efforts and existing policies (representative of our system of shared governance) committed to our institution as a broadly diverse and plural community difficult, if not impossible, to carry out.
4. We call on the Academic Senate to resolve to denounce these efforts and to join in solidarity with other institutions of higher education to stand united in opposition to this Executive Order.

¹ NCC Mission Statement

² NCC Policy 2200, Sexual Harassment and Sexual Violence "Purpose" (2020: 1)

³ NCC Policy 2300 Anti-Discrimination and Complaint Procedures "Purpose" (2020: 1).

⁴ NCC Policy 2300 Anti-Discrimination and Complaint Procedures. "Purpose" (2020: 1).

⁵ NCC Policy 2300. Anti-Discrimination and Complaint Procedures "Policy" (2020:3).

To: Academic Senate
From: Academic Senate Executive Committee
Subject: Resolution in Support of the Restoration of the Community Services Committee to Academic Senate oversight
Date: October 8, 2020

Whereas the Community Services Committee was formed to respond to the need for local business and community outreach, and to enhance the image of the College; and,

Whereas the Community Services Committee fulfills functions that impact the academic activities of Nassau Community College; and,

Whereas the committee has benefited from faculty contributions, but the Academic Senate has not received reports of their activities from the Administration since 2017; and,

Whereas the committee has not benefited from continuous and consistent administrative leadership and was subject to changes in the Administration; and,

Whereas the Academic Senate Executive committee presented a resolution in May 2019 and a resolution was passed by this body in favor of the committee's restoration; and,

Whereas the former College President in his response to this Senate action, left the transitioning President to decide regarding this action; and,

Whereas the time to respond has expired according to the revised Senate Procedure (Section II),

Be it resolved that; the Community Services Committee will return to the oversight of the Academic Senate. The aforementioned committee will become an appointed "A" standing committee effective immediately; and,

Be it further resolved that; the standing membership shall include the following:

One (1) student representative and one (1) alternate appointed by the Student Government Association
VP of Institutional Advancement, Marketing and Communications or designee

AVP Lifelong Learning or designee

Dean of Admissions/Student Services or designee

Chair of the CWCC or designee

Chair of SPS or designee

Dean of Applied Learning

Faculty members will have the opportunity to join the Committee through the Appointments/Tellers/Elections Committee's process.

In the spirit of collegial governance, the Community Services Committee will be co-chaired by a member of the faculty and the VP of Institutional Advancement Marketing and Communications/designee.

SECTION 3

MEETING OF NOVEMBER 17, 2020

Developmental Education Committee

Resolution on Proposed Update on Use of Multiple Measures for Placement

Honors Committee

Revision to Bylaws

To: Academic Senate

From: Developmental Education Committee

Re: Resolution on Proposed Update on Use of Multiple Measures for Placement

Date: November 17, 2020

WHEREAS the Developmental Education Committee is charged by the Senate, in accordance with the NCC Mission Statement on equitable treatment of students, with maintaining "an open admissions policy that ensures the availability of educational programs for traditional and non-traditional students" through the following by-law: "To advise on the development of placement criteria and progression standards of the developmental students," and

WHEREAS the Developmental Education Committee, adhering to the goals and outcomes of the S.U.N.Y. Guided Pathways initiatives and Strong Start to Finish strategies, seeks to implement the positive use of multiple measures, particularly the high school GPA, in accordance with the studies carried out by the Community College Research Center of Columbia University (CCRC) and the Center for the Analysis of Postsecondary Readiness (CAPR), and

WHEREAS the Developmental Education Committee recognizes the conclusions of the CCRC and CAPR that the use of the GPA as a benchmark in placement determination will result in more accurate and equitable placement of students into gateway courses in English and Reading, thus supporting students as they advance through the four pillars of Guided Pathways: clarify the path, enter the path, stay on the path, ensure learning, and

WHEREAS the Developmental Education Committee has discussed and applied the extensive research and recommendations of the English Department and the Department of Critical Reading and Academic Advancement, accepting the proposed implementation of the GPA as a part of multiple measures for placement in English and Reading gateway courses, and

WHEREAS the Developmental Education Committee recognizes the conclusions of the CCRC and CAPR that the use of multiple measures for placement will more accurately and equitably place students into appropriate levels into math pathways, thus supporting student outcomes and course completions, and

WHEREAS the Developmental Education Committee has discussed and applied the ongoing research and recommendations of the Mathematics/Computer Science and Information Technology Department, accepting the proposed updates to multiple measures for placement in Mathematics, and

WHEREAS the Developmental Education Committee of the Academic Senate has read and approved this resolution, therefore

BE IT RESOLVED THAT the NCC placement test exemption policies in English, Reading and Math be amended to reflect the following placement into credit-bearing courses effective Spring 2021:

English Placement

ENG 101:

- A high school cumulative grade point average of 85 (B+/3.5) or higher or
- A NYS English Regents score of 85 or higher taken within 4 years of application to NCC or
- 520+ on the SAT Evidence Based Reading and Writing OR SAT Writing Sections or
- 21+ on the ACT English or
- A 3 or higher on the AP English Literature and Composition or English Language and Composition.
 - AP English Language and Composition will be awarded ENG 101 credit
 - AP English Literature and Composition will be awarded ENG102 credit
- 3+ on the IB English exam (standard or higher level)
- The following minimum TOEFL scores:

- Reading Skills 22
- Speaking Skills 18
- Listening Skills 18
- Writing Skills 24

ENG 100:

- A high school cumulative grade point average of 80-84 (B/3.0) or
- A NYS English Language Arts Regents Score 80-84 taken within the last 4 years or
- Student may challenge placement by taking the Accuplacer/WritePlacer placement test. No student will place lower than the first placement through testing.

ENG 001/101 ALP:

- A high school cumulative grade point average of 70-79 (C/2.0)
- Student may challenge placement by taking the Accuplacer/WritePlacer placement test. No student will place lower than the first placement through testing.

English Grades of D/+/-:

A student who presents an English grade of D/+/- must register for ENG 100 or a co-requisite ALP course, after consultation with the English department or the appropriate dean.

English Placement into Non-credit Composition:

- If a student places into RDG001 and ENG001, that student will be placed into
 - RDG001 and WRT 001
 - Both courses will be taken in the Department of Critical Reading and Academic Advancement

Reading Placement

A student who meets at least one of the following criteria will satisfy all non-credit reading requirements.

- A high school cumulative grade point average of 80 or higher (B/3.0) or
- A NYS English Regents score of 79+ or higher taken within 4 years of application to NCC or
- A 3 or higher on the AP English Literature and Composition or English Language and Composition (college credit awarded for ENG 101 or ENG 102 depending on test) or
- A 3 or higher in the International Baccalaureate English Exam in English (higher level) or
- 21+ on the ACT English will exempt a student from the Reading and Writing portions of the placement test or
- 500+ on the SAT Evidence Based Reading and Writing will exempt a student from taking the reading portion of the placement exam

A student who does not meet at least one of these criteria will take the Accuplacer and may place into one of the following categories: No non-credit reading courses required or an initial placement of RDG 001 or RDG 002.

Mathematics Placement

MAT 100 Placement

- NYS Math Regents Exam score of 77 – 79, taken within 4 years of application to NCC
- 3 or higher on the AP Statistics exam

MAT 109 Placement

- NYS Math Regents Exam score of 80 or higher, taken within 4 years of application to NCC
- 500 or higher on the Math portion of the SAT
- 21 or higher on the Math portion of the ACT
- 3 or higher on any AP Calculus exam
- 3 or higher on International Baccalaureate Mathematics Exam (standard or higher level)

MAT 111 Placement

- NYS Algebra II Regents score of 85 or higher, taken within 4 years of application to NCC

BE IT FURTHER RESOLVED that the catalogue for Nassau Community College shall be rewritten to reflect said changes in exemption from the placement testing procedure as follows [additions in **boldface**, deletions in ~~strikethrough~~]:

Placement Testing Waiver Guidelines

English Placement into Composition Courses

~~English Placement Test Waiver and enrollment into ENG 101~~

~~Students shall be exempt from the WritePlacer portion of the Accuplacer placement test, and they shall be placed into ENG101, the first credit bearing composition course, if they present:~~

- ~~1. A NYS English Language Arts Regents score of 85 or higher taken, (January 2015 forward), acquired within 4 years of application to NCC.~~
~~or~~
- ~~2. A 3 or higher on the AP English Literature and Composition or English Language and Composition (college credit awarded for ENG 101 or ENG 102 depending on the test).~~
~~or~~
- ~~3. A 4 A 3 or higher in on the International Baccalaureate English Exam in English (standard or higher level).~~
~~or~~
- ~~4. A 540-520 or higher on the SAT Evidence Based Reading and Writing or SAT Writing Exam or A 23 a 21 or higher on the ACT English.~~
~~or~~
- ~~5. The following minimum TOEFL scores:~~
 - ~~• Reading Skills 22~~
 - ~~• Speaking Skills 18~~
 - ~~• Listening Skills 18~~
 - ~~• Writing Skills 24~~

~~English Placement Test Waiver and enrollment into ENG 100~~

~~Students shall be exempt from the WritePlacer portion of the Accuplacer placement test, and they shall be placed into ENG100, the first enhanced credit bearing composition course, if they present a NYS English Language Arts Regents score from 79-84 and no developmental Reading placement (January 2015 forward), acquired within 4 years of application to NCC.~~

ENG 101:

- A high school cumulative grade point average of 85 (B+/3.5) or higher -OR-
- A NYS English Regents score of 85 or higher taken within 4 years of application to NCC or
- 520+ on the SAT Evidence Based Reading and Writing OR SAT Writing Sections or
- 21+ on the ACT English or
- A 3 or higher on the AP English Literature and Composition or English Language and Composition.
 - AP English Language and Composition will be awarded ENG 101 credit
 - AP English Literature and Composition will be awarded ENG102 credit
- 3+ on the IB English exam (standard or higher level)
- The following minimum TOEFL scores:

- Reading Skills 22
- Speaking Skills 18
- Listening Skills 18
- Writing Skills 24

English Placement Test Waiver and enrollment into ENG 100

Students shall be exempt from the WritePlacer portion of the Accuplacer placement test, and they shall be placed into ENG100, the first enhanced credit-bearing composition course, if they present a NYS English Language Arts Regents score from 79-84 and no developmental Reading placement (January 2015 forward), acquired within 4 years of application to NCC.

ENG 100:

- A high school cumulative grade point average of 80-84 (B/3.0). -OR-
- A NYS English Language Arts Regents Score 80-84 taken within the last 4 years. or
- Student may challenge placement by taking the Accuplacer/WritePlacer placement test. No student will place lower than the first placement through testing.

ENG 001/101 ALP:

- A high school cumulative grade point average of 70-79 (C/2.0)
- Student may challenge placement by taking the Accuplacer/WritePlacer placement test. No student will place lower than the first placement through testing.

English Grades of D/+/-:

A student who presents an English grade of D/+/- must register for ENG 100 or a co-requisite ALP course, after consultation with the English department or the appropriate dean.

English Placement into Non-credit Composition:

- If a student places into RDG001 and ENG001, that student will be placed into
 - RDG001
 - WRT001
 - Both courses will be taken in the Department of Critical Reading and Academic Advancement

Reading Placement Test Waiver

Students shall be exempt from the Reading portion of the Accuplacer placement test, and they shall receive placement of RDG999, if they present:

- ~~1. An SAT Evidence Based Reading and Writing or SAT Critical Reading score of 500 or higher and, or~~
- ~~2. An ACT Reading Score of 21 or higher and, or~~
- ~~3. A NYS English Regents Score of 79 or higher taken, acquired within 4 years of application to NCC.~~
- ~~or~~
- ~~4. A 3 or higher on the AP English Literature and Composition or English Language and Composition.~~
- ~~or~~
- ~~5. A 3 or higher in on the International Baccalaureate English Exam in English (higher-level).~~
- ~~or~~
- ~~6. The following minimum TOEFL scores:~~
 - ~~• Reading Skills 22~~
 - ~~• Speaking Skills 18~~
 - ~~• Listening Skills 18~~

Reading Placement

A student who meets at least one of the following criteria will satisfy all non-credit reading requirements.

- A high school cumulative grade point average of 80 or higher (B/3.0) or
- A NYS English Regents score of 79+ or higher taken within 4 years of application to NCC or
- A 3 or higher on the AP English Literature and Composition or English Language and Composition (college credit awarded for ENG 101 or ENG 102 depending on test) or
- A 3 or higher in the International Baccalaureate English Exam in English (higher level) or
- 21+ on the ACT English will exempt a student from the Reading and Writing portions of the placement test or
- 500+ on the SAT Evidence Based Reading and Writing will exempt a student from taking the reading portion of the placement exam
- The following minimum TOEFL scores:
 - Reading Skills 22
 - Speaking Skills 18
 - Listening Skills 18

A student who does not meet at least one of these criteria will take the Accuplacer and will place into one of the following categories: No non-credit reading courses required or an initial placement of RDG 001 or RDG 002.

Math Placement Test Waiver

~~Students shall be exempt from the Accuplacer mathematics portion of the placement test, if they present:~~

- ~~1. An 80 or higher on the Algebra Regents I Exam, acquired within 4 years of application to NCC.~~
~~or~~
- ~~2. An SAT Math score of 500 or higher.~~
~~or~~
- ~~3. An ACT Math score of 21 or higher.~~
~~or~~
- ~~4. A 3 or higher on the an Advanced Placement Calculus Exam.~~
~~or~~
- ~~5. A 3 or higher on the AP Statistics Exams (non-STEM).~~
~~or~~
- ~~6. A 3 or higher on the IB Math exam (standard or higher level).~~

Additional waivers of the Placement Tests

~~College credit from a regionally accredited college or university with a grade of a C or higher in math (course equivalent to MAT 109) or English (ENG 101) will also allow a student to be exempt.~~

~~Students who have successfully completed credit-bearing classes at regionally accredited colleges will not have to take the placement test in the areas in which they have already been successful. Students who present an English grade of D+/- must register for ENG 100 or a co-requisite ALP course, after consultation with an advisor. Students who present a mathematics grade of D+/- or C will be placed into the appropriate mathematics course, after consultation with the Mathematics department. STEM-identified students transferring in a liberal arts math course with a grade of C or higher will be required to take the algebra portion of the placement exam.~~

~~Students applying to certificate programs that do not require coursework in English, Mathematics, or Reading will not be required to take the placement tests, provided the courses do not have a remedial prerequisite.~~

Mathematics Placement

MAT 100 Placement

- NYS Math Regents Exam score of 77 – 79, taken within 4 years of application to NCC
- 3 or higher on the AP Statistics exam

MAT 109 Placement

- NYS Math Regents Exam score of 80 or higher, taken within 4 years of application to NCC
- 500 or higher on the Math portion of the SAT
- 21 or higher on the Math portion of the ACT
- 3 or higher on any AP Calculus exam
- 3 or higher on International Baccalaureate Mathematics Exam (standard or higher level)

MAT 111 Placement

- NYS Algebra II Regents score of 85 or higher, taken within 4 years of application to NCC

Additional waivers of the Placement Tests

College credit from a regionally accredited college or university with a grade of a C or higher in math (course equivalent to MAT 109 or higher, excluding MAT 114 and MAT 118) or English (ENG 101) will also allow a student to be exempt.

Students who have successfully completed credit-bearing classes at regionally accredited colleges will not have to take the placement test in the areas in which they have already been successful. Students who present an English grade of D/+/- must register for ENG 100 or a co-requisite ALP course, after consultation with an advisor. Students who present a mathematics grade of D/+/- or C-, will be placed into the appropriate mathematics course, after consultation with the Mathematics, Computer Science and Information Technology department. STEM identified students transferring in a liberal arts math course with a grade of C or higher will be required to take the Quantitative Reasoning, Algebra, and Statistics portion of the placement exam.

Students applying to certificate programs that do not require coursework in English, Mathematics or Reading will not be required to take the placement tests, provided the courses do not have a remedial prerequisite.

To: Academic Senate
From: The Honors Committee of the Academic Senate
Date: November 5, 2020
Re: Resolution to Amend the Bylaws of the Honors Committee of the Academic Senate

Whereas, the Bylaws of the Honors Committee of the Academic Senate were changed in 2017 without the consultation of the Honors Committee, and

Whereas, in 2018, The National Collegiate Honors Council reviewed and assessed the Honors Program at Nassau Community College and made recommendations, and

Whereas, the Honors Committee was charged with amending its bylaws to reflect those recommendations and to better represent the duties and membership of the committee; therefore,

Be it resolved that the Honors Committee proposed the following bylaws:

1. Duties

- a. To assist the Coordinator(s) of the Honors Program in fulfilling the mission of the Honors Program by:
 1. hosting events for current and/or prospective students
 2. publishing a yearly interdisciplinary journal
 3. hosting a yearly colloquium highlighting student scholarship
 4. assisting with fundraising for student scholarships
- b. To support the Coordinator(s) of the Honors Program by making recommendations of:
 1. Standards for admission
 2. Retention
 3. Reviewing the Mission and Learning Goals of the Program
 4. Assessing the effectiveness of the Program
 5. Offering new courses
- c. To recommend to the Vice President of Academic Affairs and/or appropriate Academic Dean, faculty members for the position of Coordinator(s) when a vacancy occurs.

2. Membership

Standing Representation:

- Representative from the Office of Academic Affairs, appointed by the Vice President for Academic Affairs, *ex officio* non-voting
- Coordinator(s) of the Honors Program

Other Representation:

- Additional faculty members appointed by the Appointment/Tellers/Election Committee. In making these assignments, the Appointment/Tellers/Election shall try to affect diverse representation from departments not already represented.
- Two (2) Honors students to be elected by the students in the Honors Program
- Two (2) student representatives of the Student Government Association (SGA)

Pre-2017 Bylaws of the Honors Committee of the Academic Senate

1. Duties:

- a. To recommend all policies of the Honors Program regarding:
 1. Standards for admission
 2. Standards for remaining in the program
 3. Criteria for waiver requests
 4. Design of the program
- b. To review and select new courses to be sponsored in the program.
- c. To establish and periodically review the goals of the program.
- d. To evaluate the program bi-annually and to establish and revise procedures to be used for this evaluation.

2. Membership

Standing Representation:

- Representative from the Office of Academic Affairs, appointed by the Vice President for Academic Affairs
- Advisor for the program

Other Representation:

- All faculty members shall be appointed by the Appointment/Tellers/Election Committee.
[In making these assignments, the Appointment/Tellers/Election Committee shall try to get wide representation from diverse departmental areas. The academic departments offering Honors Program courses shall be encouraged to have active representation on the Honors Committee.]
- Two (2) Honors students to be elected by the students in the Honors Program
- One (1) student representative of the Student Government Association (SGA)

2017 Bylaws of the Honors Committee of the Academic Senate

1. Duties

a. To recommend to the Vice President for Academic Affairs coordinator(s) all standards, curriculum and criteria for the Honors Program including:

1. Admission
2. Retention in the program
3. Waiver requests
4. Design of the program

b. To review and recommend new courses to be sponsored in the program to the Vice President for Academic Affairs

c. To periodically review the goals of the program.

d. To review all recommendations for change in the Honors Program with the Academic Department Chairs, Academic Deans and Vice President for Academic Affairs.

2. Membership

Standing Representation:

- Representative from the Office of Academic Affairs, appointed by the Vice President for Academic Affairs, *ex officio* non-voting
- Advisor(s) for the program.

Other Representation:

- All faculty members shall be appointed by the Vice President for Academic Affairs upon recommendations from the Academic Department Chairs. In making these assignments, the Vice President for Academic Affairs shall try to get wide representation from diverse departmental areas with a view toward **representation by every academic department.**
- Two (2) Honors students to be elected by the students in the Honors Program
- One (1) student representative of the Student Government Association (SGA)

2017 Bylaws of the Honors Committee of the Academic Senate

[changes from pre-2017 represented with strikethroughs for deletions and red text for additions]

1. Duties

- a. To recommend to the Vice President for Academic Affairs coordinator(s) all standards , curriculum and criteria for ~~all policies of the Honors Program regarding~~ including:
 1. ~~Standards for admission~~
 2. ~~Standards for remaining~~ Retention in the program
 3. ~~Criteria for waiver requests~~
 4. Design of the program
- b. To review and recommend ~~select~~ new courses to be sponsored in the program to the Vice President for Academic Affairs.
- c. To ~~establish and~~ periodically review the goals of the program.
- d. ~~To evaluate the program bi-annually and to establish and revise procedures to be used for this evaluation.~~
- d. To review all recommendations for change in the Honors Program with the Academic Department Chairs, Academic Deans and Vice President for Academic Affairs.

2. Membership

Standing Representation:

- Representative from the Office of Academic Affairs, appointed by the Vice President for Academic Affairs, *ex officio* non-voting
- Advisor(s) for the program

Other Representation:

- All faculty members shall be appointed ~~by the Appointment/Tellers/Election Committee~~ by the Vice President for Academic Affairs upon recommendations from the Academic Department Chairs. [In making these assignments, the ~~Appointment/Tellers/Election Committee~~ Vice President for Academic Affairs shall try to get wide representation from diverse departmental areas with a view toward representation by every academic department. ~~The academic departments offering Honors Program courses shall be encouraged to have active representation on the Honors Committee.~~]
- Two (2) Honors students to be elected by the students in the Honors Program
- One (1) student representative of the Student Government Association (SGA)

Suggested Changes

1. Duties

- a. To assist the Coordinator(s) of the Honors Program in fulfilling the mission of the Honors Program by:
 1. holding events for current and/or prospective students
 2. publishing a yearly literary journal
 3. holding a yearly colloquium highlighting student scholarship
 4. assisting with fundraising for student scholarships
- b. To support the Coordinator(s) of the Honors Program by making recommendations of:
 1. Standards for admission
 2. Retention
 3. Reviewing the Mission and Learning Goals of the Program
 4. Assessing the effectiveness of the Program
 5. Offering new courses
- c. To recommend to the Vice President of Academic Affairs and/or appropriate Academic Dean, faculty members for the position of Coordinator(s) when a vacancy occurs.

2. Membership

Standing Representation:

- Representative from the Office of Academic Affairs, appointed by the Vice President for Academic Affairs, *ex officio* non-voting
- Coordinator(s) of the Honors Program

Other Representation:

- At least one member from each department offering Honors courses as chosen by Academic Department Chairs
- Additional faculty members appointed by the Appointment/Tellers/Election Committee. [In making these assignments, the Appointment/Tellers/Election Committee shall try to get wide representation from departments not already represented].
- Two (2) Honors students to be elected by the students in the Honors Program
- One (1) student representative of the Student Government Association (SGA)

SECTION 4

SPECIAL MEETING OF NOVEMBER 24, 2020

Calendar Committee

Resolution to Amend of the Spring 2021 Academic Calendar.

TO: Academic Senate

FROM: Pamela Flores, Chair
Calendar Committee

DATE: November 20, 2020

SUBJECT: Resolution to Amend of the Spring 2021 Academic Calendar

WHEREAS, the Calendar Committee has been charged to "Develop Academic Calendars for the Fall 2019 through Spring 2024"; and

WHEREAS, the SUNY Chancellor Malatras issued a press release on November 8, 2020 entitled, "SUNY Implements Comprehensive COVID-19 Plan for Spring Semester to Include Mandatory COVID-19 Test for Returning Students at All Campuses, Moving the Spring Semester In-Person Start Date to February 1st, and No Spring Break"; and

WHEREAS, the aforementioned document provides the following guidance: *"Given the risks associated with COVID-19 spread and travel, spring break and other holiday break periods are cancelled for all SUNY campuses. Campuses are allowed to build in single-day, midweek reading days throughout the semester as an alternative instructional pause."*; and

WHEREAS, SUNY campuses are further instructed to *"Push the Start of In-Person Instruction [emphasis added] for the Spring Semester Until February 1...exceptions will be granted for clinical practicums, specialized research, and applied learning experiences that require students to be physically present."*; and

WHEREAS, the NCC Spring 2021 semester has multiple parts of terms, with different reporting dates, billing dates, payment dates, etc., which provide needed flexibility to our community and this information must to be effectively communicated to our students; and

WHEREAS, the internal processes that support the College's ability to communicate would need to be stopped, retracted, and/or rebuilt manually and immediately, which increases the probability of miscommunication to the community and misreporting to state and federal agencies; and

WHEREAS, the College's Spring 2021 registration began on November 16, 2020; and

WHEREAS, the current Nassau Community College Spring 2021 Academic Calendar, which includes two weeks of non-instructional days, does not comply with the guidelines set forth by the SUNY Chancellor; and

WHEREAS, the Calendar Committee distributed an amended draft of the Spring 2021 calendar that complied with the aforementioned stipulations to relevant campus constituencies, including the Office of the President, the AFA, the ASEC, the NCCFT, SGA, and the Registrar for their review and feedback; and

WHEREAS, compliance with these guidelines created a Spring 2021 calendar that academic chairs viewed as pedagogically unsound, particularly those with courses that meet three days each week and/or have lab component; and

WHEREAS, the Calendar Committee addressed concerns raised by the aforementioned constituency groups; and

WHEREAS, the SUNY Chancellor Malatras offered campuses the following option, "Exceptions to this Spring Break policy will be considered and must be pre-approved by SUNY System Administration by December 1, 2020."; and

WHEREAS, an exemption to the stipulations expressed by the SUNY Chancellor would be required to address the concerns raised by constituency groups; and

WHEREAS, the College administration has agreed to submit an exemption request to the SUNY Chancellor by December 1, 2020; and

WHEREAS, based upon the concerns raised by the aforementioned constituency groups, the Calendar Committee reconfigured the Spring 2021 Calendar such that instructional pauses would not be single-day, mid-week pauses; and

WHEREAS, the Calendar Committee again sought input from the aforementioned campus constituencies; and

WHEREAS, the college approved the inclusion of Emergency Make-up days, which are to be allocated and utilized according to the resolution approved by the Senate on April 10, 2018;

THEREFORE, BE IT RESOLVED THAT the starting and ending dates of the Spring 2021 Academic Calendar remain unchanged; and

BE IT FURTHER RESOLVED THAT the organization of the Spring 2021 Academic Calendar extend and stagger the one-week breaks (February break and the Religious Observation) across two weeks to provide instructional pauses that are predictable, coincide with standard NCC scheduling blocks for course offerings (M/W/F and T/Th), and provide respites for students and faculty; and

BE IT FURTHER RESOLVED THAT the following Spring 2021 Academic Calendar entitled, "Balanced Instructional Pauses corresponding to NCC Course blocks M/W/F or T/R" be enacted.

ORIGINAL

SPRING 2021 ACADEMIC CALENDAR

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------|--------------------|---------|-----------|----------|----------------|----------|
| JANUARY | | | | | | |
| | M. L. King Day | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |
| FEBRUARY | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | X |
| X | Presidents' Day | X | X | X | X | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | | | | | | |
| MARCH | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| Passover | X | X | X | | | |
| APRIL | | | | | | |
| | | | | X | Good Friday | X |
| Easter | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |
| MAY | | | | | | |
| | | | | | | 1 |
| 2 | 3 | 4 | ⑤ | ⑥ | 7 | 8 |
| 9 | ⑩ | ⑪ | 12* ME | 13* ME | 14* ME | MW |
| 16 | 17* | MD | MD | MD | | |
| 14 | 15/14 | 15/15 | 15/14 | 15/14 | 15/14 | 14 |

DAY and ONLINE EDUCATION classes begin Tuesday, January 19 and end Monday, May 17.

WEEKEND classes begin Friday, January 22 and end Sunday, May 16.

EVENING classes begin Tuesday, January 19 and end Tuesday, May 11.

Classes do NOT meet on named or X days.

> Tuesday contains an evening activity hour.

* EVENING classes do not meet (including 5/14 Friday night Weekend College).

○ Circled dates – all 3 credit EVENING classes must be extended by 5 minutes for final exam purposes.

MW Makeup Weekend – If necessary, WEEKEND classes meet Saturday, May 15.

ME Makeup Evening – If necessary, EVENING classes meet as designated by the Senate resolution dated April 10, 2018.

MD Makeup Day – If necessary, DAY classes meet as designated by the Senate resolution dated April 10, 2018.

REVISED
SPRING 2021 ACADEMIC CALENDAR

Balanced Instructional Pauses corresponding to NCC Course blocks M/W/F or T/R

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------|--------------------|---------|-----------|----------|----------------|----------|
| JANUARY | | | | | | |
| | M. L. King Day | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |
| FEBRUARY | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | X |
| 14 | Presidents' Day | 16 | X | 18 | X | 20 |
| X | 22 | X | 24 | X | 26 | 27 |
| 28 | | | | | | |
| MARCH | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | X |
| Passover | X | 30 | X | | | |
| APRIL | | | | | | |
| | | | | 1 | Good Friday | 3 |
| Easter | 5 | X | 7 | X | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | 30 | |
| MAY | | | | | | |
| | | | | | | 1 |
| 2 | 3 | 4 | ⑤ | ⑥ | 7 | 8 |
| 9 | ⑩ | ⑪ | 12* ME | 13* ME | 14* ME | MW |
| 16 | 17* | MD | MD | MD | | |
| 14 | 15/14 | 15/15 > | 15/14 | 15/14 | 15/14 | 14 |

DAY and ONLINE EDUCATION classes begin Tuesday, January 19 and end Monday, May 17.

WEEKEND classes begin Friday, January 22 and end Sunday, May 16.

EVENING classes begin Tuesday, January 19 and end Tuesday, May 11.

X and Named days - classes do NOT meet.

> Tuesday contains an evening activity hour.

* EVENING classes do not meet (including 5/14 Friday night Weekend College).

○ Circled dates - all 3 credit EVENING classes must be extended by 5 minutes for final exam purposes.

MW Makeup Weekend - If necessary, WEEKEND classes meet Saturday, May 15.

ME Makeup Evening - If necessary, EVENING classes meet as designated by the Senate resolution dated April 10, 2018.

MD Makeup Day - If necessary, DAY classes meet as designated by the Senate resolution dated April 10, 2018.

SECTION 5

FCCC

FCCC Statement on Civic Education



FCCC STATEMENT ON CIVIC EDUCATION

January 2021

The Faculty Council of Community Colleges believes in the civic value of education and supports the goal of preparing students to be informed, active, and engaged citizens. Learning to interact with colleagues from different life experiences and identities while exposing our students to new ideas and belief systems is at the heart of all college education. Community colleges are democracy's colleges where students are part of the fabric of our local community and civil society.

While First Amendment rights allow for the free expression and exchange of ideas, violence against elected officials and destruction of public property at such a revered site as the Capitol is abhorrent to us as educators. Further, speech that incites violence is not protected by the First Amendment. We commit to educating our students about the distinction between free speech and insurrection in a way that contributes to our student citizens' understanding of these national events. We commit to teaching our students to engage in civil society through dispassionate, respectful, non-violent, collegial discourse.

We also commit to helping our student citizens develop the skills they need to discern truth from opinion and facts from fabrication. Our democracy cannot move forward without a consensus around a true set of facts/information.

As stated in the FCCC Statement on Campus Inclusivity and Civil Discourse from 2017:

Necessary to maintaining and cultivating a healthy and productive learning environment and the exercise of the aforementioned freedoms is also the freedom from fear and intimidation, a basic human right. In light of its commitment to the principles of the community college mission, the Faculty Council of Community Colleges stands firmly opposed to actions aimed at cultivating an atmosphere of incivility, intimidation, exclusion, hatred, dehumanization or violence counterproductive to the educational mission of the community colleges or to the welfare of the people and communities which they serve. Therefore, the Faculty Council of Community Colleges calls for the responsible and open exercise of academic and constitutional freedoms in support of civil discourse and inclusivity, with respect for the differing opinions, perspectives, identities and cultures of our diverse communities and the safety of their members.

The insurrection of January 6th does not stand in isolation; divisive rhetoric and civic illiteracy are precursors to democratic decline. Therefore, as community college faculty, we are committed to engaging in conversations which serve to restore and rebuild civic conversation. Our objective is not to create like-minded individuals, but rather to instill in our students the critical thinking skills and civic literacy that will support their own capacities for intellectual discussion and growth. Our commitment to providing student citizens with the tools needed to engage in civic opportunities is a necessary foundation for the democratic ideals upon which our country, society, and government were built.

SECTION 6

MEETING OF APRIL 20, 2021

Diversity, Equity & Inclusion Committee

Resolution for continued Unconscious Bias Training

Academic Senate Executive Committee

Resolution in support of the continuity of Academic Senate Leadership

To: Academic Senate

From: Diversity, Equity and Inclusion Committee

Date: April 13, 2021

Re: Resolution for Continued Unconscious Bias Training

WHEREAS the Diversity, Equity, and Inclusion (DEI) Committee in conjunction with the Office of Equity, Inclusion, and Affirmative Action successfully implemented the unconscious bias online training (DiversityEdu) for all administrative and faculty search committees; and,

WHEREAS the DiversityEdu training has been effective in uncovering individual unconscious bias that may occur within the workplace and in raising awareness of the impact of such bias; and,

WHEREAS the DiversityEdu training has been an effective way to ensure institutional awareness of unconscious bias; and

WHEREAS the DEI Committee, along with the Academic Senate, supported extending training to all teaching and non-teaching faculty;

THEREFORE, BE IT RESOLVED that the DiversityEdu training be extended to all full-time faculty, staff, administrators, and supervisors; and,

BE IT FURTHER RESOLVED that DiversityEdu training be required for onboarding of all new employees.

To: Academic Senate

From: Academic Senate Executive Committee

Subject: Resolution in support of the continuity of Academic Senate Leadership

Date: April 13, 2021

Whereas the Academic Senate Executive Committee has successfully fulfilled its functions during the COVID-19 pandemic and the ongoing transition of Nassau Community College; and,

Whereas the Academic Senate Executive Committee postponed all elections scheduled in May 2020 due to the COVID-19 pandemic; and,

Whereas Article V Section B of the Academic Senate Bylaws states: no one may serve on the Executive Committee for more than four (4) consecutive years. An individual serving as Vice Chair or Secretary may serve an additional four (4) years as Chair; and,

Whereas the election of First Vice Chair was postponed and held in December 2020 due to the ongoing COVID-19 crisis; and,

Whereas elections for the positions of Chair and First Vice Chair are now required; and,

Whereas the NCCFT Executive Committee Bylaws do not express term limits; and,

Whereas the Department Chairs Committee Bylaws do not express term limits; and,

Whereas, to date, the College remains without a clear path to recovery from the COVID-19 crisis and a dire financial situation; and,

Whereas, continuity in Senate leadership is vital not only to the governance structure, but to the proper functioning and advancement of the College; and to preserve academic integrity of the institution for the students we serve;

Therefore, be it resolved that the term limits for Chair and First Vice Chair be suspended for one year to maintain stable Academic Senate leadership and will end effective May 2022; and,

Be it further resolved that nominations for Chair and First Vice Chair be held in April 2022 and elections take place in May 2022.

SECTION 7

Calendar Committee

Resolution to amend Spring 2022 Academic Calendar with Spring break in March

FCCC

FCCC E1 SUNY General Education Framework

FCCC E2 SUNY General Education Framework Timeline

TO: Academic Senate
FROM: Calendar Committee
DATE: April 30, 2021
SUBJECT: Resolution to Amend the Spring 2022 Academic Calendar:
***Remove February break and institute a single Spring break
in March 2022***

WHEREAS, the Calendar Committee has been charged to "Develop Academic Calendars for the Fall 2019 through Spring 2024"; and

WHEREAS, the Calendar Committee developed an Academic Calendar for the Fall 2021-Summer 2022 year which was approved by the Academic Senate and the administration in November 2020; and

WHEREAS, the Calendar Committee was charged in September 2020 to "Consider the elimination of February break for 2022-2023, submit findings to the Senate for March 2021"; and

WHEREAS, the Calendar Committee drafted a report on findings from a student survey conducted in February 2020 (prior to the closing of NCC due to the COVID19 pandemic) asking students to discuss how they utilized the time off during Presidents' week and whether they found the break disruptive; and

WHEREAS, Chancellor Malatras directed all SUNY campuses to remove all breaks for the Spring 2021 semester thereby eliminating Presidents' week and the spring holiday recess, thereby thwarting the committee's attempt to collect more data; and

WHEREAS, VP Lausch sent on April 1, 2021 the administrative rationale for eliminating the February break from the calendar because it "disrupts the flow of instruction from both the student and faculty perspective...[it] disrupts the flow of services that are available/offered to students...[it] does not align with what other higher education institutions do; and

WHEREAS, VP Lausch further requested that "February break be removed permanently from future calendars and that there is no repurposing of those days elsewhere in the spring...leave the College with (1) spring break/recess in March or April"; and

WHEREAS, on April 13, 2021, the Calendar Committee was charged, "At the request of the Vice President of Academic Affairs, reformulate the Spring 2022 calendar to eliminate the February break."; and

WHEREAS, the Calendar Committee reviewed the Spring 2022 calendars of five neighboring institutions; and

WHEREAS, the Calendar Committee developed two Spring 2022 calendars, neither providing a February break, but differing in their placement of a single spring break; and

WHEREAS, the Calendar Committee distributed the two Spring 2022 calendars to relevant campus constituencies, including the Office of the President, the AFA, the ASEC, the NCCFT, and the Registrar for their review and feedback; and

WHEREAS, both amended calendars were acceptable, though President Williams, VP Lausch, and VP Conzatti preferred the Spring Calendar with the March (mid-semester) break; and

WHEREAS, the Calendar Committee seeks to provide transparency and a voice to the Senate regarding the timing of the spring semester break;

THEREFORE, BE IT RESOLVED THAT the Calendar Committee will withdraw the resolution that proposes a Spring 2022 calendar that the Academic Senate does not support, and

BE IT FURTHER RESOLVED THAT the Spring 2022 calendar that is preferred by the Academic Senate be enacted.

SPRING 2022 ACADEMIC CALENDAR— Approved by the Academic Senate on November 17, 2020

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------|-------------|---------|-----------|----------|-------------|----------|
| JANUARY | | | | | | |
| | | | 19 | 20 | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |
| FEBRUARY | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | X |
| X | Presidents' | X | X | X | X | X |
| | Day | | | | | |
| X | 28 | | | | | |
| MARCH | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 | | |
| APRIL | | | | | | |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | X | X | Good Friday | Passover |
| Easter | X | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| MAY | | | | | | |
| 1 | 2 | 3 | ④ | ⑤ | 6 | 7 |
| 8 | ⑨ | ⑩ | 11*ME | 12*ME | 13*MW | 14 |
| 15 | 16*ME | MD | MD | MD | | |
| 14 | 15/14 | 15/15 > | 15/14 | 15/14 | 15/14 | 14 |

DAY and ONLINE classes begin Wednesday, January 19 and end Monday, May 16.

WEEKEND classes begin Friday, January 21 and end Sunday, May 15.

EVENING classes begin Wednesday, January 19 and end Tuesday, May 10.

Classes do NOT meet on named or X days.

* EVENING classes do not meet (including 5/13 Friday night Weekend College).

> Tuesday contains an evening activity hour.

○Circled dates – all 3 credit EVENING classes must be extended by 5 minutes for final exam purposes.

MW Makeup Weekend – If necessary, WEEKEND classes meet Friday, May 13.

ME Makeup Evening – If necessary, EVENING classes meet on one or more of these dates.

MD Makeup Day – If necessary, DAY classes meet on one or more of these dates.

REVISED SPRING 2022 ACADEMIC CALENDAR – March Break Option

| Sunday | Monday | Tuesday | Wednesday | Thursday | Friday | Saturday |
|-----------------|-------------|---------|-----------|----------|-------------|----------|
| JANUARY | | | | | | |
| | | | | | 21 | 22 |
| 23 | 24 | 25 | 26 | 27 | 28 | 29 |
| 30 | 31 | | | | | |
| FEBRUARY | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | X |
| X | Presidents' | 22 | 23 | 24 | 25 | 26 |
| | Day | | | | | |
| 27 | 28 | | | | | |
| MARCH | | | | | | |
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | X | X | X | X | X | X |
| X | 28 | 29 | 30 | 31 | | |
| APRIL | | | | | | |
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | Good Friday | Passover |
| Easter | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| MAY | | | | | | |
| 1 | 2 | 3 | ④ | ⑤ | 6 | 7 |
| 8 | ⑨ | ⑩ | 11*ME | 12*ME | 13*MW | 14 |
| 15 | 16*ME | MD | MD | MD | | |
| 14 | 15/14 | 15/15 > | 15/14 | 15/14 | 15/14 | 14 |

DAY and ONLINE classes begin Friday, January 21 and end Monday, May 16.

WEEKEND classes begin Friday, January 21 and end Sunday, May 15.

EVENING classes begin Monday, January 24 and end Tuesday, May 10.

Classes do NOT meet on named or X days.

* EVENING classes do not meet (including 5/13 Friday night Weekend College).

> Tuesday contains an evening activity hour.

○Circled dates – all 3 credit EVENING classes must be extended by 5 minutes for final exam purposes.

MW Makeup Weekend – If necessary, WEEKEND classes meet Friday, May 13.

ME Makeup Evening – If necessary, EVENING classes meet on one or more of these dates.

MD Makeup Day – If necessary, DAY classes meet on one or more of these dates.



**Faculty Council of Community Colleges
SUNY General Education Framework
E1.2020-2021
Passed by the Executive Committee
April 20, 2021**

WHEREAS AAS and AOS programs delivered at SUNY's community colleges have met the requirements of the Middle States General Education program for decades, and

WHEREAS AAS and AOS programs are designed to fulfill career and industry-driven programs with the primary intent to enter the workplace, and

WHEREAS the General Education Advisory Council's (GEAC) recommendation to require AAS and AOS programs to include 20 credits of SUNY General Education, and fulfill four of eight required knowledge areas, and six competencies, and

WHEREAS AAS and AOS programs will have to eliminate or alter program content that may be driven by industry and career partners, as well as national accrediting bodies in order to fulfill the new SUNY General Education requirements, and

WHEREAS the Green Paper on General Education authored by faculty selected by the UFS and FCCC made no recommendation on applying the SUNY General Education requirements to AAS or AOS programs, and

WHEREAS the General Education Advisory Committee (GEAC) did not discuss the requirement that AAS and AOS programs be subject to SUNY General Education requirements, and

WHEREAS dividing oral and written communication in the GEAC General Education proposal offers campuses flexibility in its completion, and

WHEREAS oral communication is a disciplinary field that experts in that field should guide in the completion of this category, which is not possible in the current GEAC General Education proposal, and

WHEREAS the FCCC Resolution on General Education (ASA3:2018-2019) supported a general education requirement for scientific reasoning, and

WHEREAS many social science courses that employ scientific methods may also meet this scientific reasoning requirement, therefore

BE IT RESOLVED that the FCCC recommends that social science courses that apply quantitative methods courses should be allowed to meet the scientific reasoning requirement, and further

RESOLVED that the Oral Communication competency proposed by SUNY GEAC become a knowledge area separate from the Written Communication knowledge area, and further

RESOLVED that the Global Learning competency proposed by SUNY GEAC become a knowledge area to reduce the number of competencies that all SUNY programs will have to fulfill, and further

RESOLVED that the FCCC recommends that AAS and AOS are not subject to the SUNY General Education program unless the requirements are reduced to three of eight knowledge areas and four competencies, and further

RESOLVED that the competency requirements of Global Learning and Diversity that are proposed by SUNY GEAC, if met by credit-bearing courses, will be included in the thirty credit requirement in all AA and AS programs.



**Faculty Council of Community Colleges
SUNY General Education Framework Timeline
E2.2020-2021
Passed by the Executive Committee
April 20, 2021**

WHEREAS the SUNY General Education program has been required and integrated into all community college AA and AS programs for twenty-two years, and

WHEREAS the SUNY General Education framework as proposed by the General Education Advisory Committee (GEAC) recommends the elimination of two knowledge areas and the creation of four new competencies, and

WHEREAS the SUNY GEAC recommends revised learning outcomes for eight knowledge areas and six competencies, and

WHEREAS the faculty at all sixty-four campuses will have to review their entire reserve of general education courses to determine if those courses meet the newly proposed learning outcomes as proposed by GEAC, and

WHEREAS the faculty at all sixty-four campuses will have to review **all** of their existing BA, BS, AA, and AS programs to ensure their degree requirements meet the integration of six new competencies, increased from two competencies, and

WHEREAS the faculty at all sixty-four campuses will have to review **all** of their existing programs to ensure their degree requirements allow for the fulfillment of eight knowledge areas, with scientific reasoning newly required, and

WHEREAS GEAC is recommending that AAS and AOS will be included in the requirement to fulfill the SUNY General Education program for the first time, and

WHEREAS the review and revision of courses and programs at all of SUNY's campuses involves using established governance processes to ensure the academic integrity of said revisions, and

WHEREAS the faculty at our thirty community colleges have been busy ensuring that their courses are being effectively delivered over the past year and a half during the coronavirus pandemic, and

WHEREAS the faculty at our thirty community colleges have not engaged with their colleagues during the pandemic to discuss major curricular overhauls in general education to the same degree that they would have in normal times, and

WHEREAS the GEAC proposes that incoming students in Fall of 2022 be able to fulfill the as-not-yet adopted SUNY General Education program, and

WHEREAS all programs and courses will have to be reviewed for the Fall 2022 incoming student, which does not alleviate any curricular review and revision required of this general education reexamination, therefore

BE IT RESOLVED that the Faculty Council of Community College is committed to ensuring that our SUNY students meet the SUNY General Education program in order to become better 21st century citizens, as promised by its requirements, and therefore

RESOLVED that the proposed Fall 2022 implementation deadline for incoming students to comply with the newly proposed General Education program does not allow for the requisite time needed to make numerous curricular changes, and therefore

RESOLVED that the Faculty Council of Community Colleges urges a significantly longer implementation timeframe of at least three years from the date of adoption by the SUNY Board of Trustees to conduct the important work noted above.